

EEO PUBLIC FILE REPORT
WTLW, WOIW-LD, WOHW-LD, WNHO-LD
Reporting Period: June 1, 2021-May 31, 2022

During the one-year period ending on May 31, 2022, the station filled the following full-time vacancies.
 Both hires were internal part-time employees.

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hire |
|-------------------------|--|-------------------|
| Director of Advancement | 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20 | 2 |
| Editor/Director | 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20 | 2 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|--|--|
| 1 | The Lima News 3515 Elida Rd. Lima, OH 45807 419-223-1010 | N | 0 |
| 2 | WTLW-TV Website 1844 Baty Rd. Lima, OH 45807 www.wtlw.com | N | 0 |
| 3 | Internal Posting | N | 2 |
| 4 | Word-of-Mouth Referral | N | 0 |
| 5 | Ohio Means Jobs Allen Co. 951 Commerce Pkwy. Lima, OH 45804 419-999-0331 www.ohiomeansjobs.com | Y | 0 |
| 6 | Apollo Career Center 3325 Shawnee Rd. Lima, OH 45806 419-998-2972 Apollocareercenter.com | N | 0 |
| 7 | Bradfield Community Center 550 S. Collett St. Lima, OH 45805 419-228-7766 | N | 0 |
| 8 | Ohio Means Jobs Hancock Co. 7746 CR 140 Suite B Findlay, OH 45840 419-429-8083 | Y | 0 |
| 9 | West Ohio Community Action Partnership 540 S. Central Ave. Lima, OH 45804 419-227-2586 | N | 0 |
| 10 | Lima Allen County Chamber of Commerce 122 S. Main St. Lima, OH 45801 419-222-6045 | N | 0 |
| 11 | NW Ohio Literacy Council 563 W. Spring St. Lima, OH 45801 419-223-0252 | N | 0 |

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|----|---|---|----------|
| 12 | Rhodes State College 4240 Campus Dr. Lima, OH 45804 419-995-8352 www.collegecentral.com/rhodesstate | Y | 0 |
| 13 | Bluffton University 1 University Dr. Bluffton, OH 45817 419-358-3000 | N | 0 |
| 14 | Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 | N | 2 |
| 16 | Salvation Army 641 E. Market St. Lima, OH 45804 419-224-9055 | N | 0 |
| 17 | University of Northwestern Ohio 1441 N. Cable Rd. Lima, OH 45805 419-227-3141 | N | 0 |
| 18 | YMCA 345 S. Elizabeth St. Lima, OH 45804 419-223-6045 | N | 0 |
| 19 | University of Findlay 1000 N. Main St. Findlay, OH 45840 https://www.findlay.edu/offices/student-affairs/internships/off-campus-employer-job-vacancy-form | N | 0 |
| 20 | WTLW Facebook Page 1844 Baty Rd. Lima, OH 45807 | N | 0 |
| | | | 4 |

TOTAL INTERVIEWEES OVER REPORTING PERIOD

The following lists menu option activities and descriptions undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

| | Recruitment Initiative (Menu Selection) | Date | Description |
|----|--|------------------------------------|--|
| 1. | 5. Internship Program | Ongoing | WTLW conducts an ongoing intern program with hands-on training of various studio and/or remote equipment with participation in actual productions. WTLW hosted one intern during the current reporting period. This intern was a student at University of Northwestern Ohio from the Sports Marketing and Management department. He experienced varying aspects of broadcast television including video shooting, editing, digital media strategy primarily associated with a weekly sports news production. The sports manager supervised the intern. |
| 2. | 7. Scholarship Program | February 2022 | WTLW awarded a Communications Scholarship for the purpose of encouraging area students to pursue a degree in broadcasting or a related communication field. WTLW notified 44 high schools located within the viewing area of the scholarship, which provided \$1,000 toward college tuition. The 2022 Scholarship was awarded to a Lima Perry student who intends to pursue sports broadcasting. The program was administered by the General Manager with the selection committee consisting of the Program Manager, Sports Director and two other employees. |
| 3. | 16. Participate in other activities... | October, 2021; April and May, 2022 | The Director of Marketing hosted 10 students and 3 teachers from Waynesfield Goshen High School to learn about TV broadcast careers. The Sports Manager hosted two high school students for their job shadow assignments. The Lima Senior High School Audio Engineer Program visited WTLW and learned about broadcast equipment and engineering career opportunities. The General Manager led a management self assessment meeting on April 12, 2022 to evaluate WTLW's recruitment methods. Attending were the Marketing Director, Production Manager, Program Director and Sports Manager. |
| 4. | 10. Participation in events related to career opportunities in broadcasting sponsored by educational institutions. | October, 2021; March, and May 2022 | The Sports Manager participated in several educational career days: Delphos Jefferson HS Career Day on May 19, 2022; Lincolnview HS Career Day on March 10, 2022; Owens College Career Day on May 4, 2022; Ohio Northern University Career Day on October 7, 2021 and Lincolnview Junior High Career Day on May 12, 2022 |
| 5. | 14. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. | August, 2021 and November, 2021 | The General Manager attended the Employment Law webinar sponsored by the Ohio Association of Broadcasters (OAB) on November 9, 2021. The webinar discussed aspects of discrimination law contained in the Ohio Employment Law Uniformity Act. The Marketing Director and Sports Manager participated in the diversity dialogue sponsored by OAB on August 11, 2021. Discussion focused on how to create an inclusive workplace. |