

ANNUAL EEO PUBLIC FILE REPORT

Date Report Covers: June 1, 2022 to May 31, 2023	Employer: Burbach of WV, LLC	Job Search to: careers@resultsradiowv.com
Stations, City of License: WXIL-FM Elizabeth WV WGGE-FM Parkersburg WV WHBR-FM Parkersburg WV WRZZ-FM Parkersburg WV WLYQ-AM Parkersburg WV WVNT-AM Parkersburg WV	Employment Unit Address: 5 Rosemar Circle Parkersburg, WV 26104 On-Line Public File Location: (link) www.resultsradiowv.com *	Contact Person, Title, email, phone number: Don Staats, GM dstaats@resultsradiowv.com Chuck Helmick, SM chelmick@resultsradiowv.com (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 and its affiliates and their Radio Station(s) do not and shall not discriminate, in any manner on the basis of race, ethnicity, religion, gender, or age respecting their recruiting, employment or advertising practices. 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
No Hires in Reporting Period					

Full-Time Recruitment Sources Master List:

Recruitment Source Number	Recruitment Source Name, Address, Phone, Contact, Email, URL	Source Requested Notification Yes/no	Referrals from this source
1	On-Air Recruitment WXIL-FM, WRZZ-FM, WHBR-FM, WGGE-FM, WVNT-AM, WLYQ-AM	No	N/A
2	www.resultsradiowv.com , Parkersburg, WV www.95xil.com , Parkersburg, WV www.z106.net , Parkersburg, WV www.1031thebear.net , Parkersburg, WV www.froggy99.net , Parkersburg, WV www.willie1050.com , Parkersburg, WV www.wvnt.net , Parkersburg, WV	No	N/A
3	Fairmontcareers@resultsradiowv.com Parkersburgcareers@resultsradiowv.com	No	N/A
4	Walk-In – Don Staats, Chuck Helmick	No	N/A
5	Internal Referral – Don Staats, Chuck Helmick	No	N/A
6	External Referral – Don Staats, Chuck Helmick	No	N/A
7	Internal Posting – Don Staats, Chuck Helmick	No	N/A
8	Work Force WV – Amber Jackson 1-800-252-JOBS ajackson@hrdfwv.org www.workforcewv.com 304 Lakeview Center Parkersburg, WV 26101	No	N/A
9	www.allaccess.com	No	N/A
10	www.facebook.com https://www.facebook.com/Froggy-99-WGGE-FM-106646240198/ https://www.facebook.com/1031thebear/ https://www.facebook.com/pages/category/Broadcasting---Media-Production-Company/Classic-Rock-2106-251059241643037/ https://www.facebook.com/pages/category/Radio-Station/My-95-1429855180632747/ https://www.facebook.com/Willie-94-7-643214866055945/ https://www.facebook.com/WVNTSPORTS/	No	N/A
12	www.indeed.com	No	N/A

OUTREACH ACTIVITIES

	Date	Recruitment Initiative & Code #	Description	Participants
1	03.14.23	Harassment prevention #14 Training – Serina Jones #5 Rosemar Circle Parkersburg, WV 26104	Harassment Prevention Training	ALL STAFF (Internal)
2	03.14.23	Safety training #14 Serina Jones #5 Rosemar Circle Parkersburg, WV 26104	Fire Safety Training	ALL STAFF (Internal)
3	03.14.23	Job Fair – Serina Jones #2 #5 Rosemar Circle Parkersburg, WV 26104	March 14, 202 11am – 1pm Held at #5 Rosemar Circle	ALL STAFF and open to Public
4	04.26.23	CAREER CONNECTIONS JOB FAIR #6 Lori Smith (740) 373-2766 lsmith@wccc.edu 21740 State Route 676 Marietta, OH 45750	Washington County Career Center Job Fair 9:00AM – 2:00PM	Chuck Helmick Representing Results Radio Open to the General Public
5	06.01.22-05.31.23	www.resultsradiowv.com #6	Results Radio WV WEBSITE(S)	CHUCK HELMICK Webmaster for Results Radio Station(s) Websites
6	06.01.22-05.31.23	WASHINGTON STATE #6 Megan Hardway 740-568-1899 mharway@wsc.edu www.wsc.edu 710 Colegate Drive Marietta, OH 45750	BROADCASTING/MARKETING CLASSES	DON STAATS Guest Instructor
7	06.01.22-05.31.23	MARIETTA COLLEGE #6 Vicki Ford 740-376-4725 fordv@marietta.edu www.marietta.edu 215 Fifth Street Marietta, OH 45750	BROADCASTING/MARKETING CLASSES	DON STAATS Guest Instructor
8	06.01.22-05.31.23	OHIO UNIVERSITY #6 Bill Fodor 740-593-1824	BROADCASTING/MARKETING CLASSES	Open to the Public

		bfodor@ohio.edu www.ohio.edu 35 Park Place Athens, OH 45701		
9	06.01.22-05.31.23	WVUP #6 Dr. Torie Jackson 304-424-8000 tjacks10@wvup.edu www.wvup.edu 300 Campus Drive Parkersburg, WV 26101	BROADCASTING/MARKETING CLASSES	CHUCK HELMICK Adjunct Faculty
10	05.04.23	Wood County Tech Center #6 Jason Hughes, Director jehughes@k12.wv.us www.woodcountyschoolswv.com/o/wctc 304-420-9501 1515 Blizzard Dr. Parkersburg, WV 26101	Wood County Tech Center Job Fair 9:00 AM – 1:30PM	Chuck Helmick Representing Results Radio Open to the General Public and Tech Center Students
11				
12				
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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)

5 of 5