

EEO PUBLIC FILE REPORT

FOR

WQEL-FM and WBCO-AM

Bucyrus, Ohio

This EEO Public File report  
Covers the One-Year Period  
6.1.09-5.31.10

Prepared by: Debbi Gifford, GM

WBCO-WQEL, Bucyrus, Ohio

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This EEO Public File Report is filed in Stations' WBCO-AM and WQEL-FM's public inspection file pursuant to Section 83.2080©(6) of the Federal Communications Commission's ("FCC") rules.

Attachment A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (\*) denote organizations that have requested notification of full time job vacancies.

Full Time Positions filled; Recruitment Sources Used

Position	Hire Date	Sources	Hiree Source
Account Executive 2 positions open	1/4/10 & 3/29/10	1-14	9 & 2

Number of Referrals from Sources Used:

Source	Total Interviewees
Saga Website	2
Bucyrus Telegraph forum	1
WBCO/WQEL	1
Employee referral	1
Ohio Center for Broadcasting	2
Total of all interviewees	7

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Attachment A

EEO Contacts

Type Business	Date added to list	Website Name	Street Address	Address 2 or Building	City	State	Zip	Department	Contact	PHONE	FAX	Type of Posting	Did they request?
N 1	Jan-98	Advertiser Tribune	320 Nelson St	P O Box 778	Tiffin	OH	44883	Classified Ads	Kathy Sussang	419-443-3200	419-443-3274	News Paper	NO
N 2	Jan-98	Bucyrus TF	119 W Rensselaer	Newspaper Network of Central Ohio	Bucyrus	OH	44820	Classified Ads	Nick Sharma	614-233-7417	419-562-2962	News Paper	NO
N 3	Jan-98	Crestline Advocate	312 N. Seltzer St		Crestline	OH	44827	Classified Ads	Kimberly Ross Publ	419-583-3355	419-583-0175	News Paper	NO
N 4	Jan-98	Daily Chief Union	111 West Wandaot Ave.		Upper Sandusky	OH	43351	Classified Ads	Bonnie	419-294-2332	419-294-5018	News Paper	NO
S 5	Jan-98	North Central State College	2441 Kenwood Circle		Manfield	OH	44906	Career Development Counr	Troy Schuler	419-755-4896		on line	NO
A 6	Jan-98	DAB	88 Broad St		Columbus	OH	44906	Career Development Counr	Patricia Geary	(203) 222-9533		posting	NO
A 7	May-06	SagaCommunications Website	73 Kercheval Ave Ste 201		Grosse Pointe	MI	48236	Classified Ads	Allison Koshler	419-395-7527		Email	NO
N 8	Jan-98	The Progressor Times	1198 E. Findlay Street		Carey	OH	43036	Classified Ads	Amy Yeator	419-582-2222		News Paper	NO
M 9	Jan-98	WBDO/WOEL/On Air	403 E Rensselaer		Bucyrus	OH	44820		Debbi Gifford	419-562-0520		On Air	NO
M 10	Jan-98	WBDO/WOEL/Website	403 E Rensselaer		Bucyrus	OH	44820		Debbi Gifford	419-562-0520		On Air	NO
S 11	Jan-98	htp://Bowling Green University	360 Saddlemire	Student Services	Bowling Green	OH	43403		Jolynn Krill	419-377-2531		Fax	NO
S 12	Jan-98	Manion Star	119 W Rensselaer		Bucyrus	OH	44820	Classified Ads	Nick Sharma	614-233-7417	614-233-7422	News Paper	NO
S 13	Jan-98	Ohio S Illinois Center for Broadcasting	9000 Sweet Valley Dr		Valley View	OH	44425	National Placement Direct	Barry James	2166429232		posting	Yes
M 14	Jun-04	WALK-IN	403 E Rensselaer		Bucyrus	OH	44820		Debbi Gifford	419-562-2222	419-562-0520	WALK-IN	NO
S 15	7/18/08	htp://Baldwin Wallace	275 Eastland Rd		Berea	Ohio	44017-2086	Career Services	Dr. Joe Misiewicz	765-2854940		posting	NO
S 16	Jan-98	htp://Ball State University	Muncie, IN 47306		Muncie	IN	47306	Career Development Cents	Jacqui Slinger, Dir	419-358-3215		posting	NO
S 17	Jan-98	Bluffton College	280 W. College Avenue		Bluffton	OH	45817	Website				posting	NO
