

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, 2020-May 21, 2021

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, 2021, the station filled the following full-time vacancies: 1 Sales Representative, 1 Director of Sales, 1 Evening Announcer/Production Director

The station interviewed a total of twelve (18) 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: Director of Sales

Recruitment Source That Referred the Hiree: We hired a firm called

Media Staffing Network to find candidates to fill this role

Date Vacancy Opened: 12/31/19

Total Number of persons Interviewed for the Vacancy: 8

Date Vacancy Filled: 6/11/21

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	1	No
Peak of Ohio.Com	Website	Lou Vito	937-592-1045	1	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	Office of Minority Affairs	-----		

	43210				

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.	-----		

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					
Linked In					
Other				6	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Representative

Recruitment Source That Referred the Hiree: Indeed.com

Date Vacancy Opened: 4/1/21

Total Number of persons Interviewed for the Vacancy: 9

Date Vacancy Filled: 1/4/21

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	0	No
Peak of Ohio.Com	Website	Lou Vito	937-592-1045	3	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	-----		

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.	-----		
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				6	No
Linked In					
Other					

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Evening Host/Production Director

Recruitment Source That Referred the Hiree: Internal Promotion

Date Vacancy Opened: 12/23/20

Total Number of persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 1/4/21

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		
Peak of Ohio.Com	Website	Lou Vito	937-592-1045		
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	-----		

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.	-----		
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					
Linked In					
Other				1	

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	Internship (paid)	Ohio Hi Point Career Center student Nicolas McMillen joined in the sports department as a game producer in February 2021
5	Internship (paid)	Ohio Northern student Garrett Allen interns in the WPKO newsroom once or twice a week.
1	Logan County Career Expo	Amy Good attended the Logan County Career Expo for V-Teck Communications at the Logan County Fairgrounds from 8a-5p.
5	Internship (paid)	Kent State student Anna Loudon is interning in the WPKO newsroom.
14	Preventing Discrimination Training	Operations Manager Chad Wilkinson participated in an online webinar entitled Nurturing a Diverse, Equity-Minded Board training for diversity, equality and inclusion.

 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.