

# **EEO PUBLIC FILE REPORT**

FOR

WOBL – 1320AM – OBERLIN, OH  
WDLW – 1380AM – LORAIN, OH

**The EEO Public File Report  
covers the One-Year Period  
ending on May 31, 2016**

# 2016 EEO PUBLIC FILE REPORT

PERIOD COVERED: June 1, 2015 – May 31, 2016

WOBL, Oberlin, OH  
WDLW, Lorain, OH

## I. GENERAL POLICY

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age or disability in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, termination or any other personnel action.

## II. RECRUITMENT INFORMATION

We contact a variety of businesses and professional organizations whose membership includes substantial minority and women organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. If your organization would like to receive job vacancy notices from WOBL/WDLW, please send us your name, address, telephone number, fax number, contact person and e-mail address (if applicable) to the following address:

Brian Engle  
Program Director/HR Manager  
WOBL/WDLW  
P.O. Box 277  
Oberlin, OH 44074

# EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WOBL/WDLW's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on May 31, 2016, the station filled the following full-time vacancies:

The Station interviewed ( 8 ) people for ( 2 ) 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
El Centro	0
Lorain County Urban League	0
ETA	0
Ohio Center for Broadcasting	0
Ashland University	0
Kent State University	0
Lorain County Community College	0
Ohio University Career Services	0
Ohio State University	0
Bowling Green State University	0
Lorain County JVS Adult Career Ctr	0
OAB	1
Express Employment Professionals	0
Elyria NAACP	0
Lorain NAACP	0
Classified Ads – The Chronicle	0
Classified Ads – Oberlin News Tribune	0
Classified Ads – The Morning Journal	0
Radio WOBL/WDLW	2
Internet – WOBL/WDLW Website	0
Stations Facebook Pages	1
In-House	0
Referral	4

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.

## MENU OPTION ACTIVITIES

Station WOBL/WDLW has engaged in the following outreach activities during the year covered by this report:

ACTIVITY CLASSIFICATION	TYPE OF ACTIVITY	BRIEF DESCRIPTION
#5	INTERNSHIP PROGRAM	Participated in a formal internship with colleges and trade schools.
#9	MENTORING PROGRAM	Participated in a formal mentoring program for employees to learn new facets of the radio industry.
#7	SCHOLARSHIP PROGRAM	\$1,000 scholarship for a graduating Lorain County High School senior pursuing a career in the Communications Industry – Winner, 2016 – Jessica Costello, Marion L. Steele High School, Amherst, Ohio.
#16	STATION TOURS TO GROUPS	Give station tours to Boy Scout/Girl Scout troops, school classes, and other individuals and groups interested in the radio/broadcasting industry.
#10	CAREER DAYS	Participation in Career Days at local High Schools, Shadowing of Local High School Students.

**For “Activity Classification” use numbers “1” through “16” in accordance with the following:**

1. Participation in at least four job fairs by stations personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
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., outreach that is 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;
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;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about 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 by 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;
14. Provision of training to management personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
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 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.

## **FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Radio Sales Associate

**Recruitment Source  
That Referred the Hire:** Referral

**Total Number of Persons  
Interviewed for the Vacancy:** 8

**Date Vacancy Opened:** 6/1/15

**Date Vacancy Filled:** 10/5/15

**Recruitment Sources Used to Fill the Vacancy  
(see Attached)**

## **FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Radio Sales Associate

**Recruitment Source  
That Referred the Hire:** Referral

**Total Number of Persons  
Interviewed for the Vacancy:** 8

**Date Vacancy Opened:** 6/1/15

**Date Vacancy Filled:** 3/7/16

**Recruitment Sources Used to Fill the Vacancy  
(see Attached)**

## RECRUITMENT SOURCE LIST

El Centro de Servicios Sociales, Inc.  
1888 E. 31st St.  
Lorain, OH 44055  
277-8235  
Fax: 277-9236 / email:  
[mpedraza@lorainelcentro.org](mailto:mpedraza@lorainelcentro.org)

Placement Rep  
Employment Training Admin. (ETA)  
103 Second St.  
Elyria, OH 44035  
322-5262

Alicia Shoemake  
Ashland University Placement  
401 College Ave., Rm. 254 – HCSC  
Ashland, OH 44805  
419-289-4142 / [ashoema5@ashland.edu](mailto:ashoema5@ashland.edu)

Kent State University Career Services  
<https://www.myinterfase.com/kent/employer/>

Ohio University Career Services  
185 Lindley Hall  
Athens, OH 45701-2979  
740-593-2909  
<https://ohio-csm.symplicity.com/employers/>

Express Employment Professionals  
992 Abbe Rd. North  
Elyria, Oh. 44035  
Chad Grude  
888-996-8800

Gloria Simpson  
Lorain County Urban League  
1530 West River Rd. Suite 300  
Elyria, OH 44035  
323-3364 / [gsimpson@lcul.org](mailto:gsimpson@lcul.org)

Mike Holyko  
Ohio Media School Cleveland  
9885 Rockside Rd. #160  
Valley View, OH 44125  
216- 242-4342

Marci Fields, Employment Database Mgr.  
Tony Schweppe, Mgr of Business  
Engagement  
LCCC Job Placement  
1005 N. Abbe Road  
Elyria, OH 44035  
440-366-7563  
440-366-7665

Ohio State University Career Services  
<http://asccareerservices.osu.edu/futurelink/employer>

Juanita Van Liere  
Bowling Green State University  
Bowling Green, OH 43403 [jvanlie@bgsu.edu](mailto:jvanlie@bgsu.edu) /  
<https://bgsu-csm.symplicity.com/employers/>

Ohio Association of Broadcasters  
88 E. Broad St., St. 1180  
Columbus, OH 43215  
614-228-4052  
post online at oab.org

Elyria NAACP  
P. O. Box 145  
Elyria, OH 44036  
440-322-1108 / email:

Lorain NAACP  
1034 MLK Blvd./W. 21st. St.  
Lorain, OH 44052  
440-245-6545

Classified Ads  
The Chronicle  
P. O. Box 4010  
Elyria, OH 44036  
440-329-7000

Classified Ads  
Oberlin News Tribune  
42 S. Main St.  
Oberlin, OH 44074  
775-1611

Classified Ads  
The Morning Journal  
1667 Broadway  
Lorain, OH 44052  
245-6901

Bill Elliott  
Lorain County Joint Vocation School /  
Adult Career Center.  
15181 State Route 58  
Oberlin, Ohio 44074  
440-774-1051