

# ANNUAL EEO PUBLIC FILE REPORT

<b>Date Report Covers:</b> June 1, 2018 to May 31, 2019	<b>Employer:</b> Burbach of WV, LLC	<b>Job Search to:</b> <a href="mailto:careers@resultsradiowv.com">careers@resultsradiowv.com</a>
<b>Stations, City of License:</b> WXIL-FM Elizabeth WV WGGE-FM Parkersburg WV WHBR-FM Parkersburg WV WRZZ-FM Parkersburg WV WLYQ-AM Parkersburg WV WVNT-AM Parkersburg WV	<b>Employment Unit Address:</b> 5 Rosemar Circle Parkersburg, WV 26104  <b>On-Line Public File Location:</b> (link) <a href="http://www.resultsradiowv.com">www.resultsradiowv.com</a> *	<b>Contact Person, Title, email, phone number:</b> Don Staats, GM <a href="mailto:dstaats@resultsradiowv.com">dstaats@resultsradiowv.com</a> Chuck Helmick, SM <a href="mailto:chelmick@resultsradiowv.com">chelmick@resultsradiowv.com</a> (304)-485-4565

\*This EEO Public File Report is filed in each individual Station’s public inspection file which can be accessed through the above link.

Burbach of WV, LLC is an equal opportunity employer and does not discriminate in any manner in the recruiting, hiring, training, or promotion of employees or, in its advertising practices by reason of race, color, religion, sex, or national origin. We engage in a continuing and evolving effort to seek out prospective applicants for employment. The Annual EEO Reports herein exemplify those agencies contacted. Those, which requested to be contacted, are so noted. We have found these agencies to be suppliers of diverse and qualified employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community. We periodically re-evaluate the recruitment practices to enhance wide dissemination. As a result, we believe our overall package of recruiting initiatives has been successful over the past two reporting periods.

## **Full-Time Vacancies Filled:**

Job Title	Hire Date	Persons Hired	Persons Interviewed	Recruitment Sources Used from Master List	Referring Source
Acct Mgr	8.16.18	1	4	1, 2, 3, 6	1
Acct Mgt	8.20.18	1	4	1, 2, 3, 6	1

**Full-Time Recruitment Sources Master List:**

<b>Recruitment Source Number</b>	<b>Recruitment Source Name, Address, Phone, Contact, email, URL</b>	<b>Source Requested Notification Yes/no</b>	<b>Referrals from this source</b>
1	On-Air Recruitment WXIL-FM, WRZZ-FM WHBR-FM, WGGE-FM WVNT-AM, WLYQ-AM	No	8
2	<a href="http://www.resultsradiowv.com">www.resultsradiowv.com</a> , Parkersburg, WV <a href="http://www.95xil.com">www.95xil.com</a> , Parkersburg, WV <a href="http://www.z106.net">www.z106.net</a> , Parkersburg, WV <a href="http://www.1031thebear.net">www.1031thebear.net</a> , Parkersburg, WV <a href="http://www.froggy99.net">www.froggy99.net</a> , Parkersburg, WV <a href="http://www.willie1050.com">www.willie1050.com</a> , Parkersburg, WV <a href="http://www.wvnt.net">www.wvnt.net</a> , Parkersburg, WV	No	
3	<a href="mailto:Fairmontcareers@resultsradio.com">Fairmontcareers@resultsradio.com</a> <a href="mailto:Parkersburgcareers@resultsradio.com">Parkersburgcareers@resultsradio.com</a>	No	
4	Walk-In – Don Staats, Chuck Helmick	No	
5	Internal Referral – Don Staats, Chuck Helmick	No	4
6	External Referral – Don Staats, Chuck Helmick	No	4
7	Internal Posting – Don Staats, Chuck Helmick	No	
8	Work Force WV – Amber Jackson 1-800-252-JOBS <a href="mailto:ajackson@hrdfwv.org">ajackson@hrdfwv.org</a> <a href="http://www.workforcewv.com">www.workforcewv.com</a> 304 Lakeview Center Parkersburg, WV 26101	No	
9	<a href="http://www.allaccess.com">www.allaccess.com</a>	No	
10	<a href="http://www.facebook.com">www.facebook.com</a>  <a href="https://www.facebook.com/Froggy-99-WGGE-FM-106646240198/">https://www.facebook.com/Froggy-99-WGGE-FM-106646240198/</a>  <a href="https://www.facebook.com/1031thebear/">https://www.facebook.com/1031thebear/</a>  <a href="https://www.facebook.com/pages/category/Broadcasting---Media-Production-Company/Classic-Rock-Z106-251059241643037/">https://www.facebook.com/pages/category/Broadcasting---Media-Production-Company/Classic-Rock-Z106-251059241643037/</a>  <a href="https://www.facebook.com/pages/category/Radio-Station/My-95-1429855180632747/">https://www.facebook.com/pages/category/Radio-Station/My-95-1429855180632747/</a>  <a href="https://www.facebook.com/Willie-94-7-643214866055945/">https://www.facebook.com/Willie-94-7-643214866055945/</a>  <a href="https://www.facebook.com/WVNTSPORTS/">https://www.facebook.com/WVNTSPORTS/</a>	No	
12	<a href="http://www.indeed.com">www.indeed.com</a>	No	

