

EEO Public File Report

1 Jun 17

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

During the period 1 June 16 through 31 May 17, the station filled 8 full-time positions:

3 Account Executives
4 Announcers
1 Office staff

A total of 24 people were interviewed for 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:

WCLT Radio Advertising Schedules - 7	Walk in - 2
Internal Posting/Referral - 5	Recruitment letter - 0
MidOhioHelpWanted.com 0	AllAccessOnLineJobSite - 1
Allaccess.com - 1	Indeed.com - 3
OAB.org - 0	Ohio Media School, Columbus - 4
RBR.com - 0	Broadcast Media School of Mich - 1

9 people were interviewed for the three Account Executive positions. The following is a list of the recruitment sources that provided interviewees:

Internal Posting/Referral - 3
WCLT advertising schedule - 6

12 people were interviewed for the four Announcer positions. The following is a list of the recruitment sources that provided interviewees:

WCLT Radio Advertising Schedules - 1
Walk in - 2
Ohio Media School, Columbus - 4
Broadcast Media School of Mich - 1
Indeed.com - 3
Allaccess.com - 1

3 people were interviewed for the Office position. It was filled quickly and not broadly advertised because the vacancy, in this critical position, occurred as the result of an unexpected resignation.

Referral - 3

The following is a list of contact information for the recruitment sources used in the recruitment process for the job openings that occurred during the report period:

Otterbein College, John Buckles, Communications Dept, 1 Otterbein College, Westerville OH 614-823-1456
Ohio University, Sarah Parker, School of Telecommunications, 9 South College St, Athens OH 740-593-1000
OSU School of J & C, Dr. Carroll Glynn, 3016 Derby Hall, 154 N. Oval Mall, Columbus OH 614-292-6291
COTC, Jane Williams, 1179 University Dr, Newark OH 740-366-1351
OSU Newark, Yvonne Bell, 1179 University Dr, Newark OH 740-366-3321
C-Tec, Beth Bronkar, 150 Price Road, Newark OH 740-366-3351
Ohio University Zanesville, Ken Conner, Student Services, 1425 Newark Rd, Zanesville OH 740-453-0762
Ohio Media School, Columbus, 5330 East Main St, Suite 200, Columbus OH 614 423-4945
Illinois Center for Broadcasting, Mike Kendall, 200 W 22nd Street, Suite 202 Lombard IL 630 916-1700
Mt. Vernon Nazarenne College, Joe Rhinehart, 800 Martinsburg Road, Mt. Vernon OH 43050
Broadcast Media School of Michigan contacted via internet.
OAB.org, contacted via the internet.
MidOhioHelpWanted.com, contacted via the internet.
Allaccess.com, contacted via the internet.
RBR.com, contacted via the internet.
Indeed.com, contacted via the internet.

The following is 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:

- Continuing Education / Training: Our GSM attended the OAB / RAB sponsored webinar Cutting Cable's Revenue Cord, July 12th, 2016.
- Continuing Education / Training: Our Sales Manager, and Program Director attended the NAB & RAB Radio Show in Nashville, September 21st through the 23rd, 2016.
- Continuing Education / Training: Our Chief Engineer attended the Ohio Broadcast Engineering Conference occurring October 26 & 27, 2016.
- Continuing Education / Training: Our GM & GSM attended the OAB sponsored webinar 2016 OAB Employment Law Update, November 16th, 2016.
- Our GSM was Facilitator/Participant at the Rotary International Applying Ethics in Business seminar held in Granville OH November 17th, 2016.
- Our GSM attended the Ohio State Newark / Central Ohio Technical College Career Fair on 4/4/17.
- Widely disseminated employment opportunities for all but one full time position occurring during the reporting period. We utilized our mailing list, airwaves, Internet job sites, and internal job postings, and referrals to ensure broad outreach and awareness.