

EXHIBIT 1(A)

2015-2016 EEO Public File Report

EEO PUBLIC FILE REPORT

FOR

**STATIONS WLIO-D1, WLIO-D2, WOHL-D1, WOHL-D2, WFND-LP
LIMA, OHIO**

**This EEO Public File Report
Covers 6/1/15-5/31/16**

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 6/1/15 through 5/31/16 the station filled the following full-time vacancies:

- 1) Multi Media Journalist
- 2) Multi Media Journalist
- 3) Master Control Operator
- 4) Multi Media Journalist
- 5) Meteorologist/MMJ

The station interviewed a total of 10 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	3
4) The Lima News	1
5) Internal Posting	-
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) Specs Howard School of Broadcasting	-
17) The Ohio State University	-
18) Ball State University	-
19) Ohio University	-
20) Bowling Green State University	-
21) Word of Mouth	1
22) Unsolicited	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.

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EEO PUBLIC FILE REPORT

WLIO/WOHL, Lima, Ohio
June 1, 2015 to May 31, 2016

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	3
4	The Lima News 3515 Elida Road Lima, Ohio 45807 419-223-1010	Classified Ad Dept. Karen Martin	1
5	Internal Posting WLIO/WOHL 1424 Rice Ave. Lima, Ohio 45805		
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	Specs Howard School of Broadcasting 19900 W. Nine Rd. Southfield, MI	Dick Kernen	0
17	The Ohio State University 1036 Derby Hall Columbus, OH	Dr. Jay Hobgood	0
18	Ball State University Muncie, IN 47306	Joe Misiewicz	0
19	Ohio University 106 Scripps Hall Athens, OH 45701	Dr. Geoff Buckley	0
20	Bowling Green State University 314 West Hall Bowling Green, OH 43402	Dr. Kathy Bradshaw	0
21	Word of Mouth		1
22	Unsolicited		1

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

ATTACHMENT "A" TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM JUNE 1, 2015 TO MAY 31, 2016

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 1-22	Recruitment Source of Hiree	Total Number of Interviewees From All Sources For This Position
1. Multi Media Journalist	1-2-3-5-9-17-18-19-20	TVJobs.com	1
2. Multi Media Journalist	1-2-3-5-9-16-17-18- 19-20	TVJobs.com	3
3. Master Control Operator	4-6-7-8-10-11-12-13- 14-15-22	Unsolicited	3
4. Multi Media Journalist	1-2-3-5-9-17-18-19-20	HometownStations.com	1
5. Meteorologist/MMJ	1-2-5-9-16-17-18-19- 20-21	TVJobs.com	2
Total Number of Persons Interviewed During Applicable Period:			10

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, 2015 TO MAY 31, 2016

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>
2015-2016	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. (34 documented community events)
2015-2016	WLIO/WOHL has Internship Programs for college students who are majoring in broadcasting. Hands on experience in our News, Production & Sales Departments. (Production Intern currently)
2015-2016	WLIO/WOHL offers job shadowing for high school students who show an interest in pursuing broadcasting as a possible course of study in college.
2015-2016	WLIO/WOHL participated in the UNOH (University of Northwest Ohio) Internship recruiting fair. (8/19/15)