

EEO PUBLIC FILE REPORT

FOR

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

**This EEO Public File Report
Covers 6/1/17-5/31/18**

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 6/1/17 through 5/31/18 the station filled the following full-time vacancies:

- | | |
|---------------------------------|--------------------------------|
| 1) Multi Media Journalist | 7) Weather Specialist/Reporter |
| 2) News Videographer | 8) Sales A/E |
| 3) Multi Media Journalist | 9) Production Director |
| 4) MCR Operator | 10) MCR Operator |
| 5) MCR Operator | 11) Meteorologist/Reporter |
| 6) W/E Anchor/Producer/Reporter | |

The station interviewed a total of 20 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:

| <u>Recruitment Source</u> | <u>Total Number of Interviewees Referred</u> |
|-------------------------------------|--|
| 1) TVJobs.com | 1 |
| 2) MediaLine.com | - |
| 3) HometownStations.com | 3 |
| 4) Internal Posting | 1 |
| 5) The Lima News | 2 |
| 6) LimaOhio.com | - |
| 7) Delphos Herald | 1 |
| 8) Monster.com | - |
| 9) Ohio Association of Broadcasters | - |
| 10) James A. Rhodes State College | - |
| 11) University of Northwestern Ohio | - |
| 12) Ohio Northern University | - |
| 13) The Ohio State University | - |
| 14) Ohio University | 1 |
| 15) Bowling Green State University | - |
| 16) Toledo University | - |
| 17) Ball State University | - |
| 18) Valparaiso University | - |
| 19) Purdue University | - |
| 20) Michigan State University | - |
| 21) Penn State University | - |
| 22) Mississippi State University | - |

| | |
|---|---|
| 23) Millersville University | - |
| 24) Northwestern University | - |
| 25) Specs Howard School of Broadcasting | - |
| 26) Manpower | - |
| 27) Custom Staffing | - |
| 28) Ohio Means Jobs Allen County | 1 |
| 29) Word of Mouth-Referral | 8 |
| 30) Zip Recruiter | 2 |
| 31) Job Match Ohio | - |

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, 2017 to May 31, 2018

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 | 1 |
| 2 | Media Line.com 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7546 | Rich Everitt | 0 |
| 3 | HometownStations.com 1424 Rice Ave. Lima, OH 45805 419-228-8835 | Joe Sharpe | 3 |
| 4 | Internal Posting WLIO/WOHL 1424 Rice Ave. Lima, Ohio 45805 | | 1 |
| 5 | The Lima News 3515 Elida Road Lima, Ohio 45807 419-223-1010 | Classified Ad Dept. Stephanie Mansfield | 2 |
| 6 | LimaOhio.com | | 0 |
| 7 | Delphos Herald 405 N. Main St. Delphos, Ohio 45833 | Marilyn Hoffman | 1 |
| 8 | Monster.com | | 0 |

| | | | |
|----|--|--|---|
| 9 | Ohio Association of Broadcasters 88 E. Broad St., Suite 1180 Columbus, OH 43215-3525 | Carrie Newton | 0 |
| 10 | James A. Rhodes State College 4240 Campus Dr. Lima, OH 45804 | Angel Kindle | 0 |
| 11 | University of Northwestern Ohio 1441 N. Cable Rd. Lima, OH 45805 | Nicole Niemeyer | 0 |
| 12 | Ohio Northern University 525 S. Main St. Ada, OH 45810 | Student Placement Director | 0 |
| 13 | The Ohio State University 1036 Derby Hall Columbus, OH | Dr. Jay Hobgood | 0 |
| 14 | Ohio University 106 Scripps Hall Athens, OH 45701 | Dr. Geoff Buckley | 1 |
| 15 | Bowling Green State University 314 West Hall Bowling Green, OH 43402 | Dr. Kathy Bradshaw | 0 |
| 16 | University of Toledo 2801 W. Bancroft St. Toledo, OH 43606 | Career Services | 0 |
| 17 | Ball State University Muncie, IN 47306 | Joe Misiewicz | 0 |
| 18 | Valparaiso University 1700 Chapel Dr. Valparaiso, IN 46383 | Teresa Bals-Elsholz | 0 |
| 19 | Purdue University 610 Purdue Mall West Lafayette, IN 47907 | Molly Gilbert | 0 |
| 20 | Michigan State University 220 Trowbridge Rd. East Lansing, MI 4882 | Media Communications Ctr. Layne Cameron | 0 |

