# EEO PUBLIC FILE REPORT

# FOR

# STATIONS WLIO-D1, WLIO-D2, WOHL-D1, WOHL-D2, WFND-LP
# LIMA, OHIO

**This EEO Public File Report**
**Covers 6/1/18-5/31/19**

# EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLIO/WOHL's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period 6/1/18 through 5/31/19 the station filled the following full-time vacancies:

1) Chief Meteorologist
2) Sales Assistant
3) Weekday Meteorologist/Reporter
4) Videographer/MMJ
5) Sales Consultant
6) Chief Meteorologist
7) Production Director
8) Weekday MMJ
9) Sports Reporter/Anchor
10) Production Director
11) Sports Reporter/Anchor
12) News Anchor/Producer
13) Sales Assistant
14) Digital Strategist
15) PSA Director
16) MCR Operator

The station interviewed a total of 50 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

| Recruitment Source | Total Number of Interviewees Referred |
|---|---|
| 1) TVJobs.com | 3 |
| 2) MediaLine.com | - |
| 3) HometownStations.com | 12 |
| 4) Internal Posting | 6 |
| 5) The Lima News | 1 |
| 6) LimaOhio.com | - |
| 7) Delphos Herald | - |
| 8) Ohio Association of Broadcasters | - |
| 9) James A. Rhodes State College | - |
| 10) University of Northwestern Ohio | - |
| 11) Ohio Northern University | - |
| 12) The Ohio State University | - |
| 13) Ohio University | - |
| 14) Bowling Green State University | - |
| 15) Toledo University | - |
| 16) Ball State University | - |
| 17) Valparaiso University | - |
| 18) Purdue University | - |
| 19) Michigan State University | - |
| 20) Penn State University | - |

| | | |
|---|---|---|
| 21) | Mississippi State University | - |
| 22) | Northwestern University | - |
| 23) | Specs Howard School of Broadcasting | - |
| 24) | Manpower | - |
| 25) | Custom Staffing | - |
| 26) | Ohio Means Jobs Allen County | - |
| 27) | Word of Mouth-Referral | 5 |
| 28) | Job Match Ohio | - |
| 29) | Ohio Dept. Jobs & Family Services | - |
| 30) | Lima Area Chamber of Commerce | - |
| 31) | Owens Community College | - |
| 32) | Spherion | - |
| 33) | Handshake.com/Jobs (17 schools included) | - |
| 34) | Recruitology | 18 |
| 35) | Linked In | 3 |
| 36) | Indeed | 2 |
| 37) | Facebook | - |

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; and
- 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 option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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# EEO PUBLIC FILE REPORT

WLIO/WOHL, Lima, Ohio
June 1, 2018 to May 31, 2019

## RECRUITMENT SOURCE LIST

Recruitment sources which have requested notification of all full time vacancies are noted with an asterisk (*)

| No. | Recruitment Source | Contact | Total Interviews Provided During Period |
|---|---|---|---|
| 1 | TVJOBS.COM<br>P.O. Box 4116<br>Oceanside, CA 92052<br>800-374-0119 | Mark Holloway | 3 |
| 2 | Media Line.com<br>1209 Wood Valley Rd.<br>Augusta, GA 30909<br>706-364-7546 | Rich Everitt | 0 |
| 3 | HometownStations.com<br>1424 Rice Ave.<br>Lima, OH 45805<br>419-228-8835 | Joe Sharpe | 12 |
| 4 | Internal Posting<br>WLIO/WOHL<br>1424 Rice Ave.<br>Lima, Ohio 45805 | | 6 |
| 5 | The Lima News<br>3515 Elida Road<br>Lima, Ohio 45807<br>419-223-1010 | Classified Ad Dept.<br>Stephanie Mansfield | 1 |
| 6 | LimaOhio.com | | 0 |
| 7 | Delphos Herald<br>405 N. Main St.<br>Delphos, Ohio 45833 | Marilyn Hoffman | 0 |
| 8 | Ohio Association of Broadcasters<br>88 E. Broad St., Suite 1180<br>Columbus, OH 43215-3525 | Carrie Newton | 0 |