S 18	Jan-98	htp://Capital University	1 College and Main		Columbus	OH	43209					posting	NO
W 19		Careerbuilder.com	Bucyrus Telegraph Forum										
S 20	7/18/08	htp://Case Western Reserve University	14 Adelbert Hall		Cleveland	OH	44106	Career Services		216-368-2000		posting	NO
S 21	Jan-98	Cedarville University	259 N. Main Street		Cedarville	OH	45394	Career Services		888-562-4811	937-766-7876	Email	NO
S 22	Apr-04	Central State University	Career Service Center	P.O. BOX 1004	Wilberforce	OH	45384			937-766383	937-766562	Fax	NO
S 23	7/18/08	htp://College of Mount St. Joseph	5700 Dahlia Road		Cincinnati	OH		Career Services		563-244-4334		posting	NO
A 24	Apr-04	Crawford County Council on Aging	200 S. Spring St		Bucyrus	OH	44820		Job Posting			Mail	NO
S 25	7/18/08	htp://Cuyahoga Community College - Western	10000 W Pleasant Valley Rd		Cleveland	OH		Career Services		(216) 987-5227		posting	NO
S 26	Apr-04	htp://Carnegie-ES39	306 Burton O. Morgan Center		Granville	OH	43023		Ryan Trechbill, Ass.	740-587-6402	740-587-6557	Email	NO
S 27	7/18/08	htp://Denison University	1530 Alum Creek Dr.		Columbus	OH	43209					posting	NO
S 28	7/18/08	htp://DeVry University, Columbus	1973 Edison Dr		Piqua	OH	45356					posting	NO
M 29	Jan-98	htp://Edison State Community College	403 E Rensselaer		Bucyrus	OH	44820		Debbi Gifford	419-562-2222	419-562-0520	Employee Referral	NO
M 30	7/18/08	htp://Franciscan University of Steubenville	1235 University Blvd		Steubenville	OH	43952		Opportunity/Job Posting	(740) 283-3771		posting	NO
S 31	Apr-04	Franklin University	201 S Grant Ave		Columbus	OH	43215			614-9482721		Email	NO
N 32	Jan-98	Galion Inquirer	378 North Market		Galion	OH	44833		Lalena Johnson	419-468-1117	419-468-7255	News Paper	NO
S 33	Jan-98	htp://Heidelberg College	201 E Market St		Tiffin	OH	44883		Mary Nepper	(419) 448-2058	419-448-2707	Email	NO
S 34	7/18/08	htp://Hiram College	P.O. Box 67		Hiram	OH	44234		Kathryn Craig			posting	NO
S 35		Internal Promotion											
S 36	7/18/08	htp://James A Rhodes State College	4240 Campus Drive		Lima	OH	45804			614-22791675	614-2377042	posting	NO
A 37	Apr-04	Jewish Family Services Career Center	151 College Ave		Columbus	OH	43209		Cheryl Lynch	(330) 471-8322		posting	NO
N 38	7/18/08	htp://Malone College			Bucyrus	OH	44820	Classified Ads	Nick Sharma	614-233-7417	614-233-7422	News Paper	NO
N 39	Jan-98	htp://Marshall News Journal	119 W Rensselaer		Bucyrus	OH	44820			800-337-7696		posting	NO
S 40	7/18/08	htp://Marietta College	15 Fifth Street		Marietta	OH	45750					posting	NO
S 41	7/18/08	htp://Miami University	24 Hoyt Hall		Oxford	OH	45046					posting	NO
S 42	7/18/08	htp://Mount Union College	572 Clark Ave		Alliance	OH	44601					posting	NO
A 43	Apr-04	NACIP/Fastoria Branch	728 S Union		Fastoria	OH	44830		Tracey Hale	614-664-1108	614-664-0388	Fax	NO
A 44	Jan-98	NAB										posting	NO
A 45	Apr-04	NKJ-Job Bank	1000 National Press Building		Washington	SC	29045					posting	NO
A 46	Jan-98	Native American Indian center	167 E Innis	P.O. BOX 07705	Columbus	OH	43207		Mark Walsh	614-443-2651		Fax	NO
S 47	7/18/08	htp://Neura Game College	4545 College Road		South Euclid	OH	44121					posting	NO
S 48	7/18/08	htp://Oberlin College	101 N. Professor St.		Oberlin	OH	44074					posting	NO
A 49	5-May	ODJFS	225 E Mary St		Bucyrus	OH	44820	Job Fair Coordinator	Connie Kennedy	419-562-0773	419-562-7970	Fax	NO
