



## **CORRESPONDENCE**

Dear Michelle and Linda,

Just a quick note to express my appreciation for all that the WBA has done to make it easier to successfully navigate an FCC EEO Audit and satisfactorily exceed the FCC's EEO requirements.

The WBA's EEO efforts were invaluable. Without them, it would have been difficult to have met the minimums required of our small operation when it comes to recruitment efforts and the prevention of discriminatory hiring practices. I have found the WBA's dissemination of job openings through the Job Bank and bi-annual Job Fairs to be particularly effective when combined with our local outreach efforts, good record-keeping and the use of Broadcast Compliance Services.

While no one likes to receive unexpected correspondence from the FCC, the training and recruitment efforts of the Wisconsin Broadcasters Association put me at ease when I received our EEO Audit letter last March.

Tim Etes, RMM/MRM/CRME/CDMC  
Vice President/General Manager/Sales Manager  
Racine Broadcasting, LLC