

# **EEO PUBLIC FILE REPORT**

FOR

WOBL – 1320AM/107.7FM – OBERLIN, OH

WDLW – 1380AM/98.9FM – LORAIN, OH

The EEO Public File Report covers the 1-Year period  
ending on May 31, 2024

**2024 EEO PUBLIC FILE REPORT**

PERIOD COVERED: June 1, 2023 – May 31, 2024

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, e-mail, contact name (if different), and fax number (if applicable) to the following address:

Renee' Tollett  
Vice President/HR Manager  
WOBL/WDLW  
P.O. Box 277  
Oberlin, OH 44074

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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, 2024, the station filled the following full-time vacancies:

The Station interviewed ( 0 ) people for ( 0 ) 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
Bowling Green State University	0
Kent State University	0
Lorain County Community College	0
Ohio University Career Services	0
Ohio State University	0
OAB	0
Radio – WOBL/WDLW	0
Internet – WOBL/WDLW Websites	0
Social Media – WOBL/WDLW	0
Facebook Pages	0
In-House	0
Referral	0
Cold Call	0

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 sources 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	Four individuals took part in our Internship Program at various times during the past 12 months.
#7	Scholarship Program	A \$1,000 Broadcasting Scholarship was awarded to Adriana Stockard of Avon High School in Avon, OH.
#7	Scholarship Program	Provided \$1,000 towards a \$2,000 local scholarship in Oberlin, OH. The Music & Media Career Pathway Award presented by Oberlin Cable Co-op and WOBL/WDLW Radio is awarded to an Oberlin High School Senior. The scholarship for 2024 was awarded to Jamiya Freeman.

For “Activity Classification” use numbers “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 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: N/A

Recruitment Source That Referred Hire: N/A

Total Number of Persons Interviewed for the Vacancy: N/A

Date Vacancy Opened: N/A

Date Vacancy Filled: N/A

Recruitment Sources Used to Fill the Vacancy (see attached)

## **RECRUITMENT SOURCE LIST**

<p>Ohio Media School  Janice Hannah-Hardy  9885 Rockside Rd. #160  Valley View, OH 44125  216-242-4342</p>	<p>Ohio State University  <a href="http://asccareerservices.osu.edu/futurelink/employer">http://asccareerservices.osu.edu/futurelink/employer</a></p>
<p>Ashland University Placement  401 College Ave., Room 254 – HCSC  Ashland, OH 44805  419-289-4142</p>	<p>Ohio Association of Broadcasters  88 E. Broad St., Ste. 1180  Columbus, OH 43215  614-228-4052  Post Online at <a href="http://www.oab.org">www.oab.org</a></p>
<p>Bowling Green State University  Bowling Green, OH 43403  <a href="https://bgsu-csm.symplicity.com/employers/">https://bgsu-csm.symplicity.com/employers/</a></p>	<p>On-Air Ads  WOBL Radio – 1320AM / 107.7FM  WDLW Radio – 1380AM / 98.9FM</p>
<p>Kent State University  <a href="https://www.myinterfase.com/kent/employer/">https://www.myinterfase.com/kent/employer/</a></p>	<p>Radio Station Websites  woblradio.com  wdlwradio.com</p>
<p>Lorain County Community College Job Placement  1005 N. Abbe Rd.  Elyria, OH 44035  440-366-7563  440-366-7665</p>	<p>Social Media  Facebook Pages – WOBL &amp; WDLW</p>
<p>Ohio University Career Services  185 Lindley Hall  Athens, OH 45701-22979  740-593-2909  <a href="https://ohio-csm.symplicity.com/employers/">https://ohio-csm.symplicity.com/employers/</a></p>	<p>Cold Call  *Candidate Initiated Cold Call</p>

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## June 1, 2023 – May 31, 2024 RECRUITMENT INITIATIVES

Activity Classification	Date	Brief Description of Activity	No. of Station Participants	Participant Title
5	6/1/23 – 5/31/24	<p><b><u>Internship Program:</u></b>            Intern #1 – Andrew Baughman, Brookside High School/Baldwin Wallace University. 6/1/23-8/18/23. Intern assisted in several different facets of the business including the sports department. Supervised by Gary Tollett</p> <p>Intern #2 – Noah Adkins, Brookside High School. 8/26/23 – 10/14/23, Intern took part in the sports department assisting with production for the Jr LC8 broadcasts. Supervised by Gary Tollett and Don Vincent</p> <p>Intern #3 – LaMarqus Carr, Ohio Media School. 8/16/23 – 11/7/23, Intern took part in the sports department assisting with high school football broadcasts. Supervised by Don Vincent.</p> <p>Intern #4 – Tyler Twining, Malone University. 5/22/24 – 8/9/24. Intern has just started and is assisting with multiple facets of the business including the news department. Supervised by Max Drummond and Gary Tollett</p>	4	
7	6/1/23 – 5/31/24	<p><b><u>Scholarship Program:</u></b>            During the 2023-2024 term WOBL/WDLW hosted a scholarship program where a \$1000 scholarship was awarded to Adriana Stockard an Avon High School senior who will be studying Broadcast Journalism in the fall of 2024. The recipient was chosen from a field of three entries. The annual scholarship money comes from WOBL and WDLW Radio. The</p>	1	

		<p>scholarship information is sent to all High School Guidance departments in Lorain County, which amounts to 19 schools. In addition, the information is posted to our websites, woblradio.com and wdlwradio.com and to the company's Facebook pages. The application period runs from January to mid-April. Station staff review each scholarship application and vote for the applicant they believe to be the most deserving. The scholarship money is sent directly to the school of the winner's choice.</p>		
7	6/1/23 – 5/31/24	<p><b><u>Scholarship Program:</u></b>  WOBL and WDLW Radio also took part in awarding a \$2,000 scholarship to an Oberlin High School senior. The Music &amp; Media Career Pathway Award presented by Oberlin Cable Co-op and WOBL/WDLW Radio is matched equally. The award was presented to Jamiya Freeman, WOBL/WDLW's \$1000 portion of the scholarship is sent directly to the college, university, or trade school of the winner's choice.</p>	1	