

EEO PUBLIC FILE REPORT

FOR

WQEL-FM and WBCO-AM

Bucyrus, Ohio

This EEO Public File report  
Covers the One-Year Period  
6.1.14-5.31.15

Prepared by: Jason Kester, Station Manager

## WBCO-WQEL, Bucyrus, Ohio

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This EEO Public File Report is filed in Stations' WBCO-AM and WQEL-FM's public inspection file pursuant to Section 83.2080©(6) of the Federal Communications Commission's ("FCC") rules.

Attachment A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (\*) denote organizations that have requested notification of full time job vacancies.

#### Full Time Positions filled; Recruitment Sources Used

Position	Hire Date	Sources	Hiree Source
Account Executive	11-18-14	1-7	6
Administrative Assistant	4-8-15	1-7	6
Account Executive	4-16-15	1-7, 59	59

#### Number of Referrals from Sources Used:

Source	Total Interviewees
Admin Assistant	12
Account Executive	13
Total of all interviewees	25

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Attachment A

EEO Contacts

Entity	Address	Contact
1 Case Western Reserve	10900 Euclid Ave., Cleveland, OH 44106	<u>Phone: 216-368-4446 OR e-mail employers@case.edu</u> Deb Murphy Phone: 740-389-4636 ext. 317 E-mail: murphyd@mtc.edu
2 Marion Technical College	1467 Mt. Vernon Ave., Marion, Oh 73302	E-mail: career.services@oberlin.edu Phone: 440.775.8140
3 Oberlin University	155 North Professor Street Oberlin College, Oberlin, OH 44074	Phone: 614-823-1456 E-mail: astrusser@otterbein.edu
4 Otterbein University	1 South Grove St., Westerville, Oh 43081	
5 Ohio & Illinois Center for Broadcasting	6703 Madison Rd Cincinnati, OH 45227	
6 Internal Posting		
7 Saga Communications	73 Kercheval	313.886.7070
8 Daily Chief Union	dailychiefunion.org	419-294-2332
9 Galion Inquirer	129 Harding Way East, Galion, Oh 44833	
10 Volunteers Of America of Greater Ohio	280 N. Main St., Mansfield, Oh 44902	
11 Native American Indian Center	67 E Innis Ave, P. O. Box 7705, Columbus, Ohio 43207	Phone: 614.443.6120
12 Eastland-Fairfield Career Center	4300 Amalgamated Place Groveport, Ohio 43125	Phone: (614) 836-3903 Option #1
13 NAACP	233 S. High St. STE #207, Columbus, OH 43215	Phone: 614-464-1108
14 Bucyrus Telegraph-Forum	119 W. Rensselaer St., Bucyrus, OH 44820	
15 Mansfield News Journal	119 W. Rensselaer St., Bucyrus, OH 44820	Phone: 888-692-5520
16 Marion Star	150 Court St., Marion, OH 43301	877-513-7355 #4
17 Tiffin University	155 Miami St., Tiffin, Oh 44883	
18 Bluffton College	1 University Drive, Bluffton, Ohio 45817-2104	Katherine Dickson, Director of Career Development, dicksonk@bluffton.edu, 419-358-3030
19 Advertiser Tribune	320 Nelson Street , Tiffin, OH 44883	Vickie Comer, Classified Department (419) 448-3220
20 American School Of Technology	4599 Morse Centre Rd Columbus, OH 43229	Martine Knisley, Career Services, 800-571-8750
21 Ft. Hayes Metro Education Center	546 Jack Gibbs Blvd. Columbus, Oh 43215	Bryant Hall, Career Specialist, Phone:614-365-6014
22 Heidelberg University	310 E. Market St., Tiffin, Oh 44883	Greg Hines, Phone: 419-448-2266 Andrea Wenoswitch, Phone: 419-448-2713
23 Franklin University	201 S. Grant Ave. Columbus, Oh 43215	Phone: 614.947.6799
24 Baldwin Wallace College	275 Eastland Rd Berea, OH 44017	Linda Kerbusch, Recruiting Coordinator, lkerbusc@bw.edu
25 Alliance For Women In Media	8405 Greensboro Drive, Suite 800, McLean, VA, 22102	Phone: (703) 506-3290
26 Cleveland Plain Dealer	2019 Center Street, Suite 200 Cleveland, OH 1050 Connecticut Ave. NW 10th Floor, Washington, D.C. 20036	E-mail: adsales@cleveland.com Phone: 216.515.2525
27 National Association of Hispanic Journalists		Phone: 202-662-7145 E-mail: nahj@nahj.org
28 ODJFS/Ohio Means Jobs	225 E. Mary St., Bucyrus, Oh 44820	Angela Neef, Phone: 419-562-8066
29 Bowling Green State University	1001 E. Wooster St., Bowling Green, OH 43403	Phone: 419-372-2356 e-mail: careerservices@bgsu.edu hire.bgsu.edu
30 NAB		Amanda Smith, Program Director, E-mail: asmith@nab.org
31 Ohio Wesleyan University	61 S. Sandusky St. Delaware, Oh 43015	Phone: 740-368-3152 E-mail: careers@owu.edu
32 Urbana University	579 College Way, Urbana, Oh 43078	Nick Christian, Phone: 937-484-1417 E-mail: nchristian@urbana.edu
33 Hocking College	3301 Hocking Pkwy., Nelsonville, OH 45764	Phone: 740-753-7010
34 North Central Sate College	2441 Kenwood Cir Mansfield, OH 44906	tshutler@ncstatecollege.edu Phone: (419) 755-4896
35 Walsh University	2020 East Maple St., North Canton, Oh 44720	Cathy Whalen, Phone: 330-490-7380 E-mail: cwhalen@walsh.edu
36 Rio Grande Community College	PO Box 500, Rio Grande, OH 45674	Susan Haft, Phone: 740.245.7276 E-mail: shaft@rio.edu

