

**EEO PUBLIC FILE REPORT FOR
BURBACH OF DE, LLC.
dba RESULTS RADIO
PARKERSBURG, WV 26104**

WXIL-FM Elizabeth, WV WHBR-FM Parkersburg, WV WGGE-FM Parkersburg, WV

WRZZ-FM Parkersburg, WV WADC-AM Parkersburg, WV WVNT-AM Parkersburg, WV

This EEO Public File Report is filed in Results Radio's public inspection file pursuant to section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending May 31, 2011, the station's filled the following full-time vacancies:

2	Sales
1	Programming
2	Programming (Internal Promotion Part-Time to Full-Time)
1	Engineering

ACTIVITY TO REPORT THIS PERIOD

The stations interviewed a total of 89 people for all full-time vacancies during this period covered in this report.

The following are the recruitment sources used during the period covered in this report.

On-Air Announcement – WXIL-FM, WRZZ-FM, WHBR-FM, WGGE-FM, WVNT-AM, WADC-AM
Results Radio Web Site – www.resultsradiowv.com
Results Radio Job Fair
All Access.com
Internal Recommendation
Internal Promotion

Attachment A contains the following information for each full-time vacancy.

The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number.

The recruitment source that referred the hiree for each full-time vacancy.

The total number of persons interviewed for each full-time vacancy.

The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report

EEO Recruitment Program

Our recruitment program is reappraised periodically by Company Management to produce the optimum results in generating the best available applicants. Management prefers to hire individuals with experience, therefore the recruitment sources utilized during this period covered were productive. This unit also uses its station websites and on air announcements to solicit both job openings and organizations that would like to be notified of such openings.

If your organization would like to be contacted regarding future vacancies, please contact:

Don Staats, General Manager
5 Rosemar Circle
Parkersburg, WV 26104
Telephone: (304) 485-4565 Facsimile: (304) 424-6955
dstaats@resultsradiowv.com

(Fill out for each full-time vacancy)

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Account Manager

Recruitment source that referred the hiree: On-Air Announcement

Date Vacancy opened: March 1, 2010

Total Number of Persons Interviewed for the Vacancy: _____ 35 _____

Date Vacancy Filled: November 1, 2010

Total Hired: _____ 1 _____

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
On-Air Announcement	WXIL-FM, WRZZ-FM, WHBR-FM, WGGE-FM, WVNT-AM, WADC-AM	Charles Helmick	304-485-4565	14	NO
Results Radio Web Site	www.resultsradiowv.com	Charles Helmick	304-485-4565	10	NO
Results Radio Job Fair	5 Rosemar Circle Parkersburg, Wv 26104	Charles Helmick	304-485-4565	11	NO

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
 (Fill out for each full-time vacancy)

Job Title of Vacancy: **Account Manager**

Recruitment source that referred the hiree: **Results Radio Web Site**

Date Vacancy opened: **January 1, 2011**

Total number of persons interviewed for the vacancy: **19**

Date Vacancy Filled: **March 16, 2011**

Total Hired: 1

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
Results Radio Job Fair	5 Rosemar Circle Parkersburg, WV 26104	Chuck Helmick	304-485-4565	8	NO
Results Radio Web Site	www.resultsradiowv.com	Chuck Helmick	304-485-4565	4	NO
On-Air Announcement	5 Rosemar Circle Parkersburg, WV 26104	Chuck Helmick	304-485-4565	7	NO

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: **Program Director**

Recruitment source that referred the hiree: **Internal Recommendation**

Date Vacancy opened: **April 2010**

Total number of persons interviewed for the vacancy: **18**

Date Vacancy Filled: **August 2010**

Total Hired: 1

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
All Access.com	WEB SITE	Brian Guthrie	304-485-4565	17	NO
Internal Recommendation	1370 Washington Pike Suite 406 Bridgeville, PA	Nick Galli	412-221-1629	1	NO

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: **Programming**

**Recruitment source that referred the hiree: Internal Promotion
(Part-Time to Full-Time)**

Date Vacancy opened: **March 1, 2011**

Total number of persons interviewed for the vacancy: 0

Date Vacancy Filled: **March 1, 2011**

Total Hired: ___ 2 ___

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
Internal Promotion	5 Rosemar Circle Parkersburg, WV 26104	Brian Guthrie	304-485-4565	0	NO

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Engineering Assistant

Recruitment source that referred the hiree: On-Air Annoucement

Date Vacancy opened: August 1, 2010

Total number of persons interviewed for the vacancy: 17

Date Vacancy Filled: September 4, 2010

Total Hired: __ 1 __

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
On-Air Annoucement	WXIL-FM, WRZZ-FM, WHBR-FM, WGGE-FM, WVNT-AM, WADC-AM	Larry Smith	304-485-4565	17	NO

ATTACHMENT B MENU OPTION ACTIVITIES

Results Radio has engaged in the following outreach activities during the year cover by this report:

Activity Classification	Type of Activity	Brief Description
2	Results Radio Job Fair	5 Rosemar Circle, Parkersburg, WV 26104 March 23, 2011
4	Career Fair Washington County	Marietta College Campus, Marietta, Ohio October 22, 2010
4	Wood County Schools Career Fair	Parkersburg Armory Blizzard Drive South Parkersburg 26101 March 17, 2011
19	Annual Manager's EEO Training	5 Rosemar Circle, Parkersburg, WV 26104 April 26, 2011
19	Sexual Harassment Training Instructor: Don Staats	5 Rosemar Circle Parkersburg, WV 26104 January 19, 2011
11	Jobs Posting on Web Site and Recruitment	5 Rosemar Circle Parkersburg, WV 26104 June 1, 2010 – May 30, 2011
13	Staff Safety Training Instructor: Larry Smith	5 Rosemar Circle Parkersburg, WV 26104 January 19, 2011
13	Technical Training Instructor: Larry Smith	5 Rosemar Circle Parkersburg, WV 26104 July 20, 2010
1	Washington County Career Job Fair	Marietta, Ohio June 14, 2010
4	Career Fair at National College	110 Park Center Drive, Parkersburg, WV May 19, 2011
11	On-Air Announcements WXIL-FM, WRZZ-FM, WHBR- FM, WGGE-FM, WVNT-AM	June 1, 2010 – May 30, 2011
11	Job Postings on Results Radio Web Site www.resultsradiowv.com	June 1, 2010 – May 31, 2011

- For “Activity Classification” use numbers “1” through “16” in accordance with the following:
 1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
 2. Host of 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 at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
 7. Host of at least one job fair;
 8. 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;
 9. 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;
 10. Establishment of an internship program designed to assist members of the community interested in broadcast employment issues;
 11. 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);
 12. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
 13. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher level positions;
 14. Establishment of a mentoring program for station personnel;
 15. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
 16. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
 17. 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;
 18. 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;
 19. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
 20. 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;
 21. 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.



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