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April 4, 2016

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VIA HAND DELIVERY

APR - 4 2016

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, DC 20554

Federal Communications Commission
Bureau / Office

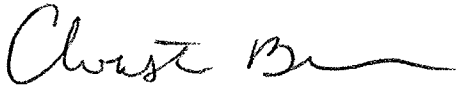
Re: Lima Communications Corporation
WLIO(TV), Lima, Ohio (Facility ID No. 37503)
Response to FCC Audit of EEO Program

Ladies and Gentlemen:

On behalf of Lima Communications Corporation ("Lima") and in response to the Commission's letter to Lima dated February 24, 2016 regarding EEO program audits, enclosed herein please find the response for WLIO(TV), Lima, Ohio (Facility ID No. 37503).

Should you have any questions regarding this response, please contact the undersigned counsel.

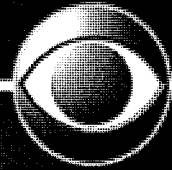
Sincerely yours,



Christina H. Burrow

Enclosures

YOUR HOMETOWN LIMA STATIONS



SETTING THE STANDARD FOR CENTRAL OHIO

1424 Rice Avenue Lima, Ohio 45805 419-228-8835 Fax 419-229-7091

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, DC 20554

Re: Lima Communications Corporation
WLIO(TV), Lima, Ohio (Facility ID No. 37503)
Response to FCC Audit of EEO Program

Ladies and Gentlemen:

This letter is written on behalf of Lima Communications Corporation ("Lima"), licensee of WLIO(TV), Lima, Ohio (Facility ID No.37503) (the "Station") with reference to the Commission's letter dated February 24, 2016. In that letter, the Commission notified WLIO that the Station "has been randomly selected for an audit of its EEO program."

The Commission's letter requests certain information from WLIO regarding the Station's compliance with the FCC's EEO rules. That information is attached hereto. I am familiar with the Station and have reviewed the attached information and hereby confirm that the attached information fully and accurately supplies the audit data requested in the February 24, 2016 letter.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on April 1, 2016

Kevin Creamer
President, General Manager
WLIO(TV)

AUDIT DATA RESPONSE

ATTACHMENT A

(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. §2080(c)(6).

WLIO(TV) is part of a multi-station employment group that also includes Class A station WOHL-CD, Lima, Ohio, Facility ID No. 68549. The latest public file report for WLIO(TV) and its sister station WOHL-CD is available at <http://www.hometownstations.com>. Copies of the EEO public file reports covering the reporting periods of June 1, 2013 through May 31, 2014 and June 1, 2014 through May 31, 2015 are included as part of this attachment.

The date of each hire included in this audit response is as follows:

2013 – 2014 EEO Public File Report

Production Director:	6/23/13
Marketing Consultant:	8/26/13
Weekend Meteorologist/Reporter:	9/22/13
MCR Operator:	4/1/2014
Weekend Anchor/Producer/Reporter:	2/28/14
Sports Journalist:	2/4/14
Marketing Consultant/Account Executive:	3/24/14
Multi-Media Journalist:	7/15/2013
Satellite Coordinator:	3/18/2014
Weekend Meteorologist/Reporter:	12/26/13
Maintenance Engineer:	12/26/13

2014 – 2015 EEO Public File Report

Production Editor:	6/2/14
MCR Operator:	6/23/14
Multi-Media Journalist:	7/2/14
Broadcast Engineer:	9/8/14
Account Executive/Marketing Consultant:	1/5/15
Building Maintenance:	1/26/15
Weekend Anchor/Producer/Reporter:	2/2/15
Weekend Meteorologist/Reporter:	4/6/15
Marketing Consultant/Account Executive:	4/8/15
MCR Operator:	5/18/15
Sports Reporter/Photographer:	5/29/15

EEO PUBLIC FILE REPORT
FOR
STATIONS WLIO-D1, WLIO-D2, WOHL-D1, WOHL-D2, WFND-LP
LIMA, OHIO

This EEO Public File Report
Covers 6/1/13-5/31/14
(revised 3/31/16)

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 6/1/13 through 5/31/14 the station filled the following full-time vacancies:

- | | |
|-------------------------------------|--------------------------------------|
| 1) Production Director | 7) Marketing Consultant |
| 2) Marketing Consultant | 8) Multi-Media Journalist |
| 3) Weekend Meteorologist/Reporter | 9) Syndication/Satellite Coordinator |
| 4) MCR Operator | 10) Weekend Meteorologist/Reporter |
| 5) Weekend Anchor/Producer Reporter | 11) Maintenance Engineer |
| 6) Sports Video Journalist | |

The station interviewed a total of 38 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	7
2) MediaLine.com	-
3) HometownStations.com	7
4) The Lima News	9
5) Internal Candidates	9
6) Delphos Herald	-
7) Monster.com	-
8) LimaOhio.com	-
9) Ohio Association of Broadcasters	2
10) James A. Rhodes State College	-
11) University of Northwestern Ohio	-
12) Manpower	-
13) Custom Staffing	-
14) Spherion	-
15) Ohio Department of Job & Family Services	-
16) Ohio Center for Broadcasting	-
17) Specs Howard School of Broadcasting	-
18) Lima Area Chamber of Commerce	-
19) The Ohio State University	-
20) Ball State University	-
21) Ohio University	1
22) Indeed.com	1

23) Facebook	1
24) Stationindex.com	1
25) Unknown	1
26) Illinois Broadcasters Association	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.

* * * * *

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

ATTACHMENT "A" TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM JUNE 1, 2013 TO MAY 31, 2014

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 1-25	Recruitment Source of Hiree	Total Number of Interviewees From All Sources For This Position
1. Production Director	1-2-3-4	Internal Candidate	4
2. Marketing Consultant	1-3-4	HometownStations.com	9
3. Weekend Meteorologist/Reporter	1-2-4-19-20-21	Ohio University	1
4. MCR Operator	3-4-5-7-8-9-10-11-12- 13-14-15-16-17-18	Internal Candidate	4
5. Weekend Anchor	1-2-3-24	HometownStations.com	2
6. Sports Journalist	1-2-4	TVJobs.com	1
7. Marketing Consultant	3-4	Lima News	4
8. Multi-Media Journalist	1-2-4-25	TVJobs.com	3
9. Satellite Coordinator	3-4-5-7-8-9-10-11-12- 13-14-15-16-17-18-23	Internal Candidate	5
10. Weekend Meteorologist/Reporter	1-2-4	TVJobs.com	1
11. Maintenance Engineer	3-4-5-6-7-8-9-10-11- 12-13-14-15-16-17- 18-22	Indeed.com	6
Total Number of Persons Interviewed During Applicable Period:			40

EEO PUBLIC FILE REPORT

WLIO/WOHL, Lima, Ohio
June 1, 2013 to May 31, 2014

RECRUITMENT SOURCE LIST

No.	Recruitment Source	Contact	Total Interviews Provided During Period
1	TVJOBS.COM	Mark Holloway	7
2	Media Line.com Pacific Grove, California 800-237-8073	Mark Shilstone	0
3	HometownStations.com 1424 Rice Ave. Lima, OH 45805 419-228-8835	Stephanie Hemmer	7
4	The Lima News 3515 Elida Road Lima, Ohio 45807 419-223-1010	Classified Ad Dept. Barbara Banks	9
5	Internal Candidates WLIO/WOHL 1424 Rice Ave. Lima, Ohio 45805		9
6	Delphos Herald 405 N. Main St. Delphos, Ohio 45833		0
7	Monster.com		0
8	LimaOhio.com		0
9	Ohio Association of Broadcasters 88 E. Broad St., Suite 1180 Columbus, OH 43215-3525	Christine Merritt	2
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	Emily Whitney	0
12	Manpower 2320 Harding Hwy. Lima, OH 45804	Beverly Kirk	0
13	Custom Staffing, Inc. 505 W. Market St. Lima, OH 45801		0
14	Spherion 216 N. Elizabeth Lima, OH 45801	Dawn Wireman	0
15	Ohio Dept. of Job & Family Services 1501 S. Dixie Hwy. Lima, OH 45804	Christine Downey or Eddie Reed	0
16	Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, OH 44125	Gary James	0
17	Specs Howard School of Broadcasting 19900 W. Nine Rd. Southfield, MI	Dick Kernen	0
18	Lima Area Chamber of Commerce 144 N. Main St. Lima, OH 45801	Cindy Tenwalde	0
19	The Ohio State University 1036 Derby Hall Columbus, OH	Dr. Jay Hobgood	0
20	Ball State University Muncie, IN 47306	Joe Misiewicz	0
21	Ohio University 106 Scripps Hall Athens, OH 45701	Dr. Geoff Buckley	1
22	Indeed.com		1

23	Facebook	1
24	Stationindex.com	1
25	Unknown	1
26	Illinois Broadcasters Association Mr. Bob Roberts 1 University Circle Macomb, IL 61455	1

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, 2013 TO MAY 31, 2014

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>
2013-2014	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.
2013-2014	WLIO/WOHL has Internship Programs for college students who are majoring in broadcasting. Hands on experience in our News, Production & Sales Departments.
2013-2014	WLIO/WOHL offers job shadowing for high school students who show an interest in pursuing broadcasting as a possible course of study in college.

EEO PUBLIC FILE REPORT
FOR
STATIONS WLIO-D1, WLIO-D2, WOHL-D1, WOHL-D2, WFND-LP
LIMA, OHIO

This EEO Public File Report
Covers 6/1/14-5/31/15
(revised 3/31/16)

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 6/1/14 through 5/31/15 the station filled the following full-time vacancies:

- | | |
|---------------------------|-----------------------------------|
| 1) Production Editor | 7) Anchor/Producer/Reporter |
| 2) MCR Operator | 8) Weekend Meteorologist/Reporter |
| 3) Multi-Media Journalist | 9) Marketing Consultant |
| 4) Broadcast Engineer | 10) MCR Operator |
| 5) Marketing Consultant | 11) Sports Reporter/Photographer |
| 6) Building Maintenance | |

The station interviewed a total of 31 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	4
2) MediaLine.com	-
3) HometownStations.com	10
4) The Lima News	8
5) Internal Candidates	0
6) Delphos Herald	-
7) Monster.com	-
8) LimaOhio.com	-
9) Ohio Association of Broadcasters	-
10) James A. Rhodes State College	-
11) University of Northwestern Ohio	-
12) Manpower	-
13) Custom Staffing	-
14) Spherion	-
15) Ohio Department of Job & Family Services	-
16) Ohio Center for Broadcasting	-
17) Specs Howard School of Broadcasting	-
18) Lima Area Chamber of Commerce	-
19) The Ohio State University	-
20) Ball State University	-
21) Ohio University	-
22) University of Toledo	-

23) Michigan Assn. of Broadcasters	-
24) Kentucky Assn. of Broadcasters	-
25) Linked In	3
26) Word of Mouth	3
27) Unknown	3
28) Ohio Means Jobs	-
29) Employment One	-
30) SBE Job Openings	-
31) STAA	-

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.

* * * * *

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

ATTACHMENT "A" TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM JUNE 1, 2014 TO MAY 31, 2015

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 1-25	Recruitment Source of Hiree	Total Number of Interviewees From All Sources For This Position
1. Production Editor	1-2-3-4-7-8-26	Word of Mouth	3
2. MCR Operator	3-4-6-7-8-9-18-26-29	Word of Mouth	2
3. Multi-Media Journalist	1-2-3-4-5-7-8-17-19- 20-21	TVJobs.com	3
4. Broadcast Engineer	4-7-8-9-10-11-12-13- 14-15-16-17-18-22- 23-24-28-30	The Lima News	1
5. Marketing Consultant	3-4-7-8-25	Linked In	6
6. Building Maintenance	4-5-6-7-8-12-13-14- 15-27	Lima News	4
7. Anchor/Produce/Reporter	1-2-3-4-5-7-8-9-17	HometownStations.com	1
8. Weekend Meteorologist/Reporter	1-2-3-4-5-7-8-19-20-21	HometownStations.com	1
9. Marketing Consultant	1-3-4-25	Lima News	4
10. MCR Operator	4-6-7-8	Lima News	5
11. Sports Reporter/Photographer	1-2-3-5-31	TVJobs.com	1
Total Number of Persons Interviewed During Applicable Period:			31

EEO PUBLIC FILE REPORT

WLIO/WOHL, Lima, Ohio
June 1, 2014 to May 31, 2015

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	Mark Holloway	4
2	Media Line.com Pacific Grove, California 800-237-8073	Mark Shilstone	0
3	HometownStations.com 1424 Rice Ave. Lima, OH 45805 419-228-8835	Stephanie Hemmer	10
4	The Lima News 3515 Elida Road Lima, Ohio 45807 419-223-1010	Classified Ad Dept. Karen Martin	8
5	Internal Candidates WLIO/WOHL 1424 Rice Ave. Lima, Ohio 45805		0
6	Delphos Herald 405 N. Main St. Delphos, Ohio 45833	Marilyn Hoffman	0
7	Monster.com		0
8	LimaOhio.com		0
9	Ohio Association of Broadcasters 88 E. Broad St., Suite 1180 Columbus, OH 43215-3525	Christine Merritt	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	Emily Whitney	0
12	Manpower 2320 Harding Hwy. Lima, OH 45804	Beverly Kirk	0
13	Custom Staffing, Inc. 505 W. Market St. Lima, OH 45801		0
14	Spherion 216 N. Elizabeth Lima, OH 45801	Dawn Wireman	0
15	Ohio Dept. of Job & Family Services 1501 S. Dixie Hwy. Lima, OH 45804	Christine Downey or Eddie Reed	0
16	Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, OH 44125	Gary James	0
17	Specs Howard School of Broadcasting 19900 W. Nine Rd. Southfield, MI	Dick Kernen	0
18	Lima Area Chamber of Commerce 144 N. Main St. Lima, OH 45801	Cindy Tenwalde	0
19	The Ohio State University 1036 Derby Hall Columbus, OH	Dr. Jay Hobgood	0
20	Ball State University Muncie, IN 47306	Joe Misiewicz	0