S 50	Jan-98	htp://Ohio Northern University	525 S. Main		Ada	OH	45800	Office of Career Services	Mrs. Martin	740-3663152	740-3663156	posting	NO
S 51	Apr-04	htp://Ohio Wesleyan University	40 University Ave		Delaware	OH	43015					posting	NO
M 52	Jan-98	Outside Business Referral	P.O. Box 10,000.		Toledo	OH	43689		Job Leads Coordinator	419-347-7744 ext 121	419-347-4977	Email	Y
S 53	7/18/08	htp://Owens Community College	27 Ryan Road		Shelby	OH	44875		Elaine Armstrong			posting	NO
S 54	Jan-98	Pioneer Career and Tech Center	Rhodas Hall Room 118		Rio Grande	OH	45674					posting	NO
S 55	Jan-98	Rio Grande College	100 Hobart Dr.		Hillsboro	OH	43078					posting	NO
S 56	7/18/08	htp://Southern State Community College	Younkin Success Center, 1640 Neil Avenue, 2nd Floor		Columbus	OH	45804					posting	NO
S 57	7/18/08	htp://The Ohio State University	4240 Campus Drive		Lima	OH	45804					posting	NO
S 58	7/18/08	htp://The Ohio State University at Lima			Columbus	OH	43210					posting	NO
S 59	7/18/08	htp://Engineering	122 Hitchcock Hall, 2070 Neil Ave		Columbus	OH	43210					posting	NO
S 60	7/18/08	htp://The University of Findlay	1000 N Main St		Findlay	OH	45840					posting	NO
S 61	Jan-98	htp://The University of Toledo	Mail Stop 112	Student Union Room 1532	Toledo	OH	43306	Career Services		419-530-4341	419-530-4013	posting	NO
S 62	Apr-04	htp://Urbana University	579 College way		Urbana	OH	43078		Chuck Earnhart	937-946371	937-9464342	posting	NO
S 63	Jan-98	htp://Walsh University	2020 Easton St NW		North Canton	OH	44720	Career Services				posting	NO
S 64	Jan-98	htp://Wittenberg University	PO Box 720	Career Center	Springfield	OH	45501	Career Services				posting	NO
S 65	Jan-98	htp://Xavier University	3800 Victoria Parkway		Cincinnati	OH	45207	Career Services				posting	NO



Menu Options

- 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 organization in the business and professional community whose membership includes substantial participation by women and minorities

**4 Participation in at least four events, including convention, career days, workshops and similar activities, sponsored by organization representing groups present in the community interested in broadcast employment issues.**  
April 29, 2010 Gary Ogle, News Director spoke to high school students about a career in radio journalism. This event was sponsored by The College Connection

**5 Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment**

Worked with the State of Ohio June 2009-August 2009, to provide an internship to a local college student.

6

Participation in job bank, internet programs and other programs designed to promote outreach generally, ( 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.**

Account executives have participated in OAB training sessions to strengthen skills in management and sales. News team has also attended Ohio Association of Broadcasters (OAB) training sessions to hone their skills in management decisions in relationship to responsible reporting.

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 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

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 no profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions

**16 Participation another activity 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**

Debbi Gifford, GM spoke at the Bucyrus Kiwanis club meeting on May 6, 2010. Spoke of the job opportunities WBCO/WQEL has provided for people breaking into Radio.