

Federal Communications Commission Washington, D.C. 20554 <div style="text-align: center;">FCC 397</div>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY
BROADCAST MID-TERM REPORT		FOR COMMISSION USE ONLY FILE NO. - 20090601AIG

Legal Name of the Licensee
 AMERICAN CHRISTIAN TELEVISION SERVICES, INC.

Mailing Address
 1844 BATY ROAD

City LIMA	State or Country (if foreign address) OH	Zip Code 45807 -
--------------	---	---------------------

Telephone Number (include area code) 4193394444	E-Mail Address (if available) KBOWERS@WTLW.COM
--	---

FCC Registration Number 0004378071	Facility ID Number 1222	Call Sign WTLW
---------------------------------------	----------------------------	-------------------

TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
-----------------------------------	---	--

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WTLW	1222	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	LIMA, OH	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

--	--

Name JOHN M. BURGETT		Street Address 1776 K STREET, NW	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027194239

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent KEVIN BOWERS
Title PRESIDENT	Telephone No. (include area code) 4193394444
Date 5/29/2009	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: KEVIN BOWERS Title: GENERAL MANAGER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: PUBLIC FILE REPORTS

Attachment 1

Description
2008 Public File Report
2009 Public File Report

EEO Public File Report

This EEO Public File Report is filled in station WTLW's public inspection file pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's rules

I. During the one-year period ending on June 1, 2008, the station filled four full-time vacancies.

1. Development Director
Position filled October 15, 2007
Hired thru Recruitment Source #2
Number of Interviews: 3

2. Sports Reporter
Position filled on August 28, 2007
Hired thru Recruitment Source #3
Number of Interviews: 3

3. Master Control / Production
Position filled on August 10, 2007
Hired thru Recruitment Source #3
Number of Interviews: 4

4. Sales Representative
Position filled on August 13, 2007
Hired thru Recruitment Source #2
Number of Interviews: 7

Total Number of People Interviewed for All Positions: 17

Sources for Interviewees: OAB (0), Lima News (13), TVJobs (3), WTLW website (1)

Recruitment Sources

1. Ohio Association of Broadcasters
Columbus, Ohio
(614) 228-4052
Positions 1, 2, 3 & 4 listed on OAB.org

2. Lima News
Classified Department
(419) 993-2002
All Positions listed in paper and placed on their web site, LimaNews.com

3. TVJobs.com
Positions 1, 2 & 3 and 4 listed on TVJobs.com

4. WTLW TV
(419) 339-4444
All positions listed on station web site, wtlw.com

II. Menu Option Activities

1. Option #5 – On-Going Internship Program for Area Students

In order to assist members of the community interested in learning skills needed for broadcast employment, WTLW conducts an ongoing intern program. Interns receive hands on training of various studio and/or remote equipment and participate on production crews of our Sports Report news program.

Internship program is primarily supervised by the Sports Director.

WTLW assisted three interns during the June 1, 2007 – June 1, 2008 time period covered in this report and is actively seeking additional interns for the coming year.

2. Option #7 – Participation in scholarship programs directed at students who seek to pursue a broadcasting career.

WTLW awarded an annual \$1000 college scholarship on February 19, 2008 for the purpose of encouraging area students to pursue a degree in broadcasting or a related communication field. WTLW notified 36 high schools located within our viewing area of the scholarship. Jameel Brenneman of St. Mary's, Ohio was selected as the recipient out of 35 applications. He plans to attend Huntington University in pursuit of a degree in communications with an emphasis on sports broadcasting. WTLW hosted an awards banquet where Jameel was recognized for his achievement.

3. Option #10 – Participation in at least four events or programs related to career opportunities in broadcasting sponsored by educational institutions.

Two of WTLW's employees participated in Parkway High School's "Eight minute Vocation Acceleration Experience on April 25, 2008. Sponsored by Rockford Area Development Corporation and Rockford Chamber of Commerce, students met individually with WTLW's sports reporter and production manager to learn about broadcast television career opportunities.

Two WTLW employees, a sports reporter and the business manager, participated in the Ohio University "Communication Career Connection sponsored by Scripps College of Communication held on October 15, 2007. The employees discussed job opportunities with college students at this annual job fair.

Our sports director participated in St. Marys Memorial High School's career education program on November 9, 2007. A student job shadowed him to gain insightful information regarding a possible career in TV broadcasting.