21	Ohio University 106 Scripps Hall Athens, OH 45701	Dr. Geoff Buckley	0
22	University of Toledo 2801 W. Bancroft St. Toledo, OH 43606	c/o Job Opportunity	0
23	Michigan Assn. of Broadcasters 819 N. Washington Ave. Lansing, MI 48906		0
24	Kentucky Assn. of Broadcasters 101 Enterprise Dr. Frankfort, KY 40601		0
25	Linked In		3
26	Word of Mouth		3
27	Unknown		3
28	Ohio Means Jobs 1501 S. Dixie Hwy. P.O Box 4506 Lima, OH 45802	Regional Trainer	0
29	Employment One 1010 W. Coliseum Blvd. Ft. Wayne, IN 46808	Erin Woods	0
30	SBE Job Openings 5665 Vanatta Rd. Centerburg, OH 43011	Ralph Hoffman	0
31	STAA Sportscasters Talent Agency of America P.O. Box 1024 Del Mar, CA 92014	John Chelesnik	0

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, 2014 TO MAY 31, 2015

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>
2014-2015	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.
2014-2015	WLIO/WOHL has Internship Programs for college students who are majoring in broadcasting. Hands on experience in our News, Production & Sales Departments.
2014-2015	WLIO/WOHL offers job shadowing for high school students who show an interest in pursuing broadcasting as a possible course of study in college.
2014-2015	WLIO/WOHL participated in the UNOH (University of Northwest Ohio) Internship recruiting fair.

ATTACHMENT B

(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(l)(ii).

This Attachment B contains the requested announcements for positions filled during the period of June 1, 2013 through May 31, 2015. The unit retains copies of all notices sent to the sources used.

PROFESSIONAL

Full Time Production Video Editor

Your Hometown Stations has an opening for a Production Video Editor. Applicant should be familiar with Final Cut Pro and the MAC platform. Duties include shooting in the field, editing, and producing commercials, promos, and shows. We're looking for a creative, detailed oriented and dependable person for turning out quality product. Position is full time, hourly, and with benefits. Send resume with past work history, three work references, personal references, and pay requirements to:

**Terry Johns,
Production Director, Your
Hometown Stations,
1424 Rice Avenue,
Lima, Ohio 45805.**

Or email tjohns@wllo.com
in PDF/Word97
format. NO phone calls,
questions via e-mail. Re-
sume must not be submit-
ted via an on-line web site.
Your Hometown Stations is
a equal employment
opportunity employer.

MEDIA ACCOUNT EXECUTIVE

A network television affiliate station is seeking a Media Account Executive. A strong sales background is a must with media sales experience a plus. Candidate must be personable with strong communication and organizational skills. Salary plus commission with excellent benefits including: health, dental and vision. An immediate 401k package is available. This is not an entry level position. Send letter of introduction and resume to:

**Media Sales
1424 Rice Avenue
Lima, Ohio 45805
An EEO Employer**

MEDIA ACCOUNT EXECUTIVE

A network television affiliate station is seeking a Media Account Executive. A strong sales background is a must with media sales experience a plus. Candidate must be personable with strong communication and organizational skills. Salary plus commission with excellent benefits including: health, dental and vision. An immediate 401k package is available. This is not an entry level position. Send letter of introduction and resume to:

**Media Sales
1424 Rice Avenue
Lima, Ohio 45805
An EEO Employer**

PROFESSIONAL

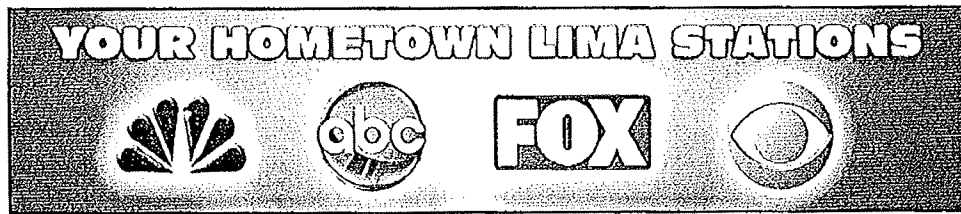
**METEOROLOGIST-
REPORTER
POSITION**

Do you have a passion for weather? If you do, I want to hear from you. Your Hometown Lima Stations is looking for an on-air talent to do both weather and news. Must pass BMV background check and drug test if offered the job.

Send DVD or link and cover letter and resume to:

**Your Hometown
Lima Stations
Jeff Fitzgerald
News Director
(fitz@wllo.com)
1424 Rice Avenue
Lima, OH 45805**

**Your Hometown Stations
is an Equal Opportunity
Employer**



Meteorologist/ Reporter Position

JOB DESCRIPTION: DO YOU HAVE A PASSION FOR WEATHER? If you do, I want to hear from you. Your Hometown Lima Stations has an opening for an on-air personality interested in working in both weather and news. Looking for a meteorologist who can give the weather during a live newscast. Duties will include weekend weather on 6 & 11pm newscasts, one man band reporting during the week, live shots. This is tentatively a Saturday thru Wednesday position. We have a live truck, expect successful candidate to be able to go live for both weather & news. Being able to shoot, edit and write news stories is helpful, but will train. Successful candidate must work well with weather team and news staff. Working knowledge of WSI, ENPS Newsroom computers, FINAL CUT editing and WORLD NOW websites moves you to the head of the class. College degree required, meteorology degree preferred. Your Hometown Lima Stations offers excellent benefits including health, dental, vision and immediate 401 K plan. Must pass BMV background check and drug test if offered job. Send DVD or link and cover letter and resume to Your Hometown Lima Stations, Jeff Fitzgerald, News Director, 1424 Rice Ave. Lima Ohio 45805. Your Hometown Lima Stations is an equal opportunity employer.

Please identify where you saw this post in your cover letter.

TECHNICAL

Television Master Control Operator

Your Hometown Stations needs a full-time **Master Control Operator**. Applicant will be responsible for operating master control. Job entails operation of station automation, broadcast transmitters, logs, and minor maintenance. Common sense, ambition, and attention to detail are important. Military veterans fit into our organization. Compensation commensurate with experience level. 40 hours per week, with generous benefits. Sunday-Wednesday 7:30pm - 3:30am, and Saturday 7:30pm - 3:30am. Days off Thursday and Friday. Possibility of holiday work.

Send resume with; past work history, three work references, three personal references, and pay requirements to: Tim Byrne, MCR Supervisor, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805.

Resumes must be submitted by mail or e-mail in PDF or MS Word format. No web site submissions or phone calls. Questions via e-mail to tbyrne@wllo.com. Your Hometown Stations is an equal employment opportunity employer. Applications close April 4, 2014 @ noon.

EEO Job Filings

James A. Rhodes State College
Ms. Angel Kindle
4240 Campus Dr.
Lima, OH 45804

Univ. of Northwestern Ohio
Ms. Emily Whitney
1441 N. Cable Rd.
Lima, OH 45805

Manpower
Ms. Beverly Kirk
2320 Harding Hwy.
Lima, OH 45804

Custom Staffing, Inc.
505 W Market Street
Lima, OH 45801

Spherion
Ms. Dawn Wireman
216 N. Elizabeth
Lima, OH 45801

Ohio Dept. of Job & Family Services
Ms. Christine Downey or Mr. Eddie Reed
1501 S. Dixie Hwy.
Lima, OH 45804

Ohio Center for Broadcasting
Mr. Gary James
9000 Sweet Valley Dr.
Valley View, OH 44125

TVJOBS.COM
Mr. Mark Holloway
Broadcast Employment Services
PO Box 4116
Oceanside, CA 92052

~~The Lima News~~
~~Classified Ad Dept~~
~~3515 Elida Road~~
~~Lima, OH 45807~~

Posting sent by mail to:

~~The Delphos Herald~~
~~Classified Ad Dept/Ms. Elaine Suever~~
~~405 N. Main St.~~
~~Delphos, OH 45833~~

~~Erinn Sellers~~
~~Workforce Development Supervisor~~
~~Ohio Means Jobs~~
~~1501 S. Dixie Highway~~
~~Lima, OH 45802~~

~~Illinois Broadcast Assn.~~
~~Mr. Bob Roberts~~
~~1 University Circle~~
~~Macomb, IL 61455~~

Specs Howard School of Broadcasting
Mr. Dick Kernan
19900 W. Nine Rd.
Southfield, MI

Lima Area Chamber of Commerce
Ms. Cindy Tenwalde
144 N. Main St.
Lima, OH 45801

~~News Link Indiana~~
~~Mr. Sy Jenkins~~
~~BC131~~
~~Ball State University~~
~~Muncie, IN 47306~~

~~The Art Institute of Pittsburgh~~
~~Ms. Susanne Hines~~
~~420 Boulevard of the Allies~~
~~Pittsburgh, PA 15219~~

Ohio Association of Broadcasters
Ms. Christine Merritt
88 E. Broad St., Suite 1180
Columbus, OH 43215-3525

Date: Friday, March 19, 2014

From: Frederick R. Vobbe, VP/CO

WLIO Television.

1424 Rice Avenue Lima OH 45805

419-228-8835 x1034 Fax 419-229-2756

E-mail: fvobbe@wllo.com www.hometownstations.com



TELEVISION MASTER CONTROL OPERATOR

Your Hometown Stations needs a full-time **Master Control Operator**.

Applicant will be responsible for operating master control. Job entails operation of station automation, broadcast transmitters, logs, and minor maintenance. Common sense, ambition, and attention to detail are important. Military veterans fit into our organization. Compensation commensurate with experience level. 40 hours p/wk, with generous benefits. Sunday-Wednesday 7:30pm-3:30am, and Saturday 7:30pm-3:30am. Days off Thursday and Friday. Possibility of holiday work.

Send resume with; past work history, three work references, three personal references, and pay requirements to: Tim Byrne, MCR Supervisor, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805.

Resumes must be submitted by mail or e-mail in PDF or MSWord format. No web site submissions or phone calls, Questions via e-mail to tbyrne@wllo.com. Your Hometown Stations is an equal employment opportunity employer. Applications close at noon April 4, 2014 @ noon.

New Today!

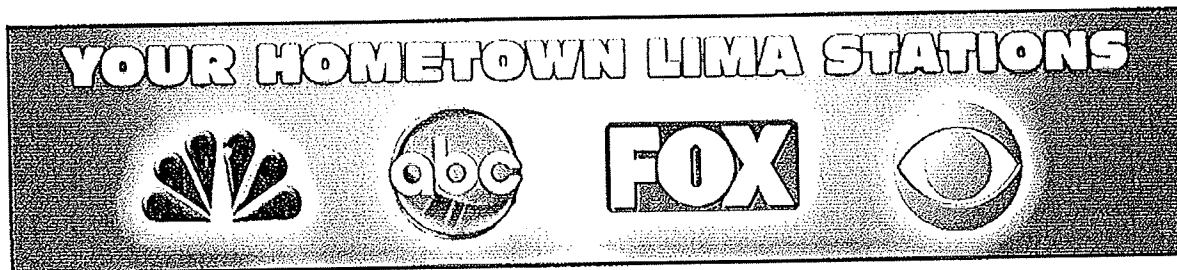
TECHNICAL

Television Master Control Operator

Your Hometown Stations needs a full-time Master Control Operator. Applicant will be responsible for operating master control of station automation, broadcast transmitters, logs, and minor maintenance. Common sense, ambition, and attention to detail are important. Military veterans fit into our organization. Compensation commensurate with experience level. 40 hours per week with generous benefits. Sunday-Wednesday 7:30pm-3:30am, and Saturday 7:30pm-3:30am. Days off Thursday and Friday. Possibility of holiday work.

Send resume with; past work history, three work references, three personal references, and pay requirements to: Tim Byrne, MCR Supervisor, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805.

Resumes must be submitted by mail or e-mail in PDF or MS Word format. No web site submissions or phone calls. Questions via e-mail to tbyrne@wllo.com. Your Hometown Stations is an equal employment opportunity employer. Applications close April 4, 2014 @ noon.



Weekend Anchor/Producer/Reporter

Your Hometown Lima Stations in West Central Ohio is in search of Weekend Anchor/Producer/Reporter. This is a small market, but it is unique in that we have all four major networks under one roof! There are opportunities for growth.

