

**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**

## 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	5
2) MediaLine.com	-
3) HometownStations.com	8
4) The Lima News	8
5) Internal Candidates	1
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.

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## **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	5
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	8
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		1
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 "A" TO ANNUAL EEO PUBLIC FILE REPORT FORM**

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

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Station(s) Comprising Station Employment Unit: WLIO-D1/D2, WOHL-D1/D2

**Section 1: Vacancy Information**

<b>Full-time Positions Filled By Job Title</b>	<b>RS Used On Attached List 1-25</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees From All Sources For This Position</b>
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



**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**

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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

<b><u>DATE</u></b>	<b><u>RECRUITMENT INITIATIVE &amp; OUTREACH ACTIVITIES</u></b>
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.