| | | | |
|---|---|---|---|
| 9 | James A. Rhodes State College<br>4240 Campus Dr.<br>Lima, OH 45804 | Angel Kindle | 0 |
| 10 | University of Northwestern Ohio<br>1441 N. Cable Rd.<br>Lima, OH 45805 | Nicole Niemeyer | 0 |
| 11 | Ohio Northern University<br>525 S. Main St.<br>Ada, OH 45810 | Student Placement Director | 0 |
| 12 | The Ohio State University<br>1036 Derby Hall<br>Columbus, OH | Dr. Jay Hobgood | 0 |
| 13 | Ohio University<br>106 Scripps Hall<br>Athens, OH 45701 | Dr. Geoff Buckley | 0 |
| 14 | Bowling Green State University<br>314 West Hall<br>Bowling Green, OH 43402 | Dr. Kathy Bradshaw | 0 |
| 15 | University of Toledo<br>2801 W. Bancroft St.<br>Toledo, OH 43606 | Career Services | 0 |
| 16 | Ball State University<br>Muncie, IN 47306 | Joe Misiewicz | 0 |
| 17 | Valparaiso University<br>1700 Chapel Dr.<br>Valparaiso, IN 46383 | Teresa Bals-Elsholz | 0 |
| 18 | Purdue University<br>610 Purdue Mall<br>West Lafayette, IN 47907 | Molly Gilbert | 0 |
| 19 | Michigan State University<br>220 Trowbridge Rd.<br>East Lansing, MI 4882 | Media Communications Ctr.<br>Layne Cameron | 0 |

| | | | |
|---|---|---|---|
| 20 | Penn State University<br>Old Main Rd.<br>State College, PA 16801 | Ginger Kowalchuk | 0 |
| 21 | Mississippi State University<br>P.O. Box 5448<br>Mississippi State, Mississippi 39762<br>662-268-1032 | Dr. Kathleen Slerman Morris | 0 |
| 22 | Northwestern University<br>633 Clark St.<br>Evanston, IL 60208 | Jim O'Brien<br>Director of Career Svs. | 0 |
| 23 | Specs Howard School of Broadcasting<br>19900 W. Nine Rd.<br>Southfield, MI | Dick Kernen | 0 |
| 24 | Manpower<br>2320 Harding Hwy.<br>Lima, OH 45804 | Beverly Kirk | 0 |
| 25 | Custom Staffing, Inc.<br>505 W. Market St.<br>Lima, OH 45801 | | 0 |
| 26 | Ohio Means Jobs Allen Co.<br>1501 S. Dixie Hwy.<br>P.O. Box 4506<br>Lima, OH 45802-4506 | Brittany Armbruster | 0 |
| 27 | Word of Mouth-Referral | | 5 |
| 28 | Job Match Ohio<br>79 W. Hubbard Ave.<br>Columbus, OH 43215 | | 0 |
| 29 | Ohio Dept. of Jobs & Family Services<br>1501 S. Dixie Hwy.<br>Lima, OH 45804 | Christine Downey | 0 |
| 30 | Lima Area Chamber of Commerce<br>144 N. Main St.<br>Lima, OH 45801 | Cindy Tenwalde | 0 |

| | | | |
|---|---|---|---|
| 31 | Owens Community College<br>30335 Oregon Rd.<br>Toledo, OH 43699 | Career Center | 0 |
| 32 | Spherion<br>216 N. Elizabeth<br>Lima, OH 45801 | Dawn Wireman | 0 |
| 33 | Handshake.com/Job (17 schools included)<br>627 Broadway, 9th Floor<br>New York, NY 10012 | Christopher Russillo | 0 |
| 34 | Recruitology<br>98 Battery St., Suite 601<br>San Francisco, CA 94111 | Brandi Reagan | 18 |
| 35 | Linked In<br>605 E. Maude Ave.<br>Sunnyvale, CA 94085 | | 3 |
| 36 | Indeed<br>6433 Champion Grandview Way<br>Bldg. #1<br>Austin, TX 78750 | | 2 |
| 37 | Facebook | Public Share | 0 |