Winning candidate will anchor & produce 4 weekend newscasts. Duties will also include 2 days of reporting during the week. You would also be required to post stories onto our website and Facebook. This is a full-time position with benefits (medical, dental and vision). We do have live capabilities and live shots will be included in your duties. We shoot on JVC model cameras, shooting experience is a plus. Ability to edit non-linear is essential. We use Final Cut Pro. ENPS. Looking for an outgoing personality that can connect with the viewers and tell a story. Can you anchor and lead our weekend crew? Knowledge of Ohio and Midwest helpful but not essential.

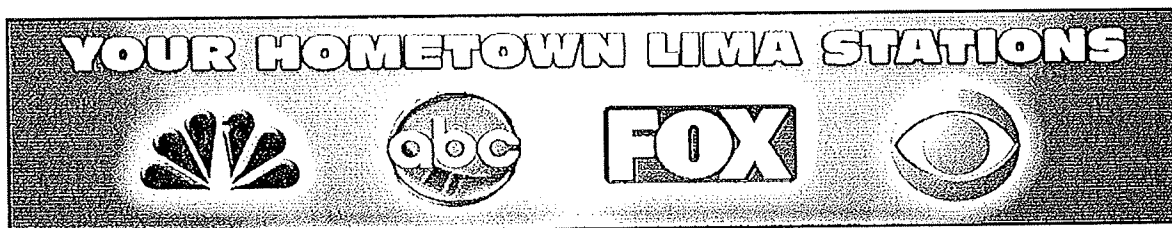
The winning candidates start date will be as soon as you can get here!

Applicant must have a college degree in Communications, Journalism or related multi-media field. Prior on-camera and anchoring experience is preferred. Must pass a BMV background check and drug test before hiring.

Send resume, cover letter and your link to fitz@wllo.com or

Jeff Fitzgerald, News Director, Your Hometown Lima Stations, 1424 Rice Ave., Lima, OH 45805.

Please indicate where you saw this job posting.
Your Hometown Lima Stations is an equal opportunity employer.



Sports Reporter/Photographer:

Sports Reporter needed to tell the local stories of student-athletes, cover the games, and provide the scores for a sports hungry West Central Ohio. Will help provide extensive local coverage of high schools and surrounding colleges. On top of local sports, we cover the Big 10, NASCAR, NFL and MLB. However, our focus is local, local and more local sports. This is a full-time position with benefits and the possibility of advancement in an always changing business. Occasional anchoring is a certainty. Must be able to report, shoot and edit. Live experience a must. Knowledge of Ohio sports a plus. We are seeking an individual who is creative, energetic, and has a knack for telling people stories. We want more than X's and O's. Be able to tell a story. We want somebody who can do more than just voice highlights and read scores. Experience with JVC cameras and Final Cut a plus. College degree is needed. Somebody who is web savvy and can further develop a sports web page moves to the top of the class. We are a World Now client. A clean driving record required. Passing a drug test mandatory before hiring. Send DVD or link, resume and cover letter to: fitz@wlto.com or Your Hometown Lima Stations, News Director Jeff Fitzgerald, 1424 Rice Avenue. Lima, Ohio 45805. Please identify where you saw this posting in your cover letter.

Your Hometown Lima Stations is an equal opportunity employer.

MEDIA ACCOUNT EXECUTIVE

A network television affiliate station is seeking a Media Account Executive. A strong sales background is a must with media sales experience a plus. Candidate must be personable with strong communication and organizational skills. Salary plus commission with excellent benefits including: health, dental and vision. An immediate 401k package is available. This is not an entry level position. Send letter of introduction and resume to:

**Media Sales
1424 Rice Avenue
Lima, Ohio 45805
An EEO Employer**

Multi-Media Journalist

Posted 6/2013

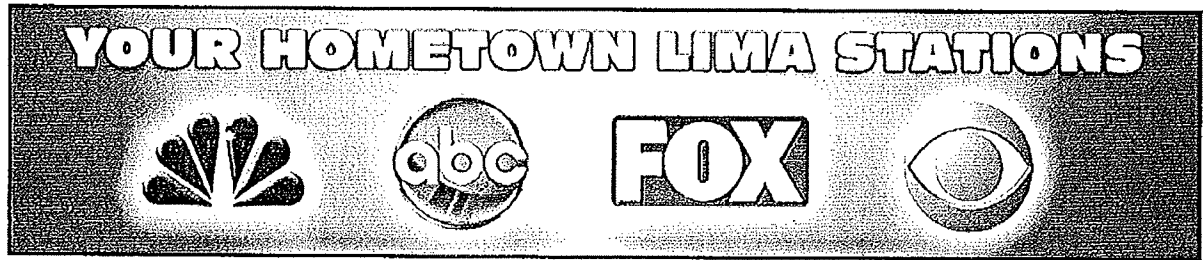
Multi-Media Video Journalist. We are not just looking for anyone. Right attitude can open the doors to your career. If you can one man-woman band, I want to hear from you.

The job includes weekends. If you know Final Cut, ENPS, JVC 800 series camera, you have a step up. You will report, shoot and edit your own stories.

Job requires posting stories on our web page. Candidate will also be shooting sports on Friday's.

Send your resume and links to fitz@wllo.com or DVD's and resume to address listed. Must pass BMV background check and pass drug test if offered the job. I look forward to hearing from you.

Jeff Fitzgerald
Acting News Director
Your Hometown Stations
1424 Rice Avenue
Lima, Ohio 45805



Multi Media Journalist

Multi Media Video Journalist. We are not just looking for anyone. Right attitude can open the doors to your career. If you can one man-woman band, I want to hear from you.

The job is M-F with anchor possibilities (but not mandatory) for right talent. If you know Final Cut, ENPS, JVC-800 series camera, you have a step up. You will report, shoot and edit your own stories.

Job requires posting your stories on our web page. Social media expertise is helpful. Live experience and you go to the head of the class. If you can hit the ground running, you are the person I want. Candidate will also be shooting sports on Fridays.

This job includes operation of a live truck. We will train winning candidate.

Send your links to fitz@wllo.com or DVD's to addresses listed. Must pass BMV background check and pass drug test if offered the job. I look forward to hearing from you.

Please indicate where you located this job posting.

Your Hometown Lima Stations is an Equal Opportunity Employer.

Lima's Hometown Stations
Jeff Fitzgerald/Acting News Director
1424 Rice Ave
Lima OH 45805
419-228-5909
fitz@wllo.com

PROFESSIONAL

Full Time Satellite Technician

Your Hometown Stations needs a full-time satellite technician to join our team. This is not an entry level position. Applicant must have prior experience in domestic satellite systems. Duties include: Monitoring/keeping track of shows and feed times, setting up record sequences, manual program ingesting, performing changes to record schedules as needed, and monitoring progress of record schedules. Applicant must have the ability to provide technical support to master control and programming, read and understand format sheets and terrestrial satellite information, and document all feeds. A satellite technician must be able to stand, sit, reach, climb, and use test equipment, tools, telephone, electronic mail, write letters and memos, conduct face-to-face discussions with individuals or groups, and work cooperatively in close proximity to others. Common sense and good conduct are important along with attention to detail. Military veterans fit into our organization. Your Hometown Stations is a broadcast facility consisting of four network television affiliates, production center, and news operations. Position is 40 hours p/wk, with generous benefits. Schedule is typically 9AM to 5PM weekdays, with on-call, and possibility of weekend or holiday work. Send resume with; 1). past work history, 2). three work references & personal references, and 3). pay requirements to:

Frederick R. Vobbe
Director of Engineering
Your Hometown Stations
1424 Rice Avenue
Lima, Ohio 45805
Or email
fvobbe@wlio.com
in PDF/Word97 format

NO phone calls, please.
Questions via e-mail. Your Hometown Stations is a equal employment opportunity employer. Applications close at noon February 28th, 2014.

EEO Job Filings

Posting sent by mail to:

James A. Rhodes State College
Ms. Angel Kindle
4240 Campus Dr.
Lima, OH 45804

Univ. of Northwestern Ohio
Ms. Emily Whitney
1441 N. Cable Rd.
Lima, OH 45805

Manpower
Ms. Beverly Kirk
2320 Harding Hwy.
Lima, OH 45804

Custom Staffing, Inc.
505 W Market Street
Lima, OH 45801

Spherion
Ms. Dawn Wireman
216 N. Elizabeth
Lima, OH 45801

Ohio Dept. of Job & Family Services
Ms. Christine Downey or Mr. Eddie Reed
1501 S. Dixie Hwy.
Lima, OH 45804

Ohio Center for Broadcasting
Mr. Gary James
9000 Sweet Valley Dr.
Valley View, OH 44125

TVJOBS.COM
Mr. Mark Holloway
Broadcast Employment Services
PO Box 4116
Oceanside, CA 92052

The Lima News
Classified Ad Dept
3515 Elida Road
Lima, OH 45807

The Delphos Herald
Classified Ad Dept/Ms. Elaine Suever
405 N. Main St.
Delphos, OH 45833

Erinn Sellers
Workforce Development Supervisor
Ohio Means Jobs
1501 S. Dixie Highway
Lima, OH 45802

~~Illinois Broadcast Assn.~~
~~Mr. Bob Roberts~~
~~1 University Circle~~
~~Macomb, IL 61455~~

Specs Howard School of Broadcasting
Mr. Dick Kernan
19900 W. Nine Rd.
Southfield, MI

Lima Area Chamber of Commerce
Ms. Cindy Tenwalde
144 N. Main St.
Lima, OH 45801

~~News Link Indiana~~
~~Mr. Sy Jenkins~~
~~BC131~~
~~Ball State University~~
~~Muncie, IN 47306~~

~~The Art Institute of Pittsburgh~~
~~Ms. Susanne Hines~~
~~420 Boulevard of the Allies~~
~~Pittsburgh, PA 15219~~

✧ Ohio Association of Broadcasters
Ms. Christine Merritt
88 E. Broad St., Suite 1180
Columbus, OH 43215-3525

SATELLIE COORDINATOR

Your Hometown Stations has a full time position available. A Satellite Coordinator is responsible for all satellite feed distribution for syndication of four stations. They are also responsible for all segmenting of syndicated programs. Common sense, ambition, and attention to detail are extremely important. The position is 40 hours per week with a great benefit package. The job will include weekdays and holidays.

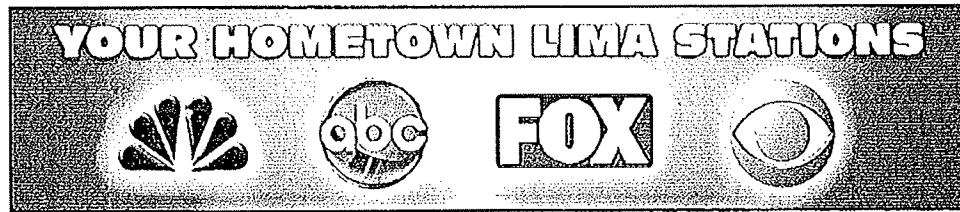
Send resume with; past work history, work and personal references and pay requirements to Tim Byrne, MCR Supervisor, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805.

Resumes must be submitted by mail or e-mail in PDF or MSWord format. No website submissions or phone calls. Questions via e-mail to tbyrne@wllo.com. Your Hometown Stations is an equal opportunity employer. Applications close at noon March 8, 2014.

Meteorologist-Reporter Position

Do you have a passion for weather? If you do, I want to hear from you. Your Hometown Lima Stations is looking for an on-air talent to do both weather and news.

Must pass BMV background check and drug test if offered the job. Send DVD or link and coverletter and resume to Your Hometown Lima Stations, Jeff Fitzgerald, Acting News Director (fitz@wlio.com) or mail to 1424 Rice Ave., Lima, OH 45805.



Meteorologist/ Reporter Position

JOB DESCRIPTION: DO YOU HAVE A PASSION FOR WEATHER? If you do, I want to hear from you. Your Hometown Lima Stations has an opening for an on-air personality interested in working in both weather and news. Looking for a meteorologist who can give the weather during a live newscast. Duties will include weekend weather on 6 & 11pm newscasts, one man band reporting during the week, live shots. This is tentatively a Saturday thru Wednesday position. We have a live truck, expect successful candidate to be able to go live for both weather & news. Being able to shoot, edit and write news stories is helpful, but will train. Successful candidate must work well with weather team and news staff. Working knowledge of WSI, ENPS Newsroom computers, FINAL CUT editing and WORLD NOW websites moves you to the head of the class. College degree required, meteorology degree preferred. Your Hometown Lima Stations offers excellent benefits including health, dental, vision and immediate 401 K plan. Must pass BMV background check and drug test if offered job. Send DVD or link and cover letter and resume to Your Hometown Lima Stations, Jeff Fitzgerald, News Director, 1424 Rice Ave. Lima Ohio 45805. Your Hometown Lima Stations is an equal opportunity employer.

Please identify where you saw this post in your cover letter.

