

EEO PUBLIC FILE REPORT

FOR

**STATIONS WLIO-TV, WOHL-CD
LIMA, OHIO**

**This EEO Public File Report
Covers 6/1/19-5/31/20**

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 6/1/19 through 5/31/20 the station filled the following full-time vacancies:

- | | |
|--------------------------|-----------------------------------|
| 1) Weeknight News Anchor | 6) Sports Reporter/Photog. |
| 2) W/E Meteorologist/MMJ | 7) Weekday MMJ |
| 3) W/E Meteorologist/MMJ | 8) Morning Meteorologist/Reporter |
| 4) Production Director | 9) MCR Operator |
| 5) Weekday/Weekend MMJ | |

The station interviewed a total of 14 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	-
2) HometownStations.com	5
3) Internal Posting	2
4) Handshake.com	-
University of Kentucky	
Wright State University	
Southern Illinois University-Carbondale	
University of Wisconsin	
University of Cincinnati	
University of Louisville	
Northwestern University	
Central Michigan University	
Kent State University	
University of Akron	
Miami University	
Ohio State University	
University of Illinois	
Western Michigan University	
Purdue University-Ft. Wayne	
Bowling Green State University	
Northern Michigan University	
Columbia College Chicago	
University of Iowa	

Youngstown State University
 Valparaiso University
 Ohio University
 Michigan State University
 University of Toledo
 Eastern Michigan University
 University of Dayton
 DePaul University
 University of Minnesota

5) Mississippi State University	-
6) The Lima News	-
7) Ohio Northern University	-
8) University of Northwestern Ohio	-
9) Penn State University-Weather Dept.	-
10) Ohio Assoc. of Broadcasters	-
11) Word of Mouth	3
12) Facebook	-
13) Rhodes State	-
14) Manpower	-
15) Custom Staffing	-
16) Spherion	-
17) Ohio Bureau of Employment Services	-
18) Ohio Center for Broadcasting	-
19) Delphos Herald	-
20) Medialine.com	-
21) Illinois News Broadcasters Assn.	-
22) Reel Media Group	1
23) Sportscasters Talent Agency of America	1
24) Personal Outreach	1
25) Indeed	1

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, 2019 to May 31, 2020

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 P.O. Box 4116 Oceanside, CA 92052 800-374-0119	Mark Holloway	0
2	HometownStations.com 1424 Rice Ave. Lima, OH 45805 419-228-8835	Joe Sharpe	5
3	Internal Posting WLIO/WOHL 1424 Rice Ave. Lima, Ohio 45805		2
4	Handshake 225 Bush St. San Francisco, CA 94104		0
5	Mississippi State University P.O. Box 5448 Mississippi State, MS 39762 662-268-1032	Dr. Kathleen Slerman Morris	0
6	The Lima News 3515 Elida Road Lima, Ohio 45807 419-223-1010	Classified Ad Dept. Stephanie Mansfield	0
7	Ohio Northern University 525 S. Main St. Ada, Ohio 45810	Student Placement Director	0

8	University of Northwestern Ohio 1441 N. Cable Rd. Lima, OH 45805	Nicole Niemeyer	0
9	Penn State University Old Main Rd. State College, PA 16801	Ginger Kowalchuk	0
10	Ohio Association of Broadcasters 88 E. Broad St., Suite 1180 Columbus, OH 43215-3525	Carrie Newton	0
11	Word of Mouth-Referral		3
12	Facebook	Public Share	0
13	James A. Rhodes State College 4240 Campus Dr. Lima, OH 45804	Angel Kindle	0
14	Manpower 2320 Harding Hwy. Lima, OH 45804	Beverly Kirk	0
15	Custom Staffing, Inc. 505 W. Market St. Lima, OH 45801	Roche Simmons	0
16	Spherion 216 N. Elizabeth Lima, OH 45801	Dawn Wireman	0
17	Ohio Bureau of Employment Services 799 N. Main St. Lima, OH 45801	Ms. Christine Downey	0
18	Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, OH 44125	Mr. Gary James	0
19	Delphos Herald 405 N. Main St. Delphos, OH 45833	Marilyn Hoffman	0

20	Media Line.com 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7546	Rich Everitt	0
21	Illinois News Broadcasters Assn. c/o WIUM-FM News 1 University Circle Macomb, IL 61455	Bob Roberts	0
22	Reel Media Group 123 Main St. New York, NY 10001	Bram Weinstein	1
23	Sportscasters Talent Agency of America 26101 Del Rey, Suite A Mission Viejo, CA 92691	Jon Chelesnik	1
24	Personal Outreach	Kevin Creamer	1
25	Indeed 6433 Champion Grandview Way Bldg. #1 Austin, TX 78750		1

WLIO-TV, WOHL-CD

ATTACHMENT "A" TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM JUNE 1, 2019 TO MAY 31, 2020

Station(s) Comprising Station Employment Unit: WLIO-TV, WOHL-CD

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. Weeknight News Anchor	1-2-3-4-11	Word of Mouth Referral	1
2. W/E Meteorologist/MMJ	1-2-3-4-5	Station website	1
3. W/E Meteorologist/MMJ	1-2-3-4-11	Word of Mouth	1
4. Production Director	2-6-7-8	Station Website	3
5. Weekday/Weekend/MMJ	1-2-3-4-22	Reel Media Group	1
6. Sports Reporter/Photog.	1-2-3-4-23	Sportscasters Talent Agency of America	1
7. Weekday/MMJ	24	Personal Outreach	1
8. Morning Meteorologist/ Reporter	1-2-3-4-5-9-25	Indeed	1
9. MCR Operator	2-10-11-12-13-14-15- 16-17-18-19-20-21	Station Website	4
Total Number of Persons Interviewed During Applicable Period:			14

WLIO-TV, WOHL-CD

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

COVERING THE PERIOD FROM JUNE 1, 2019 TO MAY 31, 2020

Station(s) Comprising Station Employment Unit: WLIO-TV, WOHL-CD

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WLIO-TV, WOHL-CD

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & OUTREACH ACTIVITIES</u>
2019-2020	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. (3 documented community events)
2019-2020	WLIO/WOHL has Internship Programs for college students who are majoring in broadcasting. Hands on experience in our News Department. (1 News Intern)
2019-2020	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, 2 students in News)
2019-2020	WLIO/WOHL did sales training in conjunction with the OAB (Ohio Association of Broadcasters)
2019-2020	WLIO/WOHL – 3 News staff participated in one day job fair with The Makerfest Program