

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, 2026

2026 EEO PUBLIC FILE REPORT

PERIOD COVERED: June 1, 2025 – May 31, 2026

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.

I. RECRUITMENT INFORMATION

We contact a variety of businesses and professional organizations whose membership includes substantial 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 Radio
PO Box 277
Oberlin, OH 44074

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in stations 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 May 31, 2026, the station did not have any full-time vacancies. An individual was promoted from part-time to full-time.

The Station interviewed (0) people for (0) full-time vacancies during the period covered by this report.

The following are the recruitment sources used during the period covered by 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
OAB	0
Radio – WOBL & WDLW	0
Internet – WOBL & WDLW websites	0
Social Media – WOBL & WDLW	0
Facebook Pages	0
In-House	1
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 source(s) that referred the hire for each full-time vacancy.
- The total number of people 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

Stations WOBL & WDLW have engaged in the following outreach activities during the year covered by this report:

ACTIVITY CLASSIFICATION	TYPE OF ACTIVITY	BRIEF DESCRIPTION
#5	Internship Program	One individual took part in our Internship Program during the past twelve months.
#7	Scholarship Program	A \$1000 Scholarship was awarded to Kathryn Dieter of Black River High School in Spencer, OH.
#9	Mentoring Program	Head Engineer has mentored a full-time employee to learn various engineering tasks.
#14	Management Training	Vice President/Owner/HR Manager completed two OAB Webinars.

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 at least one job fair.
3. Co-sponsorship 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 websites that provide counseling in 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:	NA
Recruitment Source That Referred Individual for Hire:	NA
Total Number of Persons Interviewed for the Vacancy:	NA
Date Vacancy Opened:	NA
Date Vacancy Filled:	NA
Recruitment Sources Used to Fill the Vacancy:	NA

RECRUITMENT SOURCE LIST

<p>Ohio Media School Janice Hannah-Hardy 9885 Rockside Rd. #160 Valley View, OH 44125 216-503-5900</p>	<p>Ohio State University careers.osu.edu</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 www.oab.org</p>
<p>Bowling Green State University Corporate Partnerships & Connection Bowling Green, OH 43403 419-372-2531 bgsu.edu/career-center/employer</p>	<p>On-Air Ads WOBL Radio – 1320AM/107.7FM WDLW Radio – 1380AM/98.9FM</p>
<p>Kent State University PO Box 5190 Kent, OH 44242-0001 330-672-3000 kent.edu/student-services – Career Exploration & Development</p>	<p>Radio Station Websites woblradio.com wdlwradio.com</p>
<p>Lorain County Community College 1005 N Abbe Rd. Elyria, OH 44035 440-366-7563 / 440-366-7665</p>	<p>Socia Media - Facebook pages: WOBL Radio WDLW Radio WOBL WDLW Sports</p>
<p>Ohio University Career Services Baker University Center 507 Athens, OH 45701-22979 740-566-8888 ohio.edu/student-success/career</p>	<p>Cold Call *Candidate initiated call</p>

**WOBL & WDLW RADIO
EEO PUBLIC FILE REPORT
June 1, 2025 – May 31, 2026
RECRUITMENT INITIATIVES**

Activity Classification	Date	Brief Description of Activity	Number of Station Participants	Participant Title
5	6/1/2025 – 5/31/2026	<u>Internship Program:</u> Intern – Payton Clapp, Bowling Green State University. Payton is a Marketing major. 5/22/25 – 8/16/25. Intern assisted with promotional events. Supervised by Renee’ Tollett	1	Vice President
7	6/1/2025 – 5/31/2026	<u>Scholarship Program:</u> WOBL/WDLW awarded a \$1,000 scholarship to Kathryn Dieter, a Black River High School senior who will be studying Media and Communications at Defiance College. Kathryn was chosen out of 4 applicants.	7	All full-time staff members including ownership.
9	6/1/2025 – 5/31/2026	<u>Mentoring Program:</u> Engineer Tracey Liston is mentoring David Velez on the day-to-day operations and issues that may arise that can be taken care of in-house without seeking outside help.	1	On-Air Personality, Producer, Assistant Engineer
14	6/1/2025 – 5/31/2026	<u>Management Training:</u> Renee’ Tollett, Vice President/Owner/HR Manager, participated in OAB: Employment Law Updates webinar on 10/29/2025, OAB Political Broadcasting Webiner on 3/12/2026 and OAB 2026 Broadcast Policy Updates webinar on 5/21/2026	1	Vice President/ Owner/ HR Manager