37	Marine For Life		Phone: 866.645.8762
38	OAB	17 South High Street Suite 1010, Columbus, OH 43215	Phone: 614.228.4052
39	Ball State University	2000 W University Ave Muncie, IN 47306	Phone: 765-285-1522 e-mail: careercente@bsu.edu
40	Ohio State Career Services Center	218 W. Lane Ave., Columbus, OH 43210	internships: Julia Beckner, e-mail: beckner.18@osu.edu phone: 614-292-2584
41	Cedarville University	251 N. Main St · Cedarville, OH 45314	Jeff Reep, Director of Career Services Phone: 937-766-7868/888-562-4811
42	Central State University	PO Box 1004 Wilberforce, Ohio 45384	Phone: (937) 376-6348
43	Denison University	306 Burton D. Morgan Granville, Ohio 43023	Phone: 740-587-6656
44	Ohio University	Baker University Center 533, Athens, Oh 45701	Phone: 740-593-2909 E-mail: careerandleadership@ohio.edu
45	Ohio Northern University	525 S Main St Ada, OH 45810	Anne Neise, Phone: 419-772-2760 E-Mail: aneise@onu.edu
46	The University of Toledo	2801 W. Bancroft Student Union 1532, Toledo, Oh 43606	Phone: 419.530.4341 E-mail: CareerServices@utoledo.edu
47	Capital University	1 College Ave Bexley, OH 43209	Phone: 614-236-6606 Email: CareerDevelopment@capital.edu
48	Ohio Dominican University	1216 Sunbury Rd., Columbus, Oh 43219	Phone: 614-251-4733 E-Mail: careercenter@ohiodominican.edu
49	Wittenberg University	P. O. Box 720 Springfield, Oh 45501	Phone: 937-327-7521 E-mail: careers@wittenberg.edu
50	Xavier University	530 Conaton Learning Commons, 3800 Victory Parkway, Cincinnati, Oh 45207	Julie Ridge, Employer Relations Specialist, Phone: (513) 745-3140 E-mail: ridgej@xavier.edu
51	Jewish Family Service Career Center	4549 Chamblee Dunwoody Rd., Atlanta, GA 30338	Phone: 770-677-9300
52	Pioneer Career & Technology Center	27 Ryan Rd., Shelby, Oh 44875	
53	Ashland University	401 College Ave Ashland, OH 44805	Kayla Smith, Employer Relations Coordinator, (419)289-5064
54	Crawford County Council On Aging	P. O. Box 166 Bucyrus, Oh 44820	Phone: 419-562-3050
55	Crestline Advocate	PO Box 226, Crestline, OH 44827	Phone: (419) 683-3355
56	Employee Referral		
57	Outside Business Referral		
58	The Progressor Times	1198 E. Findlay St., P.O. Box 37, Carey, Oh 43316	
59	Walk-In		
60	WBCO/WQEL On-Air		
61	WBCO/WQEL/CrawfordCountyNow.com		

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Attachment B

Outreach Activities

<b>Type Of Activity</b>	Training
<b>Activity Classification</b>	8
<b>Nature of Activity:</b>	<b>Date of Activity</b>
Fall 2014 Crawford County Hiring Fair	10-29-14
<b>Scope of Station Participation:</b>	<b>Personnel Involved:</b>
Debbi Gifford talked with students and candidates, collected resumes, and did on-site interviews	Debbi Gifford (previous GM)

<b>Type Of Activity</b>	Training
<b>Activity Classification</b>	8
<b>Nature of Activity:</b>	<b>Date of Activity</b>
Dave Anderson-Learn to Lead (Leadership Training)	1-13-15 through 1-14-15
<b>Scope of Station Participation:</b>	<b>Personnel Involved:</b>
Jason Kester attended a 2 day leadership retreat hosted by Dave Anderson in Atlanta Georgia	Jason Kester Station Manager

<b>Type Of Activity</b>	Recruitment
<b>Activity Classification</b>	8
<b>Nature of Activity:</b>	<b>Date of Activity:</b>
2015 Broadcasting Career Fair at Central Michigan University	3-21-15
<b>Scope of Station Participation:</b>	<b>Personnel Involved:</b>
Jason Kester attended the career fair in Mount Pleasant Michigan and talked with students, collected resumes, critiqued demos and helped find job placement and did on-site interviews for ALL Saga Communications Markets	Jason Kester Station Manager

<b>Type Of Activity</b>	Recruitment
<b>Activity Classification</b>	3
<b>Nature of Activity:</b>	<b>Date of Activity</b>
Co-sponsored the 2015 Crawford County Hiring Fair	4-29-15
<b>Scope of Station Participation:</b>	<b>Personnel Involved:</b>
Accepted resumes and promoted the event	Jason Kester Station Manager

<b>Type Of Activity</b>	Training
<b>Activity Classification</b>	8
<b>Nature of Activity:</b>	<b>Date of Activity</b>
Leadercast (Training for supervisors)	5-8-15
<b>Scope of Station Participation:</b>	<b>Personnel Involved:</b>
Kim Goyer and Jason Kester both attended a 8 hour long leadership seminar titled "Leadercast"	Jason Kester Station Manager and Kim Goyer Sales Manager