



## **EEO Public File Report Form**

Covering the Period from June 1, 2013 to May 31, 2014

Station(s) comprising Station Employment Unit:

**Dayton, OH Market:**

**WING (AM), WGTZ (FM), WDHT (FM), WROU-FM, and WCLI (FM)**

**The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WING (AM), WGTZ (FM), WDHT (FM), WROU-FM, and WCLI (FM)**

licensed to **MLB-Dayton IV, LLC** and is required to be placed in the public inspection files of these stations, and posted on the websites.

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices from MLB-Dayton III, LLC, please provide name of company, contact information, mailing address, telephone number, email address, fax number and category of interest. Contact: Andrea Scott, Market Manager or Sue Killinen, Business Manager at Main Line Broadcasting, 717 E David Rd, Dayton, OH 45429. [ascott@mainlinedayton.com](mailto:ascott@mainlinedayton.com), [skillinen@mainlinedayton.com](mailto:skillinen@mainlinedayton.com).

The information contained in this Report covers the time period beginning **June 1, 2013 to and including May 31, 2014**. The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. The total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

It is the policy of MLB-Dayton IV, LLC. to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have

participated in several different recruitment activities to ensure broad outreach. See following pages for a brief description of the initiative outreach.

**Section 1: Vacancy Information**

	Full-time Positions Filled By Job Title	Recruitment Source used to fill vacancy (RS ID)	Number of Interviewees for position from sources listed	Number hired for position	Recruitment source for Hiree
1	<b>Account Exec</b>	A , B, C	1	1	C
2	<b>Account Exec</b>	A , B, C	3	1	C
3	<b>Account Exec</b>	C	1	1	C
4	<b>Account Exec</b>	C	1	1	C

Total Number of Persons Interviewed During Applicable Period: 6  
 Total Number of Persons Hired During Applicable Period: 4

\*\* RS ID included in next few pages for recruitment source used to fill vacancy.

\*\*NOTE: Station(s) changed call letters/formats during Applicable Period: No

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Section 2: Recruitment Source Information

RS ID	Recruitment Source	Vacancy notification requested? (Yes or No)	Vacancy notification for which position?	Number of Interviews Referred by Recruitment Source
A	Main Line Broadcasting On Air Recruitment 717 E David Rd Dayton, OH 45429 937-294-5858 Andrea Scott, Market Manager	N	Account Exec	2
B	Main Line Broadcasting Website <a href="http://www.wingam.com">www.wingam.com</a> <a href="http://www.921wrou.com">www.921wrou.com</a> <a href="http://www.hot1029.com">www.hot1029.com</a> <a href="http://www.fly929.com">www.fly929.com</a> <a href="http://www.click1015.com">www.click1015.com</a>	N	Account Exec	0
C	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	Account Exec	4

Outreach Recruitment Initiative:

The station must engage in and complete at least four of the following menu options within each two-year period of its eight-year license term:

'13-'14	Menu Options
	#1 Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
	#2 Hosting of at least one job fair.
X	#3 Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
	#4 Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
	#5 Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
	#6 Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).
	#7 Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.
X X	#8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.
	#9 Establishment of a mentoring program for station personnel.
X X X X	#10 Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
X	#11 Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.
	#12 Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.
	#13 Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
X	#14 Provision of training to management level as to methods of ensuring equal employment opportunity and preventing discrimination

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	#15 Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.
	#16 Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

## **Activities Undertaken by Stations (Menu Option #3)**

**Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.**

Date of Event: February 13, 2014

Event: Central State University Spring Career Fair

**Event Sponsor Information**

Sponsor Name: Central State University

Contact Person: Isabelle Cayo 937-376-6444  
Central State University

Address: 1400 Brush Row Rd  
Wilberforce, OH 45384

**Brief Description of Event:**

Job Fair, Career Fair at Central State University.  
Main Line Broadcasting sponsored the event by running radio advertisements and Website banners at no charge promoting the event, and also participated in the career fair with a booth.

**Name(s)/Title(s) of Station Personnel Attending:**

Keith Wright, Director of Sales  
Mike Collins, Promotion Director

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**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

## **Activities Undertaken by Stations (Menu Option # 8)**

**Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

Date of Event: March 5, 2014

Location of Event: Edison Research webinar: The Infinite Dial 2014

### Event Sponsor Information

Sponsor Name: Edison Research/Triton Digital

Contact Person: Tom Webster

Email: [infinitedial@edisonresearch.com](mailto:infinitedial@edisonresearch.com)

### Brief Description of Event:

Webinar to provide insights into how consumers are adapting various digital media platforms.

### Name(s)/Title(s) of Station Personnel Attending:

Brad Waldo  
Operations Manager

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

## **Activities Undertaken by Stations (Menu Option # 8)**

**Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

Date of Event: June 5, 2014

Location of Event: Research Direct Inc. webinar

### **Event Sponsor Information**

Sponsor Name: Research Director Inc./Demonstrating the Value of the Sports Play-by-Play Radio Listener

Contact Person: Charles Sisen 410-956-0363 ext 14

Email: csisen@researchdirectorinc.com

### **Brief Description of Event:**

Webinar to understand the sports radio listener and help broadcasters get a premium for their listeners.

