

WTLW(TV)
EEO PUBLIC FILE REPORT
June 1, 2009–May 31, 2010¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sports Reporter	1-6	6

¹ This Report was revised in May 2011 to address formatting issues.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	The Lima News 3515 Elida Road Lima, OH 45807 419-223-1010	N	0
2	Broadcast Employment Service P.O. Box 4116 Oceanside, CA 92052 <i>www.tvjobs.com</i>	N	1
3	Ohio Association of Broadcasters (OAB) 88 East Broad Street Columbus, OH 43215 <i>www.oab.org</i>	N	0
4	WTLW(TV) Station Website <i>www.wtlw.com</i>	N	0
5	Internal Posting	N	0
6	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Scholarship Program	<p>On March 28, 2010, WTLW awarded our annual WTLW(TV) Communications Scholarship 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 the viewing area of the scholarship, which provides \$1,000 towards college tuition. Our 2010 Communications Scholarship was awarded to a student at Bluffton High School in Bluffton, Ohio, who was selected as the recipient from among a pool of 18 applicants. The scholarship program is administered by our General Manager, who drafted the application guidelines and facilitates the selection process with the selection committee, which consists of our General Manager, General Sales Manager, Production Manager, Traffic Manager, and Sports Director. WTLW also hosted an awards banquet in which the student was recognized for this achievement.</p>
2	Internship Program	<p>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 on various studio and/or remote equipment and participate on production crews belonging to our Sports Report news program. During this reporting period, WTLW hosted four interns from Ohio State University (2), Ohio Northern University (1) and Bath High School (1), who were primarily supervised by our Sports Director.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On December 28 -29, 2009, WTLW hosted a Columbus Grove High School student from Columbus Grove, Ohio for a job shadow of a WLTW producer. The student learned the job requirements of a television producer and production crew and was exposed to all elements of television station operations.
4	Participate in Job Fair	On March 26, 2010, WTLW participated in the Collegiate Employ-Net job Fair at Owens Community College in Toledo, Ohio. WTLW sought to recruit college students interested in broadcast television, looking for part-time work and training. Station participants included our Production and Traffic Managers.