

EEO PUBLIC FILE REPORT

FOR

WOBL – 1320AM/107.7FM – OBERLIN, OH

WDLW – 1380AM/98.9FM – LORAIN, OH

**The EEO Public File Report
covers the One-Year Period
ending on May 31, 2020**

2020 EEO PUBLIC FILE REPORT

PERIOD COVERED: June 1, 2019 – May 31, 2020

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, sexual orientation, 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, 2020, the station filled the following full-time vacancies:

The Station interviewed (5) people for (1) 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
Ohio Media School	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
OAB	0
Express Employment Professionals	0
Radio WOBL/WDLW	0
Internet – WOBL/WDLW Website	3
Stations Facebook Pages	0
In-House	0
Referral	2

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
#3	BUSINESS EXPO	Co-Sponsor of annual Business Expo hosted by Lorain County Chamber of Commerce
#5	INTERNSHIP PROGRAM	Participated in a formal internship with colleges and trade schools.
#7	SCHOLARSHIP PROGRAM	A \$1,000.00 Broadcasting Scholarship was awarded to Olivia Ross of Keystone High School in LaGrange, Ohio, who will be attending Bowling Greet State Univ. in the fall.
#9	MENTORING PROGRAM	Participated in a formal mentoring program for employees to learn new facets of the radio industry.
#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.

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: Sales Representative

**Recruitment Source
That Referred the Hiree:**

**Total Number of Persons
Interviewed for the Vacancy:** 5

Date Vacancy Opened: 12/27/19

Date Vacancy Filled: 01/07/20

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

RECRUITMENT SOURCE LIST

Ashland University Placement
Alicia Shoemake
401 College Ave., Rm. 254 – HCSC
Ashland, OH 44805
419-289-4142 / ashoema5@ashland.edu
*have never received an applicant from this source

Bowling Green State University
Juanita Van Liere
Bowling Green, OH 43403 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

Ohio Media School Cleveland
Janice Hannah-Hardy
9885 Rockside Rd. #160
Valley View, OH 44125
216- 242-4342

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

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

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

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

Radio Station Facebook Pages
WOBL on FB &
WDLW on FB

WOBL Radio – On-Air Ads
WDLW Radio – On-Air Ads

Radio Station Websites

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

woblradio.com
wdlwradio.com

**WDLW-WOBL
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020
RECRUITMENT INITIATIVES**

	Date	Brief Description of Activity	No. of Station	Participant Title
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			Participants	
1	6/1/19-5/31/20 and 11/4/19- 3/12/20	<p><u>Internship Program</u> WDLW and WOBL (the “Stations”) maintain a robust student internship program which is designed to provide students a learning environment in which to gain experience and the skills necessary to for broadcast employment. Internships provide a behind the scenes look into the operation of the daily activities of the Stations. Interns learn the functions and duties of the department they intern with and are allowed to participate in supervised on-air broadcast activities, production activities, and promotions, among other undertakings. Participants are encouraged to ask questions and to seek career advice.</p> <p>The Stations had two interns during the 2019-2020 academic year. First, the Stations hosted an intern from John Carrol University, Jr., from June 12, 2019 – October 1, 2019. This intern worked on the Monday, Wednesday, & Sunday Bluegrass show and assisted the show host with song selection and upload, production, answered listener phone calls, as well as promotions. The intern was supervised by Michelle Lee, the midday show host, and by the ticket promotions director. The second student intern, from Mount Union & Ohio Media School, interned from November 4, 2019 – March 12, 2020 and assisted morning show hosts on WOBL & WDLW with shop preparation materials, answering listener phone calls, greeting morning show guests and preparing guests for in-studio/on-air appearances. The intern was supervised by the WOBL morning show host.</p>	2	Promotions Director Show Hosts
2	6/1/19-5/31/20	<p><u>Mentoring Program</u> The Stations run a formal mentorship program where mentors and mentees meet regularly to discuss the career goals of mentees and address any challenges they may face in the work place. During the 2019-2020 term, the program had 3 mentor/mentee pairings to assist station personnel in their professional growth.</p>	3	<u>Mentors:</u> General Manager Traffic Coordinator Accounts Payable
3	6/1/19-5/31/20	<p><u>Scholarship Program</u> During the 2019-2020 term, the Stations hosted a scholarship program where a \$1000 scholarship was awarded to a Keystone High School student who will be studying broadcasting and journalism in the fall of '20 at Bowling Green State University. The scholarship recipient was chosen out of a field of 4 entries for the annual scholarship. The money for the scholarship came from WOBL and</p>	1	

		WDLW Radio. In addition to on-air promotions of the scholarship application period from January through mid-April, the Stations mailed a letter and scholarship information to every high school guidance department in Lorain County, which amounts to 17 high schools. Station staff view each scholarship application thoroughly and vote for the applicant they believe to be the most deserving. The scholarship money is then sent directly to the school of the winner's choosing.		
4	November 2019	<p><u>Job & Business Fair</u></p> <p>The Stations co-Sponsored a Job & Business Networking Fair hosted by the Lorain County Chamber of Commerce. The fair was held at Tom's Country Place in Avon. The Stations had staff attend who [disseminated information about the Stations/collected resumes for open positions/answered attendees' questions about the Stations and careers in broadcasting]</p>	1	
5	February 2020	<p><u>Station Tours</u></p> <p>The Stations hosted Birmingham Cub Scout Pack 435 for a station tour in – Station tour on February 27, 2020. Nine children, along with their parents, received a tour of the Stations guided by Big John Jenkinson.</p>	1	