TRADES

Full Time Television Maintenance Technician

Your Hometown Stations needs a full-time television maintenance engineer to join our team. This is not an entry level position. Applicant must have prior experience troubleshooting digital TV station equipment. Duties include: Installation, repair and maintenance of digital audio and video broadcast equipment in a co-located facility, support, diagnose and troubleshoot systems including RF, video, audio, cameras, switchers, routers, digital video servers, on-air automation, and microwave systems. Applicant must have the ability to provide technical support to end users, read and understand electronic schematic & system diagrams, and conform to document quality standards in projects. An engineer must be able to stand, sit, reach, climb, and use test equipment, tools, telephone, electronic mail, write letters and memos, conduct face-to-face discussions with individuals or groups, and work cooperatively in close proximity to others. In addition, the broadcast engineer must be able to lift, set up and operate equipment weighing up to fifty pounds. Common sense and good conduct are important along with attention to detail, and following engineering guidelines. Military veterans fit in our organization. Your Hometown Stations is a broadcast facility consisting of four network television affiliates, production center, and news operations. Position is 40 hours p/wk, with vacation time and benefits. Schedule is typically days but with flexibility to work nights, weekends, and on-call hours if needed in rotation. Send resume with past work history, three work references, personal references, and pay requirements to: **Frederick R. Vobbe, Director of Engineering, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805.** Or email fvobbe@wllo.com in PDF/Word97 format. NO phone calls, please. Questions via e-mail. Your Hometown Stations is a equal employment opportunity employer. **Applications close at noon October 23, 2013**

Posting sent by mail to:

EEO Job Filings

James A. Rhodes State College
Ms. Angel Kindle
4240 Campus Dr.
Lima, OH 45804

Univ. of Northwestern Ohio
Ms. Emily Whitney
1441 N. Cable Rd.
Lima, OH 45805

Manpower
Ms. Beverly Kirk
2320 Harding Hwy.
Lima, OH 45804

Custom Staffing, Inc.
505 W Market Street
Lima, OH 45801

Spherion
Ms. Dawn Wireman
216 N. Elizabeth
Lima, OH 45801

Ohio Dept. of Job & Family Services
Ms. Christine Downey or Mr. Eddie Reed
1501 S. Dixie Hwy.
Lima, OH 45804

Ohio Center for Broadcasting
Mr. Gary James
9000 Sweet Valley Dr.
Valley View, OH 44125

TVJOBS.COM
Mr. Mark Holloway
Broadcast Employment Services
PO Box 4116
Oceanside, CA 92052

~~The Lima News~~
~~Classified Ad Dept~~
3515 Elida Road
Lima, OH 45807

~~The Delphos Herald~~
~~Classified Ad Dept/Ms. Elaine Suever~~
405 N. Main St.
Delphos, OH 45833

~~Erinn Sellers~~
~~Workforce Development Supervisor~~
~~Ohio Means Jobs~~
1501 S. Dixie Highway
Lima, OH 45802

~~Illinois Broadcast Assn.~~
~~Mr. Bob Roberts~~
~~1 University Circle~~
Macomb, IL 61455

Specs Howard School of Broadcasting
Mr. Dick Kernan
19900 W. Nine Rd.
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Lima Area Chamber of Commerce
Ms. Cindy Tenwalde
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Lima, OH 45801

~~News Link Indiana~~
~~Mr. Sy Jenkins~~
~~BC131~~
~~Ball State University~~
Muncie, IN 47306

~~The Art Institute of Pittsburgh~~
~~Ms. Susanne Hines~~
420 Boulevard of the Allies
Pittsburgh, PA 15219

Ohio Association of Broadcasters
Ms. Christine Merritt
88 E. Broad St., Suite 1180
Columbus, OH 43215-3525

Date: Tuesday, October 8, 2013
From: Frederick R. Vobbe, VP/CO
WLIO Television,
1424 Rice Avenue Lima OH 45805
419-228-8835 x1034 Fax 419-229-2756
E-mail: fvobbe@wllo.com www.hometownstations.com



Full Time Television Maintenance Technician

Your Hometown Stations needs a full-time television maintenance engineer to join our team. This is not an entry level position. Applicant must have prior experience troubleshooting digital TV station equipment. Duties include: Installation, repair and maintenance of digital audio and video broadcast equipment in a co-located facility, support, diagnose and troubleshoot systems including RF, video, audio, cameras, switchers, routers, digital video servers, on-air automation, and microwave systems. Applicant must have the ability to provide technical support to end users, read and understand electronic schematic & system diagrams, and conform to document quality standards in projects. An engineer must be able to stand, sit, reach, climb, and use test equipment, tools, telephone, electronic mail, write letters and memos, conduct face-to-face discussions with individuals or groups, and work cooperatively in close proximity to others. In addition, the broadcast engineer must be able to lift, set up and operate equipment weighing up to fifty pounds. Common sense and good conduct are important along with attention to detail, and following engineering guidelines. Military veterans fit in our organization. Your Hometown Stations is a broadcast facility consisting of four network television affiliates, production center, and news operations. Position is 40 hours p/wk, with vacation time and benefits. Schedule is typically days but with flexibility to work nights, weekends, and on-call hours if needed in rotation. Send resume with past work history, three work references, personal references, and pay requirements to: Frederick R. Vobbe, Director of Engineering, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805. Or email fvobbe@wllo.com in PDF/Word97 format. NO phone calls, please. Questions via e-mail. Your Hometown Stations is a equal employment opportunity employer. Applications close at noon October 23rd, 2013.

PROFESSIONAL

**VIDEO
PRODUCTION
EDITOR**

Your Hometown Stations has an opening for a Production Video Editor. Applicant should be familiar with Final Cut Pro and Mac platform. Duties include shooting in the field, editing, and producing commercials, promos and shows. We're looking for a creative, detail oriented and dependable person for turning out quality product. Position is full time , hourly, with benefits. Send resume with at least two references, work history and pay requirements to:

**Terry Johns
Production Director
Your Hometown
Stations
1424 Rice Ave.
Lima, Ohio 45805**

Or email:

tjohns@wllo.com

in PDF/Word97
format. No phone
calls. please.

Your Hometown
Stations is an Equal
Opportunity Employer

Video Production Editor

Your Hometown Stations has an opening for a Production Video Editor. Applicant should be familiar with Final Cut Pro, and the Mac platform. Duties include shooting in the field, editing, and producing commercials, promos, and shows. We're looking for a creative, detail oriented, and dependable person for turning out quality product. Position is full time, hourly, with benefits. Send resume, with at least two references, work history, and pay requirements to: Terry Johns, Production Director, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805. Or e-mail tjohns@wllo.com in PDF/Word97 format. NO Phone Calls, please. Your Hometown Stations is an equal employment opportunity employer.

PROFESSIONAL

TELEVISION MASTER CONTROL OPERATOR

Your Hometown Stations has an opening for a full-time Master Control Operator. Job entails operation of station automation, broadcast transmitters, logs, and operations of broadcast servers. A television Master Control Operator must be able to stand, sit, reach, climb, and operate equipment, computers, electronic mail, write letters/memos, conduct face-to-face discussions with individuals or groups, and work cooperatively in close proximity to others. A master control operator is responsible for the transmission of television programming to the public. Common sense, ambition, and attention to detail are important. Military veterans fit into our organization. The position is 40 hours p/wk, with a good benefit package. Job will include weekend hours and holidays.

Send resume with; past work history, three work references, three personal references, and hourly pay requirements to:

**Tim Byrne, MCR
Supervisor, Your
Hometown Stations,
1424 Rice Avenue,
Lima, Ohio 45805.**

Resumes must be submitted by mail or e-mail in PDF or MSWord format. No web site submissions or phone calls, Questions via e-mail to:

tbyrne@wllo.com.

Your Hometown Stations is an equal employment opportunity employer. Applications close at noon
June 18, 2014 @ noon.

Posting sent by mail to:

EEO Job Filings

James A. Rhodes State College
Ms. Angel Kindle
4240 Campus Dr.
Lima, OH 45804

Univ. of Northwestern Ohio
Ms. Emily Whitney
1441 N. Cable Rd.
Lima, OH 45805

Manpower
Ms. Beverly Kirk
2320 Harding Hwy.
Lima, OH 45804

Custom Staffing, Inc.
505 W Market Street
Lima, OH 45801

Spherion
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216 N. Elizabeth
Lima, OH 45801

Ohio Dept. of Job & Family Services
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1501 S. Dixie Hwy.
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3515 Elida Road
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Erinn Sellers
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Mr. Bob Roberts
1 University Circle
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19900 W. Nine Rd.
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The Art Institute of Pittsburgh
Ms. Susanne Hines
420 Boulevard of the Allies
Pittsburgh, PA 15219

Ohio Association of Broadcasters
Ms. Christine Merritt
88 E. Broad St., Suite 1180
Columbus, OH 43215-3525

TELEVISION MASTER CONTROL OPERATOR

Your Hometown Stations has a full time position available. A MCR operator is responsible for station automation, transmitters, logs, and broadcast servers with occasional satellite or microwave program acquisition. You control what our viewers see.

A television Master Control Operator must be able to operate equipment and computers, create e-mails, letters and memos, conduct face-to-face discussions, and work cooperatively in close proximity to others. A Master Control Operator is also responsible for the transmission of television programming to the public.

Common sense, ambition, and attention to detail are extremely important. The position is 40 hours per week with a great benefit package. The job will include evenings, weekends, and holidays. Send resume with; past work history, work and personal references and pay requirements to Tim Byrne, MCR Supervisor, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805.

Resumes must be submitted by mail or e-mail in PDF or MSWord format. No website submissions or phone calls. Questions via e-mail to tbyrne@wlto.com. Your Hometown Stations is an equal opportunity employer. Applications close at noon May 22, 2014.

GENERAL

Multi -Media Journalist

Your Hometown Lima Stations is looking for a go-getter. This reporters job includes weekends and someone familiar with Final Cut Pro, ENPS, and JVC series cameras.

This is a one-person band position. You will shoot, write and edit your own stories. Winning candidate will also be required to post stories on our website. Live experience a plus.

Send your links, cover letter and resume to **fitz@wllo.com** or the address listed below. This is a full-time position. Must pass drug test and BMV background check if offered job. Please indicate where you saw this job posting.

**Jeff Fitzgerald,
News Director**

**Your Hometown Stations,
1424 Rice Avenue,
Lima, OH. 45805**

Your Hometown Lima Stations is an Equal Opportunity Employer

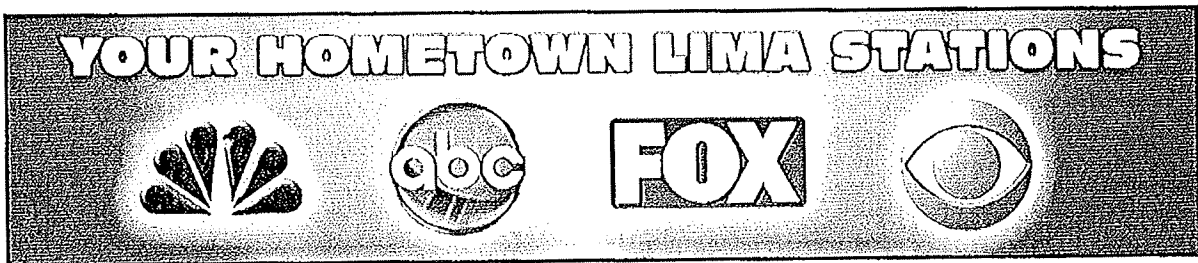
Postings sent by mail to:

Specs Howard School of Broadcasting
Dick Kernen
19900 W. Nine Rd.
Southfield, MI

The Ohio State University
Dr. Jay Hobgood
1036 Derby Hall
Columbus, OH

Ball State University
Joe Misiewicz
Muncie, IN 47306

Ohio University
Dr. Geoff Buckley
106 Scripps Hall
Athens, OH 45701



Multi Media Journalist

Multi Media Video Journalist. We are not just looking for anyone. Right attitude can open the doors to your career. If you can one man-woman band, I want to hear from you.

The job is M-F with anchor possibilities (but not mandatory) for right talent. If you know Final Cut, ENPS, JVC-800 series camera, you have a step up. You will report, shoot and edit your own stories.

Job requires posting your stories on our web page. Social media expertise is helpful. Live experience and you go to the head of the class. If you can hit the ground running, you are the person I want. Candidate will also be shooting sports on Fridays.

This job includes operation of a live truck. We will train winning candidate.

Send your links to fitz@wllo.com or DVD's to addresses listed. Must pass BMV background check and pass drug test if offered the job. I look forward to hearing from you.

Please indicate where you located this job posting.

Your Hometown Lima Stations is an Equal Opportunity Employer.

Lima's Hometown Stations
Jeff Fitzgerald/Acting News Director
1424 Rice Ave
Lima OH 45805
419-228-5909
fitz@wllo.com

PROFESSIONAL

Full Time TV Maintenance Technician

Your Hometown Stations has an opening for a Full Time TV Maintenance Technician, which is responsible for maintaining broadcast equipment including digital video/audio plant, transmitters, microwave systems, and news department field equipment. The applicant should have solid electronics experience, be willing to learn new technologies & broadcast standard, and take pride in their work. Military vets, CATV, or radio engineers who have experience with electronics or communications would fit in our organization.

The Hometown Stations broadcast facility consisting of four network television affiliates, production center, and news operations. The position is 40 hours p/wk, with vacation time and benefits. Work schedule is typically days, with an alternating "**on call**" schedule. Some nights or weekend hours may be necessary but not typical.

