

EEO PUBLIC FILE REPORT

FOR

**WPKO and WBLL Radio V-Teck Co
Bellefontaine, Ohio 43311**

This EEO Public File Report
Covers the One-Year Period
May 22, 2019-May 21, 2020

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station(s) WPKO and WBLL Radio'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 June 1st, 2020, the station filled the following full-time vacancies: 1 Sales Representative

The station interviewed a total of twelve (12) 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 by each:

| <u>Recruitment Source</u> | <u>Total Number of Interviewees Referred</u> |
|---------------------------|--|
|---------------------------|--|

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.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Representative

Recruitment Source That Referred the Hiree: Radio

Date Vacancy Opened: 3/4/20

Total Number of persons Interviewed for the Vacancy: 12

Date Vacancy Filled: 7/1/20

Recruitment Sources Used to fill a Vacancy

| <u>Name of Recruitment</u> | <u>Address</u> | <u>Contact Person</u> | <u>Telephone No.</u> | <u>Total number of Interviewees referred by the source for the Vacancy:</u> | <u>Did the Source Request Notification?</u> |
|--|--|----------------------------|----------------------|---|---|
| WPKO & WBLL Radio | 1501 Road 235 Bellefontaine, OH 43311 | Lou General Manager | 937-592-1045 | 3 | No |
| Peak of Ohio.Com | Website | Lou Vito | 937-592-1045 | 2 | No |
| Business Network, Inc.. | 143 W. Chillicothe Bellefontaine, OH 43311 | Current President | | | |
| Careerpage.org | Website | NASBA | --- | | |
| Logan CDJFS Ohio Bureau of Employment | 112 E. Patterson Bellefontaine, OH 43311 | Ms. Clark | 937-592-4070 | | |
| Ohio Hi-Point Career Center | 2280 St. Rt. 540 Bellefontaine, OH 43311 | Dr. Rick Smith | 937-599-3010 | | |
| Ohio Association of Broadcasting | OAB.org Website | --- | --- | | |
| Urbana University | 579 College Way Urbana, OH | --- | 937-484-1308 | | |
| The Ohio State University | Room 1000 Lincoln Tower/ 1800 Cannon Columbus, OH 43210 | Office of Minority Affairs | ---- | | |

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|--|--|---|------|--|--|
| | | | ---- | | |
| The Ohio State University | 905 Mt. Vernon Ave Columbus, OH 43215 | African American Studies Student Center | ---- | | |
| NAACP Columbus Chapter | 233 S. High Street Columbus, OH 43215 | EEO Director | ---- | | |
| Fort Hayes Metropolitan Education Center | 546 Jack Gibbs Blvd Columbus, OH 43103 | Director | ---- | | |
| Columbus Urban League | 788 Mt. Vernon Ave Columbus, OH 43203 | Director | ---- | | |
| The Ohio State University | 1739 N. High Street Columbus, OH 43210 | Hispanic Student Services | ---- | | |
| University of Dayton | 200 College Park Dayton, OH 45469 | African American Student Services | ---- | | |
| CDJFS | P.O. Box 686 Jackson, OH 45640 | Director | ---- | | |
| American Women in Radio & Television | 1500 W. Third Ave #300 Columbus, OH 43212 | Blue Chip Broadcasting | ---- | | |
| Wright State University | 3640 Colonel Glen Highway Dayton, OH 45435 | WWSI Radio 106.9 WO22 Student Union | ---- | | |
| Central State University | P.O. Box 1004 Wilberforce, OH 45384 | Cosby Mass Communications Center | ---- | | |
| The Employment Center | 1575 N. High Street Suite 200 Hillsboro, OH 45133 | Director | ---- | | |
| Fayette County CSEA | 133 S. Main St. P.O. Box 220 Washington Courthouse, OH 43160 | Ronald E. Rockwell, Director | ---- | | |
| Ohio Northern University | 525 S. Main Street Ada, OH 45810 | Alice-Kay Hilderorand Office of Career Services | ---- | | |
| Clark State University | 300 S. Fountain Ave Springfield, OH 45506 | Director | ---- | | |
| The Ohio State University Lima Branch | 4240 Campus Drive Lima, OH 45804 | Director | ---- | | |
| Bowling Green State University | Bowling Green, OH 43402 | Placement Dept. | ---- | | |

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|---------------------------------------|--|---------------------------------------|-------|---|----|
| International College of Broadcasting | 6 S. Smithville Road Dayton, OH 45406 | Tom Michaels Placement Director | ----- | | |
| Shelby CDJFS/PCSA | 227 S. Ohio Avenue Sidney, OH 45365 | Tom Bey Director | ----- | | |
| INROADS | 920 Goodale Blvd. Columbus, OH 43212 | Karen Marshall Director | ----- | | |
| Indeed.com | | | | 7 | No |
| Linked In | | | | | |
| Other | | | | | |

FULL-TIME VACANCY EEO INFORMATION

MENU OPTION ACTIVITIES

WPKO and WBLL radio stations has engaged in the following outreach activities during the year covered by this report:

| Activity Classification | Type of Activity | Brief Description |
|-------------------------|--------------------------------|---|
| (*) 9 | Mentor Program | Every Monday afternoon at 2:00 the Operations Manager sits down with the News Director to review and evaluate the week in news and plan the next week. |
| | | |
| 5 | Job Shadowing | Josh Zahller hosted an intern from Marysville Developmental Disabilities for 3 hours on February 10 th . |
| 5 | WPKO & WBLL Sportscasters Camp | WPKO & WBLL conducted a one week Sportscasters camp for kids ages 12-18. This camp ran for one week at Bellefontaine High School (June 10-14) from 9:00 am.-11:30 a.m. Campers learned how to do play-by-play, interview, research, radio advertising, skills of being on the radio and spoke with professionals in the field. Guest speakers included Lou Vito & Bill Tipple. Campers also called play-by-play of a local baseball game on WPKO & PeakofOhio.com |
| 1 | Urbana University Job Fair | Lou Vito attended the Urbana University Job & Internship Fair on September 9, 2019 11:00-1:00 |

| | | |
|---|------------|--|
| 5 | Internship | Bowling Green freshman Sarah Van Dyke served as a news intern from June-August 2019 |
| 5 | Internship | Benjamin Logan Senior Chloe Simmons served as a news intern Monday, Tuesday and Thursday from 8:30-10:30 a.m. January 13, 2020 to March 30, 2020 |

! For "Activity Classification" use number "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station 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 to acquire skills needed for broadcast employment.
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 websites 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 level 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.