**WLIO-D1, WLIO-D2, WOHL-D1, WOHL-D2**

**ATTACHMENT "A" TO ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM JUNE 1, 2018 TO MAY 31, 2019**

Station(s) Comprising Station Employment Unit: WLIO-D1/D2, WOHL-D1/D2

Section 1: Vacancy Information

| Full-time Positions Filled By Job Title | RS Used On Attached List 1-37 | Recruitment Source of Hiree | Total Number of Interviewees From All Sources For This Position |
|---|---|---|---|
| 1. Chief Meteorologist | 27 | Word of Mouth Referral | 1 |
| 2. Local Sales Assistant | 3-4-5-6-26-34-35 | Station website | 5 |
| 3. Weekday Meteorologist/ Reporter | 1-2-3-4-8-12-13-14-16-17-18-19-20-21-22-36 | TVJobs.com | 1 |
| 4. Videographer/MMJ | 1-2-3-4-8-12-13-14-16-17-18-19-20-22-23-26-27 | Word of Mouth Referral | 2 |
| 5. Sales Consultant | 3-4-5-6-26-34-35 | Station website | 8 |
| 6. Chief Meteorologist | 1-2-3-4-12-13-14-16-17-18-19-20-21-22-36 | Indeed.com | 1 |
| 7. Production Director | 3-4-5-6-7-8-9-10-11-14-15-24-25-26-28-29-30-31 | Station website | 3 |
| 8. Weekday MMJ | 1-3-4-27 | Word of Mouth Referral | 1 |
| 9. Sports Reporter/Anchor | 1-2-3-4-13-14-15-17-18-19-22-33 | TVJobs.com | 1 |
| 10. Production Director | 3-4-5-6-7-8-10-11-14-15-24-25-29-32 | Internal Posting | 3 |
| 11. Sports Reporter/Anchor | 1-2-3-4-13-14-15-17-18-19-22-33 | TVJobs.com | 1 |
| 12. News Anchor/Producer | 1-2-3-4-13-14-15-17-18-19-22-27-33 | Word of Mouth Referral | 1 |

| | | | |
|---|---|---|---|
| 13. Sales Assistant | 3-4-5-6-26-34-35 | Station website | 5 |
| 14. Digital Strategist | 3-4-5-6-26-34-35 | Recruitology | 10 |
| 15. PSA Director | 3-4-5-6-26-34-35 | Station website | 5 |
| 16. MCR Operator | 3-4-5-6-7-8-9-10-11-14-15-23-24-25-26-29-30-31-32-37 | Lima News | 2 |

Total Number of Persons Interviewed During Applicable Period: 50

**WLIO-D1, WLIO-D2, WOHL-D1, WOHL-D2**

**ATTACHMENT "B"-RECRUITMENT INITIATIVES**
**TO ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM JUNE 1, 2018 TO MAY 31, 2019**

Station(s) Comprising Station Employment Unit: WLIO-D1/D2, WOHL-D1/D2

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WLIO-D1/D2, WOHL-D1/D2

| DATE | RECRUITMENT INITIATIVE & OUTREACH ACTIVITIES |
|---|---|
| 2018-2019 | WLIO/WOHL employees both on-air as well as behind the scenes, including managers and department heads, speak to school classes, clubs and various service organizations about their jobs and WLIO/WOHL's role in the community. (16 documented community events) |
| 2018-2019 | WLIO/WOHL has Internship Programs for college students who are majoring in broadcasting. Hands on experience in our News Department. (2 News Interns) |
| 2018-2019 | WLIO/WOHL offers job shadowing for high school students who show an interest in pursuing broadcasting as a possible course of study in college. (2 students in Production, 6 students in News) |
| 2018-2019 | WLIO/WOHL did sales training in conjunction with the OAB (Ohio Association of Broadcasters) |