Send resume with past work history, three work references, personal references, and pay requirements to:

Fredrick R. Vobbe
Director of engineering
Your Hometown Stations
1424 Rice Avenue
Lima, Ohio 45805

Or Email: fvobbe@wllo.com

in PDF/Word97 format. No phone calls, please.

Your Hometown Stations is an equal opportunity employer.

Applications close at noon September 13th

Postings sent by mail to:

University of Toledo
c/o Job Opportunity
2801 W. Bancroft St.
Toledo, OH 43606

Michigan Assn. of Broadcasters
819 N. Washington Ave.
Lansing, MI 48906

Kentucky Assn. of Broadcasters
101 Enterprise Dr.
Frankfort, KY 40601

SBE Job Openings
Ralph Hoffman
5665 Vanatta Rd.
Centerburg, OH 43011

From: Frederick R. Vobbe, VP/CO
WLIO Television.
1424 Rice Avenue Lima OH 45805
419-228-8835 x1034 Fax 419-229-2756
E-mail: fvobbe@wllo.com www.hometownstations.com



Full Time Television Maintenance Technician

Your Hometown Stations has an opening for a full-time television maintenance Engineer. This is not an entry level position. Duties include; installation, repair and maintenance of digital audio/video broadcast equipment in 4-station co-located facility. Employee will diagnose and troubleshoot RF/transmitter, video, audio, cameras, switchers, routers, digital video servers, on-air automation, and microwave systems. Applicant must understand electronic schematic & system diagrams, and conform to installation & document quality standards in workplace. A maintenance engineer must be able to stand, sit, reach, climb, lift, and use test equipment, tools, telephone, electronic mail, and write letters/memos. Common sense, good conduct, and attention to detail are essential in our business. Military veterans, CATV, radio techs fit in our organization. Applicant must have good driving record, and no substance abuse.

Position is 40 hours p/wk, with vacation time and benefits. Schedule is typically weekdays, but may have occasional night, weekends, and on-call hours if needed in rotation. Apply by resume with past work history, three work references, two personal references, & pay requirements to: Frederick R. Vobbe, Director of Engineering, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805. Applications must be by mail, or email to fvobbe@wllo.com in PDF/Word97 format. NO phone calls. Questions via e-mail, only. Your Hometown Stations is an equal employment opportunity employer.

MEDIA ACCOUNT EXECUTIVE

A network television affiliate station is seeking a Media Account Executive. A strong sales background is a must with media sales experience a plus. Candidate must be personable with strong communication and organizational skills. Salary plus commission with excellent benefits including: health, dental and vision. An immediate 401k package is available. This is not an entry level position. Send letter of introduction and resume to:

**Media Sales
1424 Rice Avenue
Lima, Ohio 45805
An EEO Employer**

Building Maintenance

Your Hometown Stations has a full-time opening in building maintenance. Duties include: grounds, mechanical, minor HVAC, lighting, painting, carpentry, and routine building maintenance. The applicant must be productive, dependable, follow directions, and complete tasks on time. Common sense and attention to detail are essential in our business. Applicant should be able to stand, sit, reach, climb, lift, and use tools, telephone, and electronic mail properly. Military veterans are a good fit in our organization. Applicant must have good driving record and no substance abuse record. 40 hours p/wk, with benefits. Schedule typically weekdays, but may have night, or weekends, in special circumstances.

Apply by resume or pick up form at WLIO offices. Resume should include past work history, work references, personal references, and pay requirements. Mail

to: **Frederick R. Vobbe Director of Engineering**

Your Hometown Stations

1424 Rice Avenue, Lima, Ohio 45805-1949

or email to: **fvobbe@wlio.com** in PDF/Word97 format.

NO phone calls. Questions about job via e-mail only. Your Hometown Stations is an equal employment opportunity employer. **Applications close 8 AM November 15th.**

Postings sent by mail to:

Manpower
Beverly Kirk
2320 Harding Hwy.
Lima, OH 45804

Custom Staffing, Inc.
505 W. Market St.
Lima, OH 45801

Spherion
Dawn Wireman
216 N. Elizabeth
Lima, OH 45801

Ohio Dept. of Job & Family Services
Christine Downey or Eddie Reed
1501 S. Dixie Hwy.
Lima, OH 45804

Ohio Means Jobs
Regional Trainer
1501 S. Dixie Hwy.
P.O Box 4506
Lima, OH 45802

From: Frederick R. Vobbe, VP/CO
WLIO – WOHL Stations
1424 Rice Avenue Lima OH 45805
419-228-8835 x1034 Fax 419-229-2756
E-mail: fvobbe@wllo.com
www.hometownstations.com



BUILDING MAINTENANCE

Your Hometown Stations has a full-time opening in building maintenance. Duties include: grounds, mechanical, minor HVAC, lighting, painting, carpentry, and routine building maintenance. The applicant must be productive, dependable, follow directions, and complete tasks on time. Common sense and attention to detail are essential in our business. Applicant should be able to stand, sit, reach, climb, lift, and use tools, telephone, and electronic mail properly. Military veterans are a good fit in our organization. Applicant must have good driving record and no substance abuse record. 40 hours p/wk, with benefits. Schedule typically weekdays, but may have night, or weekends, in special circumstances. Apply by resume or pick up form at WLIO offices. Resume should include past work history, work references, personal references, and pay requirements. Mail to: Frederick R. Vobbe, Director of Engineering, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805-1949. E-mail to fvobbe@wllo.com in PDF/Word97 format. NO phone calls. Questions about job via e-mail, only. Your Hometown Stations is an equal employment opportunity employer.

Run this ad TWICE. Do not run in Monster.

GENERAL

Weekend Anchor/Producer/ Reporter

Your Hometown Lima Stations is in search of a Weekend Anchor/Producer/Reporter. Winning Candidate will anchor and produce 4 weekend newscasts. You will also report two days a week. This is a full time position with benefits. We use JVC model cameras, edit on Final Cut Pro, and use ENPS.

Applicants must have a college degree in the Communications or multi-media field. Prior anchoring experience is preferred. Must pass a BMV background check and drug test before hiring. Send cover letter, resume and your link to

fitz@wllo.com

Jeff Fitzgerald

News Director

Your Hometown

Lima Stations

1424 Rice Avenue

Lima, OH. 45805

Please indicate where you saw this job posting.

Your Hometown Lima Stations is an Equal Opportunity Employer.

EEO Job Filings

James A. Rhodes State College
Ms. Angel Kindle
4240 Campus Dr.
Lima, OH 45804

Univ. of Northwestern Ohio
Ms. Emily Whitney
1441 N. Cable Rd.
Lima, OH 45805

Manpower
Ms. Beverly Kirk
2320 Harding Hwy.
Lima, OH 45804

Custom Staffing, Inc.
505 W. Market Street
Lima, OH 45801

Spherion
Ms. Dawn Wireman
216 N. Elizabeth
Lima, OH 45801

Ohio Dept. of Job & Family Services
Ms. Christine Downey or Mr. Eddie Reed
1501 S. Dixie Hwy.
Lima, OH 45804

Ohio Center for Broadcasting
Mr. Gary James
9000 Sweet Valley Dr.
Valley View, OH 44125

TVJOBS.COM
Mr. Mark Holloway
Broadcast Employment Services
PO Box 4116
Oceanside, CA 92052

The Lima News
Classified Ad Dept
3515 Elida Road
Lima, OH 45807

The Delphos Herald
Classified Ad Dept/Ms. Elaine Suever
405 N. Main St.
Delphos, OH 45833

Erinn Sellers
Workforce Development Supervisor
Ohio Means Jobs
1501 S. Dixie Highway
Lima, OH 45802

Illinois Broadcast Assn.
Mr. Bob Roberts
1 University Circle
Macomb, IL 61455

Specs Howard School of Broadcasting
Mr. Dick Kernan
19900 W. Nine Rd.
Southfield, MI

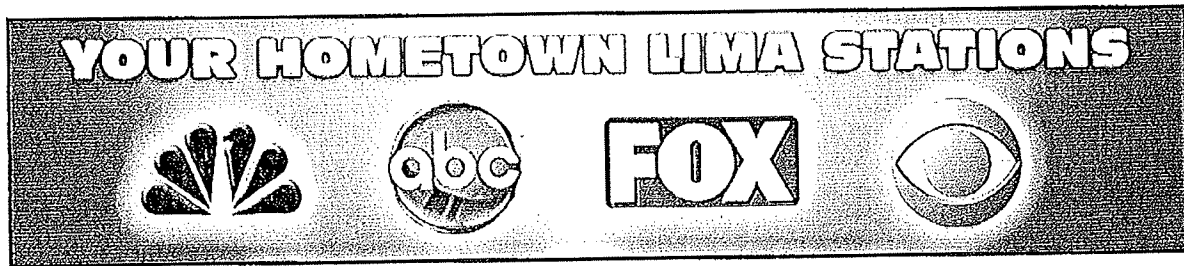
Lima Area Chamber of Commerce
Ms. Cindy Tenwalde
144 N. Main St.
Lima, OH 45801

News Link Indiana
Mr. Sy Jenkins
BC131
Ball State University
Muncie, IN 47306

The Art Institute of Pittsburgh
Ms. Susanne Hines
420 Boulevard of the Allies
Pittsburgh, PA 15219

Ohio Association of Broadcasters
Ms. Christine Merritt
88 E. Broad St., Suite 1180
Columbus, OH 43215-3525

Posting sent by mail to:



Weekend Anchor/Producer/Reporter

Your Hometown Lima Stations in West Central Ohio is in search of Weekend Anchor/Producer/Reporter. This is a small market, but it is unique in that we have all four major networks under one roof! There are opportunities for growth.

Winning candidate will anchor & produce 4 weekend newscasts. Duties will also include 2 days of reporting during the week. You would also be required to post stories onto our website and Facebook. This is a full-time position with benefits (medical, dental and vision). We do have live capabilities and live shots will be included in your duties. We shoot on JVC model cameras, shooting experience is a plus. Ability to edit non-linear is essential. We use Final Cut Pro. ENPS. Looking for an outgoing personality that can connect with the viewers and tell a story. Can you anchor and lead our weekend crew? Knowledge of Ohio and Midwest helpful but not essential.

The winning candidates start date will be as soon as you can get here!

Applicant must have a college degree in Communications, Journalism or related multi-media field. Prior on-camera and anchoring experience is preferred. Must pass a BMV background check and drug test before hiring.

Send resume, cover letter and your link to fitz@wllo.com or

Jeff Fitzgerald, News Director, Your Hometown Lima Stations, 1424 Rice Ave., Lima, OH 45805.

Please indicate where you saw this job posting.
Your Hometown Lima Stations is an equal opportunity employer.

Jeff Fitzgerald

From: Jeff Fitzgerald [fitz@wlio.com]
Sent: Monday, March 16, 2015 2:18 PM
To: 'hobgood.1@osu.edu'
Subject: weather opening in Lima

Dr. Hobgood,

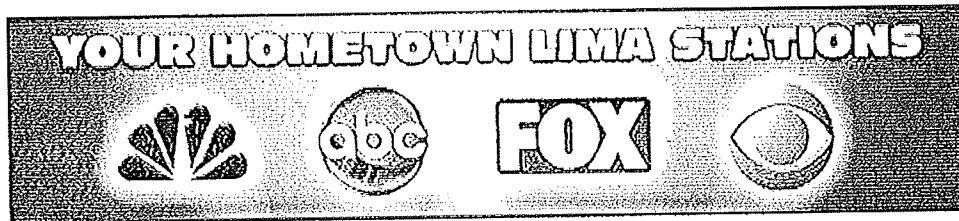
Below is a job description of a position I have open. I would really appreciate it if you could post it or pass it along to all those you might believe would be interested.

Thank you,
Best regards,
Jeff

Jeff Fitzgerald

News Director/Senior Anchor
Your Hometown Lima Stations
1424 Rice Avenue
Lima, OH. 45805
419-228-5909 (Office) Ext. 1019
419-231-5025 (Cell)
fitz@wlio.com

*Austin
Winfield 9/5*



Meteorologist/ Reporter Position

JOB DESCRIPTION: DO YOU HAVE A PASSION FOR WEATHER? If you do, I want to hear from you. Your Hometown Lima Stations has an opening for an on-air personality interested in working in both weather and news. Looking for a meteorologist who can give the weather during a live newscast. Duties will include weekend weather on 6 & 11pm newscasts, one man band reporting during the week, live shots. This is tentatively a Saturday thru Wednesday position. We have a live truck, expect successful candidate to be able to go live for both weather & news. Being able to shoot, edit and write news stories is helpful, but will train. Successful candidate must work well with weather team and news staff. Working knowledge of WSI, ENPS Newsroom computers, FINAL CUT editing and WORLD NOW websites moves you to the head of the class. College degree required, meteorology degree preferred. Your Hometown Lima Stations offers excellent benefits including health, dental, vision and immediate 401 K plan. Must pass BMV background check and drug test if offered job. Send DVD or link and cover letter and resume to Your Hometown Lima Stations, Jeff Fitzgerald, News Director, 1424 Rice Ave. Lima Ohio 45805. Your Hometown Lima Stations is an equal opportunity employer.

