

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WTLW’s public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission’s (“FCC”) rules. During the one-year period ending on May 31, 2019], the station filled the following full-time vacancies:

Sports Anchor/ Producer

The station interviewed a total of two persons 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:

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<i>The Lima News</i> <i>3515 Elida Road, Lima, OH 45807</i> <i>419-223-1010</i>	N	0
2	<i>Indeed.com</i> <i>Indeed, Inc.</i> <i>6433 Champion Grandview Way</i> <i>Building 1</i> <i>Austin, TX 78750</i>	N	1
3	<i>Monster.com</i>	N	0
4	<i>WTLW-TV Station Website</i> <i>1844 Baty Road, Lima, OH 45807</i> <i>www.wtlw.com</i>	N	1
5	<i>Internal Posting</i>	N	0
6	<i>Word-of-Mouth Referral</i>	N	0
7	<i>Northwest Ohio Literacy Council</i> <i>563 W. Spring St., Lima, OH 45801</i>	N	0
8	Ohio Means Jobs/ Allen County , 1501 S. Dixie Highway, Lima, Ohio 45804 419-999-0367	Y	0
9	Bradfield Center 550 S Collett St, Lima, OH 45805	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Ohio Means Jobs/ Hancock County 7746 CR 140, Suite B, Findlay, OH 45840	Y	0
11	Ohio Northern University , Career Services 525 S Main St., Ada, OH 45810	N	0
12	Rhodes State College , 4240 Campus Dr., Lima, Ohio 45840 419-995-8352	Y	0
13	Lima Area Chamber of Commerce 144 South Main St., Suite 100, Lima, OH 45801 419-222-6045	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

The following lists menu option activities and descriptions undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

	Recruitment Initiative (Menu Selection)	Date	Description
1.	5. Internship Program	Ongoing	WTLW conducts an ongoing intern program with hands-on training of various studio and/or remote equipment and participation in actual productions. WTLW hosted two interns during the current reporting period. The interns experienced varying aspects of broadcast television including video shooting, editing, digital media strategy and assistant producing. The department manager supervised the interns.
2.	1. Job Fair	September 27, 2018	Sponsored by Ohio Northern University, this job fair targeted current students and recent college graduates looking to begin their careers. The sports department manager attended this job fair.
3.	1. Job Fair	February 28, 2019	The sports manager attended the Lincolnview High School Career Fair which provided students the opportunity to learn about career opportunities in Northwest Ohio. The manager was able to personally communicate to students the various occupations available within broadcast television.

4.	10. Participation in events related to career opportunities in broadcasting sponsored by educational institutions.	October 3, 2018	WTLW's Marketing Director spoke to the Columbus Grove High School Technical Class about broadcast career opportunities.
5.	10. Participation in events related to career opportunities in broadcasting sponsored by educational institutions.	May 16, 2019	The sports manager attended the Lincolnview High Middle School Career Day. He described his job responsibilities and discussed the various occupations available within a broadcast TV station.
6.	10. Participation in events related to career opportunities in broadcasting sponsored by educational institutions.	May 7, 2019	A student from Parkway Middle School job shadowed the Sports Manager because of his interest in pursuing a career in sports broadcasting. This experience was part of the job shadowing program organized by Parkway Local Schools.
7.	10. Participation in events related to career opportunities in broadcasting sponsored by educational institutions.	May 23, 2019	A student from Bluffton High School job shadowed the Sports Manager because of his interest in pursuing a career in sports broadcasting. This experience was part of the job shadowing program organized by Bluffton Local Schools.
8.	14) Providing training to personnel of outside recruitment organizations that would enable them to better refer job candidates for broadcast positions.	August 28, 2019	WTLW's managerial team including the General Manager, Sports Manager, Sales Manager, and Production Manager attended the EEO Compliance seminar hosted by Ohio Association of Broadcasters.