### **Name(s)/Title(s) of Station Personnel Attending:**

Brad Waldo  
Operations Manager

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

## **Activities Undertaken by Stations (Menu Option # 10)**

**Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.**

Date of Event: May 28<sup>th</sup>, 2014

Location of Event: St. Anthony School

### **Event Sponsor Information**

Sponsor Name: St. Anthony Catholic School

Contact Person: Larry Lamb  
Counselor

Address: 1824 St Charles St  
Dayton, OH 45410

Telephone: 937-253-6251 ext 414

### **Brief Description of Event:**

Career Day at St. Anthony Catholic School informing the students about Radio broadcasting careers.

### **Name(s)/Title(s) of Station Personnel Attending:**

Brad Waldo  
Operations Manager

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**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

## **Activities Undertaken by Stations (Menu Option #10)**

### **Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting**

Date of Event: May 5<sup>th</sup>, 2014

Location of Event: Xenia Warner Middle School

#### Event Sponsor Information

Sponsor Name: Xenia Warner Middle School

Contact Person: Justin Shirley  
8<sup>th</sup> Grade American History Teacher

Address: 600 Buckskin Trail  
Xenia, OH 45385

Telephone: 937-376-9488

#### Brief Description of Event:

Career Day at Xenia Warner Middle School informing the students about Radio broadcasting careers.

#### Name(s)/Title(s) of Station Personnel Attending:

Mark Neal  
WING AM Program Director

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

## **Activities Undertaken by Stations (Menu Option #10)**

### **Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting**

Date of Event: February 26, 2014

Location of Event: Meadowdale Pre K-8 School

#### **Event Sponsor Information**

Sponsor Name: Meadowdale Pre K-8 School

Contact Person: Lamar Drake , Teacher  
Cynthia Vaughn, Principal

Address: 3871 Yellowstone Ave  
Dayton, OH 45416

Telephone: 937-371-4601  
937-542-5390

#### **Brief Description of Event:**

Spoke to students about radio broadcasting careers.

#### **Name(s)/Title(s) of Station Personnel Attending:**

Rob Taylor  
WDHT FM On Air Personality

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

## **Activities Undertaken by Stations (Menu Option #10)**

**Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting**

Date of Event: October 4, 2013

Location of Event: Wittenburg University

### **Event Sponsor Information**

Sponsor Name: Wittenburg University  
WUSO-FM

Contact Person: Sophia Melnyk  
Promotions Director WUSO

Address: 200 West Ward St  
Springfield, OH 45501

Telephone: 937-327-6231

### **Brief Description of Event:**

Spoke at Wittenburg University radio station WUSO regarding radio broadcasting careers.

### **Name(s)/Title(s) of Station Personnel Attending:**

Brad Waldo  
Operations Manager

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

**Activities Undertaken by Stations  
(Menu Option #11)**

**Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.**

Date of Event: March 19, 2014

Location of Event: Radio station Main Line Broadcasting Dayton

**Event Sponsor Information**

Sponsor Name: Main Line Broadcasting Dayton Ohio

Contact Person: Katrena Smith  
Program Support Specialist

Address: 1507 Kuntz Rd  
Dayton, OH 45404

Telephone: 937-461-6550 ext 7486

**Brief Description of Event:**

Tour and educational synopsis of radio station and the jobs that are available.

**Name(s)/Title(s) of Station Personnel Attending:**

Brad Waldo  
Operations Manager

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations (refer to attached menu options)**

## **Activities Undertaken by Stations (Menu Option #14)**

### **Provision of training to management level as to methods of ensuring equal employment opportunity and preventing discriminations.**

Date of Event: October 16, 2013

Event: OAB webinar: FCC Equal Employment Opportunity Update

Event Sponsor Information

Sponsor Name: OAB/ Brooks, Pierce, McLendon, Humphrey & Leonard

Contact Person: Katie Lovell  
Director of Marketing and Communications

Telephone: 614-228-4052

Brief Description of Event:

Webinar on review of broadcaster EEO program requirements and update of EEO compliance pointers.

Name(s)/Title(s) of Station Personnel Attending:

Brad Waldo  
Operations Manager

## EEO Outreach Requirements

### I. Recruitment for All Full-time Vacancies

- Promote the job on the radio station(s).
- Advertise in local newspapers.
- Advertise in relevant trade periodicals.
- Post openings within the station.
- All ads & job vacancies must contain a statement that the broadcaster is an equal opportunity employer ("EOE").

### II. Notification to Community Groups

- Air monthly announcements (PSA's) inviting eligible organizations to contact the station so that the station can add them to its mailing list for notices of job openings.
  - Keep Affidavits on file
  - Keep current list on file