Please identify where you saw this post in your cover letter.

Jeff Fitzgerald

From: Jeff Fitzgerald [fitz@wllo.com]
Sent: Monday, March 16, 2015 2:21 PM
To: 'tpollard@bsu.edu'
Subject: weather opening in Lima, OH.

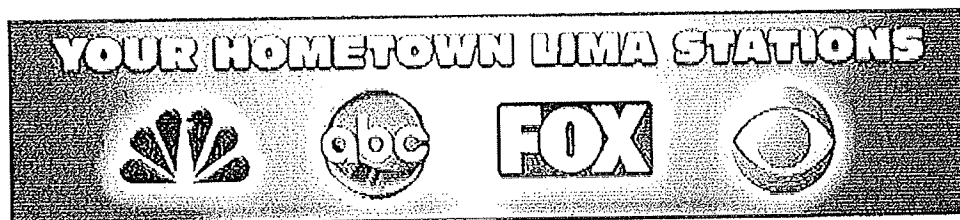
Tim,

I'm passing along a job description of an opening I have here in Lima. I would really appreciate if you could post it or pass it along to those you believe may be interested.

Thank you.
Best regards,
Jeff

Jeff Fitzgerald

News Director/Senior Anchor
Your Hometown Lima Stations
1424 Rice Avenue
Lima, OH. 45805
419-228-5909 (Office) Ext. 1019
419-231-5025 (Cell)
fitz@wllo.com



Meteorologist/ Reporter Position

JOB DESCRIPTION: DO YOU HAVE A PASSION FOR WEATHER? If you do, I want to hear from you. Your Hometown Lima Stations has an opening for an on-air personality interested in working in both weather and news. Looking for a meteorologist who can give the weather during a live newscast. Duties will include weekend weather on 6 & 11pm newscasts, one man band reporting during the week, live shots. This is tentatively a Saturday thru Wednesday position. We have a live truck, expect successful candidate to be able to go live for both weather & news. Being able to shoot, edit and write news stories is helpful, but will train. Successful candidate must work well with weather team and news staff. Working knowledge of WSI, ENPS Newsroom computers, FINAL CUT editing and WORLD NOW websites moves you to the head of the class. College degree required, meteorology degree preferred. Your Hometown Lima Stations offers excellent benefits including health, dental, vision and immediate 401 K plan. Must pass BMV background check and drug test if offered job. Send DVD or link and cover letter and resume to Your Hometown Lima Stations, Jeff Fitzgerald, News Director, 1424 Rice Ave. Lima Ohio 45805. Your Hometown Lima Stations is an equal opportunity employer.

Please identify where you saw this post in your cover letter.

Jeff Fitzgerald

From: Jeff Fitzgerald [fitz@wlio.com]
Sent: Monday, March 16, 2015 2:23 PM
To: 'stewartr@ohio.edu'
Subject: weather opening in Lima

Robert,

I'm sending a job description of an opening I have in weather/reporting. I would really appreciate it if you could post it, or pass it along to those you may believe would be interested.

Thank you much,
Best Regards,
Jeff

Jeff Fitzgerald

News Director/Senior Anchor
Your Hometown Lima Stations
1424 Rice Avenue
Lima, OH. 45805
419-228-5909 (Office) Ext. 1019
419-231-5025 (Cell)
fitz@wlio.com



Meteorologist/ Reporter Position

JOB DESCRIPTION: DO YOU HAVE A PASSION FOR WEATHER? If you do, I want to hear from you. Your Hometown Lima Stations has an opening for an on-air personality interested in working in both weather and news. Looking for a meteorologist who can give the weather during a live newscast. Duties will include weekend weather on 6 & 11pm newscasts, one man band reporting during the week, live shots. This is tentatively a Saturday thru Wednesday position. We have a live truck, expect successful candidate to be able to go live for both weather & news. Being able to shoot, edit and write news stories is helpful, but will train. Successful candidate must work well with weather team and news staff. Working knowledge of WSI, ENPS Newsroom computers, FINAL CUT editing and WORLD NOW websites moves you to the head of the class. College degree required, meteorology degree preferred. Your Hometown Lima Stations offers excellent benefits including health, dental, vision and immediate 401 K plan. Must pass BMV background check and drug

test if offered job. Send DVD or link and cover letter and resume to Your Hometown Lima Stations, Jeff Fitzgerald, News Director, 1424 Rice Ave. Lima Ohio 45805. Your Hometown Lima Stations is an equal opportunity employer.

Please identify where you saw this post in your cover letter.

Jeff Fitzgerald

From: Jeff Fitzgerald [fitz@wlio.com]
Sent: Monday, March 16, 2015 2:54 PM
To: 'Barb Martin'
Subject: WLIO weather job posting

Barb,

Could you place this ad in the Sunday & Tuesday deal I think I normally do. This coming Sunday and next Tuesday would be fine since it's late afternoon Monday.

I think I know the cost. Has it changed from \$323.74. if so, please advise and you can bill the station.

Thanks for your help.

Regards,
Jeff

Jeff Fitzgerald

News Director/Senior Anchor
Your Hometown Lima Stations
1424 Rice Avenue
Lima, OH. 45805
419-228-5909 (Office) Ext. 1019
419-231-5025 (Cell)
fitz@wlio.com

Meteorologist-Reporter Position

Do you have a passion for weather? If you do, I want to hear from you.

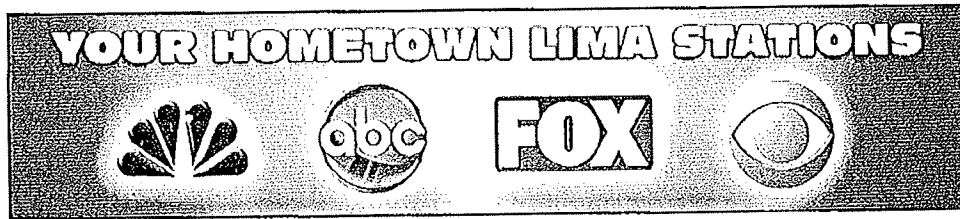
Your Hometown Lima Stations is looking for an on-air talent to do both weather and news.

Must pass BMV background check and drug test if offered the job.

Send DVD or link and cover letter and resume to Your Hometown Lima Stations, Jeff Fitzgerald, News Director. (fitz@wlio.com)

1424 Rice Avenue, Lima, OH. 45805

Your Hometown Stations is an Equal Opportunity Employer



Meteorologist/ Reporter Position

JOB DESCRIPTION: DO YOU HAVE A PASSION FOR WEATHER? If you do, I want to hear from you. Your Hometown Lima Stations has an opening for an on-air personality interested in working in both weather and news. Looking for a meteorologist who can give the weather during a live newscast. Duties will include weekend weather on 6 & 11pm newscasts, one man band reporting during the week, live shots. This is tentatively a Saturday thru Wednesday position. We have a live truck, expect successful candidate to be able to go live for both weather & news. Being able to shoot, edit and write news stories is helpful, but will train. Successful candidate must work well with weather team and news staff. Working knowledge of WSI, ENPS Newsroom computers, FINAL CUT editing and WORLD NOW websites moves you to the head of the class. College degree required, meteorology degree preferred. Your Hometown Lima Stations offers excellent benefits including health, dental, vision and immediate 401 K plan. Must pass BMV background check and drug test if offered job. Send DVD or link and cover letter and resume to Your Hometown Lima Stations, Jeff Fitzgerald, News Director, 1424 Rice Ave. Lima Ohio 45805. Your Hometown Lima Stations is an equal opportunity employer.

Please identify where you saw this post in your cover letter.

Meteorologist-Reporter Position

Do you have a passion for weather? If you do, I want to hear from you.

Your Hometown Lima Stations is looking for an on-air talent to do both weather and news.

Must pass BMV background check and drug test if offered the job.

Send DVD or link and cover letter and resume to Your Hometown Lima Stations,
Jeff Fitzgerald, News Director. (fitz@wllo.com)

1424 Rice Avenue, Lima, OH. 45805

Your Hometown Stations is an Equal Opportunity Employer

MEDIA ACCOUNT EXECUTIVE

A network television affiliate station is seeking a Media Account Executive. A strong sales background is a must with media sales experience a plus. Candidate must be personable with strong communication and organizational skills. Salary plus commission with excellent benefits including: health, dental and vision. An immediate 401k package is available. This is not an entry level position. Send letter of introduction and resume to:

**Media Sales
1424 Rice Avenue
Lima, Ohio 45805
An EEO Employer**

PROFESSIONAL

TELEVISION MASTER CONTROL OPERATOR

Your Hometown Stations has an opening for a full-time **Master Control Operator**. Job entails operation of station automation, broadcast transmitters, logs, and operations of broadcast servers. A television Master Control Operator must be able to stand, sit, reach, climb, and operate equipment, computers, electronic mail, write letters/memos, conduct face-to-face discussions with individuals or groups, and work cooperatively in close proximity to others. A master control operator is responsible for the transmission of television programming to the public. Common sense, ambition, and attention to detail are important. Military veterans fit into our organization. The position is 40 hours p/wk, with benefit package. Job will include weekend hours and holidays.

Send resume with; past work history, work references, personal references, and hourly pay requirements to:

**Tim Byrne,
MCR Supervisor,
Your Hometown Stations,
1424 Rice Avenue,
Lima, Ohio 45805.**

Resumes must be submitted by mail or e-mail in PDF or MSWord format. No web site submissions or phone calls. Questions via e-mail to **tbyrne@wllo.com**. Your Hometown Stations is an equal employment opportunity employer. **Applications close at noon April 27, 2015 @ 8AM.**

Date: April 8, 2015 - Wednesday
From: Frederick R. Vobbe, VP/CO
WLIO Television,
1424 Rice Avenue Lima OH 45805
419-228-8835 x1034 Fax 419-229-2756
E-mail: fvobbe@wllo.com www.hometownstations.com



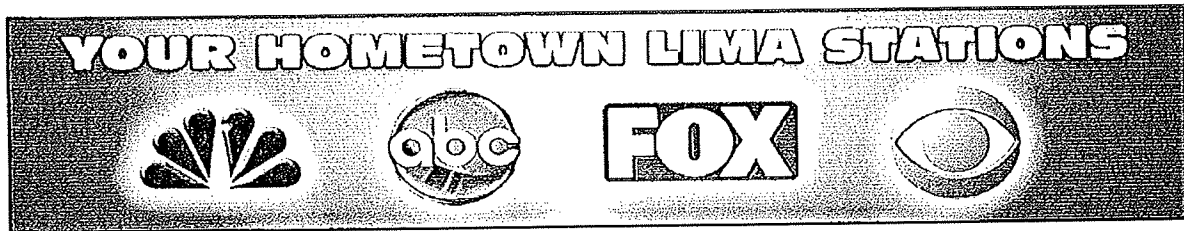
TELEVISION MASTER CONTROL OPERATOR

Your Hometown Stations has (1) Full time 40 hrs p/wk position with benefits. An MCR operator operates multiple station automation, transmitters, logs, and broadcast servers. Occasional satellite or microwave program acquisition. You control what our viewers see!

A television Master Control Operator must be able to stand, sit, reach, climb, and operate equipment, computers, electronic mail, write letters/memos, conduct face-to-face discussions with individuals or groups, and work cooperatively in close proximity to others. A master control operator is responsible for the transmission of television programming to the public. Common sense, ambition, and attention to detail are important. Military veterans fit into our organization. The position is 40 hours p/wk, with benefit package. Job will include weekend hours and holidays.

Send resume with; past work history, work references, personal references, and hourly pay requirements to: Tim Byrne, MCR Supervisor, Your Hometown Stations, 1424 Rice Avenue, Lima, Ohio 45805.

Resumes must be submitted by mail or e-mail in PDF or MSWord format. No web site submissions or phone calls, Questions via e-mail to tbyrne@wllo.com. Your Hometown Stations is an equal employment opportunity employer. Applications close at noon May 8, 2015 @ 8AM.



Sports Reporter/Photographer:

Sports Reporter needed to tell the local stories of student-athletes, cover the games, and provide the scores for a sports hungry West Central Ohio. Will help provide extensive local coverage of high schools and surrounding colleges. On top of local sports, we cover the Big 10, NASCAR, NFL and MLB. However, our focus is local, local and more local sports. This is a full-time position with benefits and the possibility of advancement in an always changing business. Occasional anchoring is a certainty. Must be able to report, shoot and edit. Live experience a must. Knowledge of Ohio sports a plus. We are seeking an individual who is creative, energetic, and has a knack for telling people stories. We want more than X's and O's. Be able to tell a story. We want somebody who can do more than just voice highlights and read scores. Experience with JVC cameras and Final Cut a plus. College degree is needed. Somebody who is web savvy and can further develop a sports web page moves to the top of the class. We are a World Now client. A clean driving record required. Passing a drug test mandatory before hiring. Send DVD or link, resume and cover letter to: fitz@wllo.com or Your Hometown Lima Stations, News Director Jeff Fitzgerald, 1424 Rice Avenue. Lima, Ohio 45805.
Please identify where you saw this posting in your cover letter.

Your Hometown Lima Stations is an equal opportunity employer.