## OUTREACH ACTIVITIES

	<b>Date</b>	<b>Recruitment Initiative &amp; Code #</b>	<b>Description</b>	<b>Participants</b>
1	03.06.19	Harassment prevention #14 Training – Serina Jones #5 Rosemar Circle Parkersburg, WV 26104	Preventing Harassment in the Workplace – Serina Jones H.R.	ALL STAFF (Internal)
2	03.06.19	Safety training #14 Serina Jones #5 Rosemar Circle Parkersburg, WV 26104	General Safety in the Workplace – Serina Jones H.R.	ALL STAFF (Internal)
3	04.12.19	Job Fair – Serina Jones #2 #5 Rosemar Circle Parkersburg, WV 26104	Results Radio Job Fair	ALL STAFF and open to Public
4	09.28.18	MOV Job Fair #1 Tara Meagle 1-800-331-7896 <a href="mailto:tdm003@marietta.edu">tdm003@marietta.edu</a> <a href="http://www.marietta.edu">www.marietta.edu</a> Marietta College 215 Fifth Street Marietta, OH 45750	Mid Ohio Valley Job Fair	Chuck Helmick Representing Results Radio Open to the General Public
5	05.31.18-06.01.19	<a href="http://www.resultsradiowv.com">www.resultsradiowv.com</a> #6	Results Radio WV WEBSITE(S)	CHUCK HELMICK Webmaster for Results Radio Station(s) Websites
6	05.31.18-06.01.19	WVUP #6 Jennifer Floyd 304-424-8000 <a href="mailto:Jfloyd3@wvup.edu">Jfloyd3@wvup.edu</a> <a href="http://www.wvup.edu">www.wvup.edu</a> 300 Campus Drive Parkersburg, WV 26101	COMMUNICATIONS DEPT Job Fair at WVUP	CHUCK HELMICK Representing Results Radio, Open to the General Public
7	05.31.18-06.01.19	WOOD CO TECH CENTER #6 Lori Ullman 304-420-9610 <a href="mailto:lullman@12k.wv.us">lullman@12k.wv.us</a> <a href="http://www.capertoncenter.net">www.capertoncenter.net</a> 1515 Blizzard Drive Parkersburg, WV 26101	BROADCASTING/MARKETING CLASSES	CHUCK HELMICK Guest Instructor

8	05.31.18-06.01.19	WASHINGTON STATE Amanda Herb 740-568-1899 <a href="mailto:aherb@wsc.edu">aherb@wsc.edu</a> <a href="http://www.wsc.edu">www.wsc.edu</a> 710 Colegate Drive Marietta, OH 45750	#6	BROADCASTING/MARKETING CLASSES	CHUCK HELMICK Guest Instructor
9	05.31.18-06.01.19	MARIETTA COLLEGE Vicki Ford 740-376-4725 <a href="mailto:fordv@marietta.edu">fordv@marietta.edu</a> <a href="http://www.marietta.edu">www.marietta.edu</a> 215 Fifth Street Marietta, OH 45750	#6	BROADCASTING/MARKETING CLASSES	DON STAATS Guest Instructor
10	05.31.18-06.01.19	OHIO UNIVERSITY Bill Fodor 740-593-1000 <a href="mailto:bfodor@ohio.edu">bfodor@ohio.edu</a> <a href="http://www.ohio.edu">www.ohio.edu</a> 35 Park Place Athens, OH 45701	#6	BROADCASTING/MARKETING CLASSES	CHUCK HELMICK Guest Instructor
11	05.31.18-06.01.19	WVUP Tori Jackson 304-424-8000 <a href="mailto:tjacks10@wvup.edu">tjacks10@wvup.edu</a> <a href="http://www.wvup.edu">www.wvup.edu</a> 300 Campus Drive Marietta, OH 45750	#6	BROADCASTING/MARKETING CLASSES	CHUCK HELMICK Guest Instructor
12					
13					
14					
15					

## **OUTREACH ACTIVITY CLASSIFICATION CODES**

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Host at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community interested in broadcast employment issues;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not generally directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

**(END OF REPORT)**

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