EEO Public File Report

This EEO Public File Report is filled in station WTLW's public inspection file pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's rules

During the one-year period ending on May 31, 2009, the station filled five full-time vacancies.

1. Broadcast Engineer

Position filled August 15, 2008

Hired thru Recruitment Source #3

Number of Interviews: 1

2. Sales Representative

Position filled on July 15, 2008

Hired thru Recruitment Source #2

Number of Interviews: 7

All 7 applicants responded to recruitment source # 2.

3. Sales Representative

Position filled on July 15, 2008

Hired thru Recruitment Source #2

Number of Interviews: 7

All 7 applicants responded to recruitment source # 2.

3. Sales Representative

Position filled on January 5, 2009

Note: Exigent Circumstance - Sales Representative No. 3 contacted the general sales manager about a possible position because this person was working for a competing TV station that was being sold to a third competing TV station in the market; thus, downsizing was likely. This person had extensive knowledge of the Lima market, was already trained to sell TV advertising, and had a comprehensive knowledge of our potential customer base. This position was not considered a vacancy to "widely disseminate" because the position was filled based upon the unique skills and experience this person could contribute to the station.

4. Sales Representative

Position filled on February 23, 2009

Note: Exigent Circumstance - Sales Representative No. 4 contacted the general sales manager about a possible position because this person was working for a competing TV station that was being sold to a third competing TV station in the market; thus, downsizing was likely. This person had extensive knowledge of the Lima market, was already trained to sell TV advertising, and had a comprehensive knowledge of our potential customer base. This position was not considered a vacancy to "widely disseminate" because the position was filled based upon the unique skills and experience this person this person could contribute to the station.

Total Number of People Interviewed for All Positions: 8

Sources for Interviewees: OAB (0), Lima News (7), TVJobs (1), WTLW website (0)

Recruitment Sources

1. Ohio Association of Broadcasters
Columbus, Ohio
(614) 228-4052
Positions 1, 2, & 3 listed on OAB.org

2. Lima News
Classified Department
(419) 993-2002
Positions 1, 2, & 3 listed in the paper and placed on their web site,
LimaNews.com

3. TVJobs.com
Positions 1, 2 & 3 listed on TVJobs.com

4. WTLW TV
(419) 339-4444
All positions listed on station web site, wtlw.com

Outreach - Menu Option Activities

1. Option #5 – On-Going Internship Program for Area Students

In order to assist members of the community interested in learning skills needed for broadcast employment, WTLW conducts an ongoing intern program. Interns receive hands on training of various studio and/or remote equipment and participate on production crews of our Sports Report news program.

Internship program is primarily supervised by the Sports Director and is classified as either paid or non paid.

WTLW assisted three interns during the June 1, 2008 – May 31, 2009 period and is actively seeking additional interns for the coming year.

2. Option #7 – Participation in scholarship programs directed at students who seek to pursue a broadcasting career.

WTLW awarded an annual \$1000 college scholarship on March 29, 2009 for the purpose of encouraging area students to pursue a degree in broadcasting or a related communication field. WTLW notified 36 high schools located within our viewing area of the scholarship. Brent Schroeder of Continental, Ohio was selected as the recipient out of 23 applicants. He plans to attend Bluffton University to pursue a degree in broadcast journalism. WTLW hosted an awards banquet in which Brent was recognized for this achievement.

3. Option #10 – Participation in at least four events or programs related to career opportunities in broadcasting sponsored by educational institutions.

Our Production Manager assisted three students from the Lima Senior High School Progressive Academy in their "Senior Projects". The students, enrolled in a Interactive Media, were instructed on shooting and editing video and scripting. The "hands on" experience enabled them to see how the creation of video fits into the work flow of an actual television station and become aware of the skills needed to become a producer/ video editor in broadcasting.

4. Option #14 - Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

On May 20, 2009, WTLW hosted an EEO training session for its senior management team for the purpose of educating management on how to ensure that the station's hiring practices meet EEO requirements and prevent discrimination. Mark Miller, a business manager with eight years of experience in Human Resource legal compliance, was featured speaker.

Note: This activity report reflects the actual period of June 1, 2008 through May 23, 2009 for the purpose of submitting our FCC 397 Broadcast Midterm Report before the June 1, 2009 deadline.

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 925587

Description: 2009 FORM 397 EEO MID-TERM REPORT
Application Reference Number: 20090601AIG
Successfully filed at Jun 1 2009 9:23AM

Based on the information supplied, no fee is required.

[Menu](#)

[Logout](#)