ATTACHMENT C

(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

2013 – 2014 EEO Public File Report

Production Director:	TVJobs.com (2); Internal candidate (2)
Marketing Consultant:	TVJobs.com; Lima News (2); Station website (6)
Weekend Meteorologist/Reporter:	Ohio University
MCR Operator:	Lima News; Internal candidate (3)
Weekend Anchor/Producer/Reporter:	Station website; Stationindex.com
Sports Journalist:	TVJobs.com
Marketing Consultant/Account Executive:	Lima News (4)
Multi-Media Journalist:	TVJobs.com (2); Unknown
Satellite Coordinator:	Internal candidate (4); Facebook
Weekend Meteorologist/Reporter:	TVJobs.com
Maintenance Engineer:	Indeed; Lima News (2); Ohio Association of Broadcasters (2); Illinois Association of Broadcasters

2014 – 2015 EEO Public File Report

Production Editor:	Station website (2); Word of mouth
MCR Operator:	Word of mouth (2)
Multi-Media Journalist:	TVJobs.com (2); Station website
Broadcast Engineer:	Lima News
Account Executive/Marketing Consultant:	Lima News (3); Linked In; Station website (2)
Building Maintenance:	Lima News; Unknown (3)
Weekend Anchor/Producer/Reporter:	Station website
Weekend Meteorologist/Reporter:	Station website
Marketing Consultant/Account Executive:	Lima News; Linked In (2); TVJobs.com
MCR Operator:	Lima News (2); Station website (3)
Sports Reporter/Photographer:	TVJobs.com

ATTACHMENT D

(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

WLIO(TV) has 70 full-time employees and operates in the Lima-Van Wert-Wapakoneta, Ohio Combined Statistical Area, which has a population of approximately 185,000 people. Accordingly, the employment unit is required to perform two initiatives within a two-year period.

See attached documentation for recruitment initiatives.

WLIO TV
PO BOX 1689
Lima, Ohio 45802-1689
419-228-8835 Fax 229-7091

Work Order # Today:
Client:
Sales Rep: Production Date:

Length: Tape/Cut #
Title:
Starts:

CG

EEOC LOGO

**AN EQUAL OPPORTUNITY EMPLOYER
ORGANIZATIONS THAT WISH TO
RECEIVE OUR VACANCY INFORMATION
SHOULD CONTACT
CHERYL GARLOCK AT WLIO TELEVISION
419-228-8835**

STATION LOGO

WLIO TV, AN EQUAL OPPORTUNITY EMPLOYER, IS DEDICATED TO PROVIDING BROAD OUTREACH REGARDING JOB VACANCIES AT THE STATION. WE SEEK THE HELP OF LOCAL ORGANIZATIONS IN REFERRING QUALIFIED APPLICANTS TO OUR STATION. ORGANIZATIONS THAT WISH TO RECEIVE OUR VACANCY INFORMATION SHOULD CONTACT CHERYL GARLOCK AT WLIO TV BY CALLING 419-228-8835.

Donna Stuttler

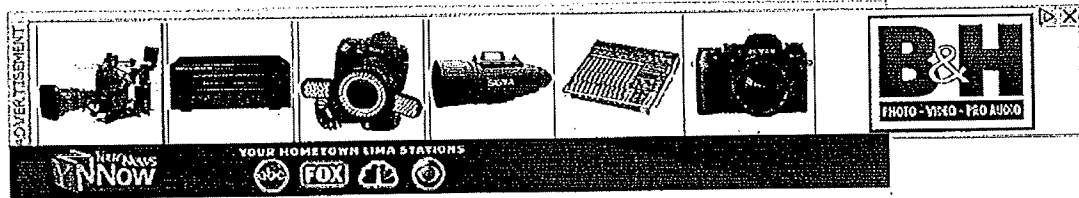
DONNA STUTTLE
Notary Public, State of Ohio
My Commission Expires
March 12, 2017



THIS ANNOUNCEMENT WAS BROADCAST A TOTAL OF 5 TIMES AT THE DATES AND TIMES CODED FARMER'S EQUIPMENT OUR ATTACHED INVOICE DATED 12/27/15 AS ENTERED IN THE STATION'S PROGRAM LOG. THIS ANNOUNCEMENT WAS BILLED TO THIS STATION'S CLIENT AT A TOTAL COST OF \$350.00.

Kevin Creamer

KEVIN C. CREAMER, GENERAL MANAGER



Michelin® Official Site

Locate Top All Weather Tires From Michelin Here. Find Dealers.



Internships

Do you want to learn more about television broadcasting? Your Hometown Stations is always accepting applications for interns in our production, news, weather and sports departments. Internships are unpaid positions. College junior and senior students must be able to receive credit for the internship from their school. To apply for an internship at Your Hometown Stations please send a resume and cover letter to Jeff Fitzgerald (News Director) or Terry Johns (Production Manager) to Your Hometown Stations, 1424 Rice Ave, Lima Ohio 45805. Just because you apply doesn't mean you'll get the internship since we have limited number of position open each year.

NEWS INTERN: A news intern may be responsible for a variety of duties. Answering the phone in the newsroom, taking viewer comments, story idea's, making phone calls to set up stories and/or interviews. Filing stories to the server for archiving purposes. As part of the internship, the intern will be able to accompany news crews on stories. Depending the intern's experience level, they may be able to shoot, write and edit a story, giving them the opportunity to produce a resume tape. Interns will gain valuable experience on the inner workings of a news gathering operation.

SPORTS INTERN: A sports intern may be responsible for editing sports feeds for sports cast. Archiving sports highlights to the server. Shoot game highlights if knowledgeable/experienced with a JVC model camera. Assisting sports anchors/reporters in the day-to-day operation of the sports department. Intern will gain valuable experience on how a small market TV station, which has a sports hungry viewership, puts together highlights and features.

WEATHER INTERN: A weather intern will work directly with the Your News Now weather team of 3 Meteorologists. The intern should be in school for meteorology. They will gain invaluable experience working with the WSI weather system, learning how to obtain weather information, create graphics and putting a weather cast together. The intern will be able to practice in front of the 'green board', putting together a resume tape.

NEWS VIDEOGRAPHER INTERN: A photog intern will work in the field with a news crew, observing how a crew gathers a story. How the vid shoots a story. How they edit the story. You will learn how to edit on Final Cut Pro X. You will also file stories to the server for archive purposes. The intern will gain valuable experience working with a JVC model camera and will have the opportunity to create a resume tape.

PRODUCTION INTERN: Work with producers and directors as well as other department personnel in the planning and execution of television broadcasts. This includes working with daily newscasts, as well as local programming specials and sports events. Much of this internship experience is by way of observation due to regulations limiting the extent equipment can be used in a hands-on manner.

worldnow

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For more information on this site, please read our [Privacy Policy](#), and [Terms of Service](#), and [Ad Choices](#).

YOUR HOMETOWN LIMA STATIONS



To whom it May Concern:

██████████ has completed the hours of his internship. He was there everyday and was always on time.

Some of the things he was able to observe are, live news casts (Noon Edition, Fox at 5, and Your News Now at 6). He was also able to observed the in Studio Production.

He was also able to do some editing on Final Cut Pro. This consisted of putting together 10-second commercials, 30-second commercials. He also edited a 2:50 mini interview commercial called Today's Professionals. During the putting together of Today Professionals he was able to over laying of graphics, trimming of the show, and sending it to commercial server to be ready to gone on the air. During his time here, he was able to work on this several times and did an excellent job.

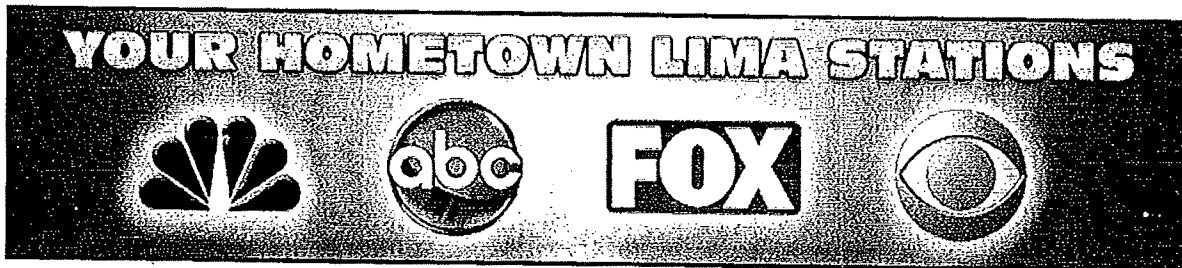
██████████ was also able to go to a live newscast on location. He helped with the set up, and tear down. And was also able to observe and listen on headset to the behind the scenes talk of the director and the crew.

He also went on some production shoots with Creative Services.

It was a pleasure to have ██████████ with us. I believe he also enjoyed his time with us. He was always willing to learn new things. I believe he will be a person that could be easily hired.

Terry Johns

Your Home Town Lima Stations
Production Manager



Internship Agreement Form

Name of Student

Address

Telephone: Home

Cell

Academic Term-Quarter or Semester

Internship Begins

Internship Ends

Hours of work per week

Work Schedule:

Sun. Mon. Tues. X Wed. X Thur. X Fri. X Sat. X

Job Title: News Intern

Unit of Credit to be Earned

Price of Credit

Goals

Student Signature

Date

Employer/Mentor

Date



To Whom It May Concern,

I wanted to summarize the internship of University of Toledo Interdisciplinary Studies graduate [REDACTED]

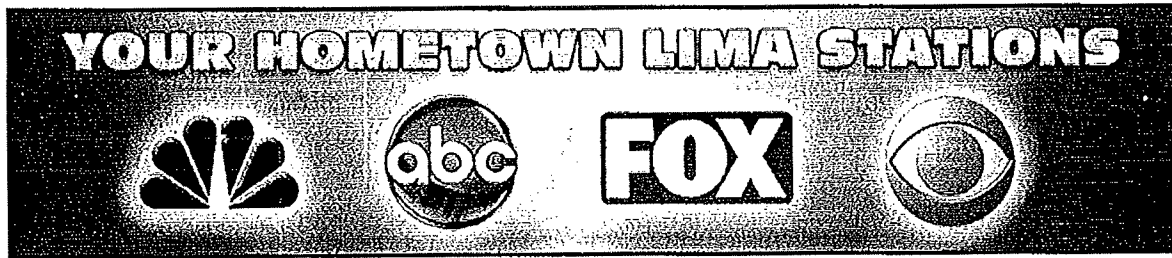
[REDACTED] spent approximately 5 weeks beginning July 11th, 2014 at Your Hometown Lima Stations in Lima, OH. (TV Market 186). [REDACTED] shadowed and spent time in two departments at the station. He was able to get a true hands-on experience, not only taking part in the news department's daily operation but also spent a week with our Production team going on commercial shoots. [REDACTED] was able to spend time with both news & production crews in the field.

During his time in news, he was not only able to do some video shooting but also see how our editing system (Final Cut Pro X) operates.

I believe [REDACTED] enjoyed his time here and we enjoyed having him. He was pleasant to work with, taking his internship serious, wanting to learn and showed a high level of interest. He was also prompt when he was scheduled to be here.

I wish [REDACTED] all the best in his future endeavors, be it in film/video or in news. His attitude and work ethic will go a long way as he embarks on the career of his choosing.

Jeff Fitzgerald
News Director
Your Hometown Lima Stations
1424 Rice Avenue, Lima, OH. 45805
419-228-5909 (office) ext. 1019
419-231-5025 (cell)
fitz@wllo.com



To Whom It May Concern,

I wanted to summarize the recent internship of Ohio State University Communications major [REDACTED]

[REDACTED] spent May 5th-29th at Your Hometown Lima Stations in Lima, Ohio, market 186. She worked 4 days a week, 8 hour shifts on those days, for a 32 work week. She was able to accumulate 120 hours of total time at the station.

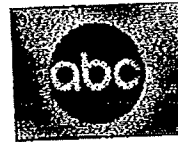
[REDACTED] was able to get true hands-on experience. My assignment editor informed me [REDACTED] was given the responsibility to write and edit stories that were for air, not just for practice. She traveled daily with our reporter-photographer crews, had the opportunity to shoot video, and said she learned ways and received tips on how to be more efficient on our Final Cut Pro X editing system.

[REDACTED] said she enjoyed her time here, and the feeling is mutual. She was pleasant to be around, wanted to learn, showed a high level of interest and left a good impression over the 3 and a half weeks she was here.

I wish [REDACTED] all the best as she completes the final two years of her communications major, and embarks on a career in news broadcasting. Good luck and GO BUCKS!!