| | | | |
|----|--|--|---|
| 21 | Penn State University Old Main Rd. State College, PA 16801 | Ginger Kowalchuk | 0 |
| 22 | Mississippi State University P.O. Box 5448 Mississippi State, Mississippi 39762 662-268-1032 | Dr. Kathleen Slerman Morris | 0 |
| 23 | Millersville University 1 S. George St. Millersville, PA 17551 | Eric Horst | 0 |
| 24 | Northwestern University 633 Clark St. Evanston, IL 60208 | Jim O'Brien Director of Career Svs. | 0 |
| 25 | Specs Howard School of Broadcasting 19900 W. Nine Rd. Southfield, MI | Dick Kernen | 0 |
| 26 | Manpower 2320 Harding Hwy. Lima, OH 45804 | Beverly Kirk | 0 |
| 27 | Custom Staffing, Inc. 505 W. Market St. Lima, OH 45801 | | 0 |
| 28 | Ohio Means Jobs Allen Co. 1501 S. Dixie Hwy. P.O. Box 4506 Lima, OH 45802-4506 | R1 Regional Trainer | 1 |
| 29 | Word of Mouth-Referral | | 8 |
| 30 | Zip Recruiter 401 Wilshire Blvd, 11 th Floor Santa Monica, CA 90401 1-877-252-1062 | | 2 |
| 31 | Job Match Ohio 79 W. Hubbard Ave. Columbus, OH 43215 | | 0 |

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

ATTACHMENT "A" TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM JUNE 1, 2017 TO MAY 31, 2018

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 1-31 | Recruitment Source of Hire | Total Number of Interviewees From All Sources For This Position |
|--|--|----------------------------|---|
| 1. Multi Media Journalist | 1-2-3-4-9-13-14-15-17-25 | Station website | 1 |
| 2. News Videographer | 1-3-4-9-13-14-15-17-18-19-21-23-24 | Internal posting | 1 |
| 3. Multi Media Journalist | 1-2-3-4-9-13-14-15-16-17-18-19-20-21-24-25 | Station website | 4 |
| 4. MCR Operator | 3-4-5-6-7-8-29-30 | Delphos Herald | 5 |
| 5. MCR Operator Part time employee applied for Job #4, didn't get it. Job #5 then became available. | 4-29 | Referral | 1 |
| 6. W/E Anchor/Producer/ Reporter | 1-2-3-4-9-13-14-15-16-17-18-19-20-21-24-25 | TV Jobs.com | 1 |
| 7. Weather Specialist/Reporter | 1-2-3-4-9-13-14-15-17-18-19-20-21-22-24 | Ohio University | 1 |
| 8. Sales A/E Former salesperson rehired to replace unexpected retirement | 29 | Referral | 1 |
| 9. Production Director Originally hired as a part timer through referral. Went to full time | 5-6-8-9-10-11-29 | Referral | 1 |
| 10. MCR Operator | 5-6-7-8-10-11-12-26-27-28-31 | Ohio Means Jobs | 3 |
| 11. Meteorologist/Reporter | 1-2-3-4-9-13-14-15-17-18-19-20-21-22-24-29 | Referral | 1 |
| Total Number of Persons Interviewed During Applicable Period: | | | 20 |

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, 2017 TO MAY 31, 2018

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

| <u>DATE</u> | <u>RECRUITMENT INITIATIVE & OUTREACH ACTIVITIES</u> |
|--------------------|--|
| 2017-2018 | 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. (31 documented community events) |
| 2017-2018 | WLIO/WOHL has Internship Programs for college students who are majoring in broadcasting. Hands on experience in our News, Production & Sales Departments. (News intern will start 5/15 through 8/17.) |
| 2017-2018 | WLIO/WOHL offers job shadowing for high school students who show an interest in pursuing broadcasting as a possible course of study in college. (3 students this period.) |