Jeff Fitzgerald

News Director



COMMUNITY INVOLVEMENT FORM

NAME Kyle Adams

SCHOOL OR ORGANIZATION Marion School

Date 11/22/14 Length of Presentation 45 minutes

General Make Up of Audience (ie: age and ethnicity) 3rd through 12th grade

Approximate Number of People Attending 20

Follow-Up _____

WLIO-TV
PO Box 1689
Lima Ohio 45802
419-228-8835
newsrelease@wllo.com



COMMUNITY INVOLVEMENT FORM

NAME Elise Dolinar

SCHOOL OR ORGANIZATION Deb Fowler's Multiple Disabilities class
Shawnee middle school

Date 11-11-14

Length of Presentation 1 hr 15 min

General Make Up of Audience (ie: age and ethnicity)

11th Adult teacher + 7 middle school students

Approximate Number of People Attending 9

Follow-Up

WLIO-TV

PO Box 1689

Lima Ohio 45802

419-228-8835

newsrelease@wl10.com



COMMUNITY INVOLVEMENT FORM

NAME Kyle Adams

SCHOOL OR ORGANIZATION Bowling Green State University

Date 10/4/2014 Length of Presentation 30 minutes

General Make Up of Audience (ie: age and ethnicity)

Conducted a presentation to Graduate
students and professors on how I
use social media practices to dish out
weather information.

Approximate Number of People Attending 50

Follow-Up _____

WLIO-TV

PO Box 1689

Lima Ohio 45802

419-228-8835

newsrelease@wllo.com



COMMUNITY INVOLVEMENT FORM

NAME Kyle Adams

SCHOOL OR ORGANIZATION Station Job Shadow

Date 10/7/2014 Length of Presentation 3 hours

General Make Up of Audience (ie: age and ethnicity)

I hosted a 10th grader from
Elida for a job shadow.

Approximate Number of People Attending _____

Follow-Up _____

WLIO-TV
PO Box 1689
Lima Ohio 45802
419-228-8835
newsrelease@wllo.com



COMMUNITY INVOLVEMENT FORM

NAME Kyle Adams

SCHOOL OR ORGANIZATION Lima Public Library

Date 7/24/14 Length of Presentation 1 hour

General Make Up of Audience (ie: age and ethnicity)

Children ages 5-14
for a weather presentation for a science
day for the Lima Library

Approximate Number of People Attending 30

Follow-Up _____

WLIO-TV

PO Box 1689

Lima Ohio 45802

419-228-8835

newsrelease@wllo.com



COMMUNITY INVOLVEMENT FORM

NAME

Kyle Adams

SCHOOL OR ORGANIZATION

Wapakonete Elementary

Date

5/12/14

Length of Presentation

1 hour

General Make Up of Audience (ie: age and ethnicity)

Over 200 second graders
at Wapakonete Elementary talking
about weather

Approximate Number of People Attending

210

Follow-Up

WLIO-TV

PO Box 1689

Lima Ohio 45802

419-228-8835

newsrelease@wlio.com



COMMUNITY INVOLVEMENT FORM

NAME Elise Dolinar

SCHOOL OR ORGANIZATION St. Charles School - 6th grade Career Day

Date 5-8-14 Length of Presentation ≈ 45 minutes

General Make Up of Audience (ie: age and ethnicity)

male : female 6th grade students ; Ages ≈ 11-13

Approximate Number of People Attending 8

Follow-Up _____

WLIO-TV
PO Box 1689
Lima Ohio 45802
419-228-8835
newsrelease@wllo.com

YOUR HOMETOWN LIMA STATIONS



SETTING THE STANDARD IN CENTRAL OHIO

1424 Rice Avenue Lima, Ohio 45805 419-228-8835 Fax 419-229-7091

Lima Communications Corp. "Release of Liability" Form

(Date) 1/18/16

I, [REDACTED], release Lima Communications, Corp., Block Communications, Inc. and Lima Communications Corp. Employees of all Liability while riding in a Lima Communications Corp. vehicle.


Employee Sign Name


Sign Name

Job Shadows
'14+'15

YOUR HOMETOWN LIMA STATIONS



SETTING THE STANDARD IN CENTRAL OHIO

1424 Rice Avenue Lima, Ohio 45805 419-228-8835 Fax 419-229-7091

Lima Communications Corp. "Release of Liability" Form

(Date) 2/1/14

I, [Redacted Signature], release Lima Communications, Corp., Block Communications, Inc. and Lima Communications Corp. Employees of all Liability while riding in a Lima Communications Corp. vehicle.

[Handwritten Signature]
Employee Sign Name

[Redacted Signature]
Sign Name

YOUR HOMETOWN LIMA STATIONS



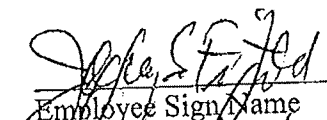
SETTING THE STANDARD IN WEST CENTRAL OHIO

1424 Rice Avenue Lima, Ohio 45805 419-228-8835 Fax 419-229-7091

Lima Communications Corp. "Release of Liability" Form

(Date) 10/13/14

I, [REDACTED] release Lima Communications, Corp., Block Communications, Inc. and Lima Communications Corp. Employees of all Liability while riding in a Lima Communications Corp. vehicle.


Employee Sign Name
news director


Sign Name

WLIO "Release Of Liability" Form

Date 5/14/14

I ~~████████████████████~~ release WLIO-TV, Blade Communication and
WLIO-TV Employees of all Liability while riding in a WLIO-TV vehicle.

Employee Sign Name

J. F. Fadel

Sign Name

~~████████████████████~~

Michelle Kirkendall

From: Kevin Creamer [kevin@wlio.com]
Sent: Tuesday, January 13, 2015 9:16 AM
To: 'Michelle Kirkendall'
Subject: FW: UNOH Internship Fair Participants

FYI

From: Taylor, Laura [mailto:ltaylor1@unoh.edu]
Sent: Tuesday, January 13, 2015 9:09 AM
To: Matt@cmgroup.co; bclinger@limanews.com; Kevin@wlio.com; dino.gerdeman@twcable.com; Kurt Neeper (kneeper@superiorfcu.com); jessika@nowmarketinggroup.com; krecker@lamar.com; alybarger@limamemorial.org; kkurz@limamemorial.org; fbeuter@bestonetireusa.com; whdholly@gmail.com; beautyandhealth@drmarkmathieson.com; billlyons@thecheapsigncompany.com; david@fteyes.com; decker@bright.net; bkeehn@health-partners.org; ryan@mclewis.net; spraguej@aedg.org; phayne@unitedwaylima.org; chad@modo.media; timothy.sielschott@LPL.com; Elizabeth@limasymphony.com; phayne@unitedwaylima.org
Subject: UNOH Internship Fair Participants

Good morning –

The University of Northwestern Ohio's Internship Fair is scheduled to take place this coming Thursday, January 15, from 11:00 a.m. to 1:00 p.m. The location for the Internship Fair is the Admissions Conference Room located in the 100 Building on the UNOH Campus (1441 N. Cable Road). If possible, arrive closer to 10:30 to allow time for set up.

The following organizations are scheduled to participate:

- Sielschott Financial Services
- Lima Memorial Health System
- Lima Memorial Foundation
- Superior Federal Credit Union
- Now Marketing Group
- United Way
- Hometown Lima Stations

If I have missed anyone, or you would like your company to be added to the list, please respond to this email to let me know and we will be happy to add you.

Thank you,

Susan Mann, PhD
Associate Professor, Marketing
Advisor, UNOH AMA Club (419-998-8411)
smann@unoh.edu
College of Business
University of Northwestern Ohio
1441 North Cable Road
Lima, OH 45805-1498

Michelle Kirkendall

From: Taylor, Laura [ltaylor1@unoh.edu]
Sent: Tuesday, August 18, 2015 10:55 AM
To: Undisclosed recipients:
Subject: UNOH Internship Fair - August 19, 2015 - 11 a.m. to 1:00 p.m. (Arrive 10:30 for setup)
Attachments: Employer Guidelines - Fall Internship.docx; Conduct Guidelines Agreement.docx

Good morning --

The UNOH Internship Fair will take place tomorrow in the Admissions Center, which is located in the 100 Building on the UNOH campus – 1441 N. Cable Road, Lima, Ohio. (If you're familiar with this area of Cable Road, it is across the street from La Charreada restaurant.) Once you're inside the building, staff at the front desk will direct you to the Admissions Center.

There is limited visitor parking available in front of the 100 Building and additional parking behind the building. I will advise Security of your attendance, so don't worry about any signs saying that you must have a sticker on your car.

We ask that you plan to arrive around 10:30 a.m. in order to be set up for the 11:00 a.m. start time. Tables and chairs will be provided.

Attached are the "Employer Guidelines" and the student's "Conduct Guidelines Agreement."

Please let me know if you have any questions; otherwise, we look forward to seeing you tomorrow!

Sincerely,

Laura Taylor
Administrative Assistant
College of Business
 UNIVERSITY OF NORTHWESTERN OHIO
1441 N. Cable Rd.
Lima, OH 45805
LTaylor1@unoh.edu
Office: 419.998.3100
www.unoh.edu

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Michelle Kirkendall

From: Taylor, Laura [ltaylor1@unoh.edu]
Sent: Monday, August 10, 2015 2:22 PM
To: Michelle Kirkendall
Subject: RE: UNOH Internship Fair - August 19, 2015 - 11 a.m. to 1:00 p.m. (Please RSVP)

Thanks, Michelle –

I will forward your email to Dr. Mann, and we will ensure that your station is listed among the participants.

██████████ actually works with me as the student worker for our department – she is a great worker! She has an excellent work ethic.

Thanks again for your response.

Sincerely,

Laura Taylor

From: Michelle Kirkendall [mailto:mkirkendall@wllo.com]
Sent: Monday, August 10, 2015 2:17 PM
To: Taylor, Laura <ltaylor1@unoh.edu>
Subject: RE: UNOH Internship Fair - August 19, 2015 - 11 a.m. to 1:00 p.m. (Please RSVP)

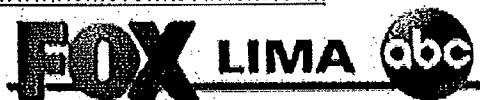
Laura:

Our company participated in the internship fair last time and we would be interested in participating again for the fall. We found our internship to be very beneficial and I hope it was as well for the student, ██████████

Please let me know if you need any additional information from me.

Michelle Kirkendall

Local Sales Manager
Your Hometown Lima Stations
www.hometownstations.com



P: (419) 228-8835 ext. 1060
C: (419) 234-4039



From: Kevin Creamer [mailto:kevin@wllo.com]
Sent: Monday, August 10, 2015 2:06 PM

ATTACHMENT E

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

None.

ATTACHMENT F

(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until February 24, 2016, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

Being in a smaller market, we do not have dedicated HR or EEO staff. Instead, all employees with management or supervisory responsibilities are responsible for implementing the station's EEO policies. Department managers do their own hiring under the supervision of the stations' President/General Manager. The stations' CFO also is involved in HR matters.

Within the building, EEO policies are clearly posted on a centrally located wall for our employees review. Whenever there is a job opening, the job description and opportunity is posted on our break room bulletin board. All of our department heads are clear on the procedure for internal postings as well as external efforts to reach the public.

All of our job postings note that we are an Equal Opportunity Employer.

ATTACHMENT G

(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until February 24, 2016, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

WLIO(TV) has a strong EEO program. We are known for hiring employees who are eager to enter the television broadcasting business, training them well, and then having them move on to larger markets. Because of this, we are always looking for talented people. On occasion we have had to tweak our efforts to make sure we are reaching the right audience, so the process is always evolving.

Each department has success with different approaches. Engineering has a defined skill set, therefore requires a wide net to be cast as evidenced by our extensive outreach.

The Sales Department has experienced success with the Lima newspaper and more recently Linked In.

The News Department has the most turnover in the building, as we are always replacing entry level positions. The most fertile ground for prospects are found through college contacts and TV specific job sites.

Production uses a similar formula as engineering with some college contact added due to computer editing skill requirements.

In all instances, the jobs are posted on our website as well. We also constantly promote ourselves as an Equal Opportunity Employer over our airwaves. Our on-air promo ran over 4,000 times in the last two years across our stations.

We also have excellent success with our internship program. On our website, Hometownstations.com under the Station Info tab, there is "Career Opportunities" which outlines available internships. Our current promotion director was a college intern from 2010, and we continue to bring in, on average, one production intern per year.

The News Department is the most active in regards to interns, community outreach and job shadowing. Our 6 and 11 PM co-anchor started as an intern. We have had three others within the audit window, of which two we think are potential hires.

News, weather and sports personalities in a market this size are extremely recognizable. We have them attend service clubs, colleges, high schools and grade schools, talking about our industry as well as career opportunities.

The sales department has participated in the University of Northwestern Ohio's internship fair. One of their students performed as a sales assistant intern for us over a ten week period.

ATTACHMENT H

(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until February 24, 2016, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

We conduct reviews on an annual basis, with the process taking place from March through April. We point out areas of strength and weakness and maintain a hard copy of the employee's evaluation in their personnel file. The President/General Manager and CFO (who also wears an HR hat) go over every employee evaluation with the department head to oversee the process. Raises come after the first half of the year so we can gauge the success we are having towards our financial goals. Department heads are responsible for allocating their pool of the funds appropriately. We also have a liberal bonus plan that is activated when yearly budgets are hit. All employees participate, both part time and full time.

Six years ago when the current President/General Manager started at the station, we instituted an organizational chart which clearly delineates chain of command. This has helped with employee work issues and in the review process.

Our philosophy is to try to promote from within. We talk to our employees about extra effort, going above and beyond, and working for their next opportunity. Because we have so many long time employees, promotion chances don't occur that often. We want them to be prepared when the opening presents itself.