

EEO PUBLIC FILE REPORT
FOR
STATIONS WLIO-TV, WOHL-CA, WLMO-LP, WLQP-LP, WFND-LP
LIMA, OHIO

This EEO Public File Report
Covers 6/1/08-5/31/09

EEO Narrative Statement
Period: June 1, 2008-May 31, 2009

Licensee has a proven track record of reaching the communities that we serve. We work hard and take pride in the fact that our reach is so strong, and use that reach for our employment outreach efforts. The following will describe the methods and sources we use to meet our EEO recruitment guidelines.

In February 2009, the FCC granted the okay to Block Communications, Inc. to purchase the 3 low power stations in Lima, Ohio. Those stations are WOHL-TV/FOX, WLMO-TV/CBS, and WLQP-TV/ABC. Also included is WFND-TV, the independent low power station licensed to Findlay, Ohio.

Lima Communications Corporation, the Licensee, has a 3 county DMA, with strong viewing in a total of 22 counties in West Central Ohio. This broad area creates a challenge in reaching all the population segments, but we feel we accomplish this with our recruitment efforts. We sent correspondence to and connect with over 20 recruiting sources including newspapers, schools and colleges, employment agencies and websites about our job openings. We are also well connected with many non-profit agencies, local charities and area business and industry, many of which are minority owned, and use them as well in our recruitment efforts. We also use not only our own website, but several others when posting our jobs.

We are very proud of our various initiative and outreach activities. For many years, the Licensee makes an annual financial contribution to the PBS station WBGU-TV at Bowling Green State University in Bowling Green, Ohio. This contribution has been earmarked to support children's education television programs in particular. Our employees, both on-air as well as behind the scenes support staff and managers, speak to high school and college classes, as well as various service organizations about their jobs and our role in the community. We have internship programs for college students majoring in broadcasting in our News, Production and Sales Departments with hands on experience. A job shadowing program is also available for high school students who show a genuine interest. We are proud to present an annual \$1,000 broadcasting scholarship to a deserving student at nearby Ohio Northern University.

The Licensee will continue to work diligently in maintaining a strong EEO program and continue to reach a broad segment of our viewing community when employment opportunities arise. We are proud of our outreach, recruitment and initiative programs and will work to improve and add to our existing programs.

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLIO-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period 6/1/08 through 5/31/09 the station filled the following full-time vacancies:

- 1) Anchor/Reporter
- 2) Reporter
- 3) Sports Anchor
- 4) Engineering Support
- 5) Production Director
- 6) Marketing Consultant
- 7) Sales Assistant

The station interviewed a total of 28 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 referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
TVJobs.com	4
Employee Referral	2
Media Line.com	3
Ohio Center for Broadcasting	2
WLIO.com	5
Specs Howard School	1
Word of Mouth	2
Ohio Association of Broadcasters	3
The Lima News	4
James A. Rhodes State College	1
University of Northwestern Ohio	1
Ohio Department of Jobs & Family Services	1

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.

Attachment "B" contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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WLIO-TV, Lima, Ohio

June 1, 2008 to May 31, 2009

RECRUITMENT SOURCES CONTACTED FOR EACH FULL-TIME VACANCY

*Entitled to receive notification

No.	Recruitment Source	Contact	Total Interviews Provided During Period
*1	James A. Rhodes State College 4240 Campus Dr. Lima, OH 45804 419-221-1112	Ms. Angel Kindle	1
*2	Univ. of Northwestern Ohio 1441 N. Cable Rd. Lima, OH 45805 419-227-3141	Ms. Emily Whitney	1
3	Manpower 2320 Harding Hwy. Lima, OH 45804 419-227-1970	Ms. Beverly Kirk	0
4	Custom Staffing, Inc. 712 W. North St. Lima, OH 45801 419-221-3097	Mr. Rocke Simmons	0
5	Spherion 216 N. Elizabeth Lima, OH 45801 419-331-3313	Ms. Dawn Wireman	0
*6	Ohio Dept. of Job & Family Services 1501 S. Dixie Hwy. Lima, OH 45804 419-999-0360	Ms. Christine Downey or Mr. Eddie Reed	1
*7	Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117	Mr. Gary James	2

8	TVJOBS.COM Broadcast Employment Srv. P.O. Box 4116 Oceanside, CA 92052 760-754-8117	Mr. Mark Holloway	4
9	The Lima News 3515 Elida Road Lima, OH 45807 419-223-1010	Classified Ad Dept. Barbara Banks	4
10	The Delphos Herald 405 N. Main St. Delphos, OH 45833 419-695-0015	Classified Ad Dept. Elaine Suever	0
*11	WLIO-TV Website 1424 Rice Ave. Lima, OH 45805 419-228-8835	Stephanie Hemmer	5
12	Employee Referral		2
13	Media Line.com Pacific Grove, California 800-237-8073	Mark Shilstone	3
*14	Illinois Broadcast Assn. 1 University Circle Macomb, Illinois 61455 312-636-9071	Bob Roberts	0
*15	Specs Howard School of Broadcasting 19900 W. Nine Road Southfield, Michigan 248-358-9000	Dick Kernen	1
*16	Lima Area Chamber of Commerce 147 N. Main Street Lima, Ohio 45801 419-222-6045	Cindy Tenwalde	0
17	Word of Mouth		2

18	News Link Indiana BC 131 Ball State University Muncie, Indiana 47306 765-285-4689	Sy Jenkins	0
*19	The Art Institute of Pittsburgh 420 Boulevard of the Allies Pittsburgh, Pennsylvania 15219	Susanne Hines	0
*20	Ohio Association of Broadcasters 88 East Broad Street, Suite 1180 Columbus, Ohio 43215-3525	Christine Merritt	3

WLIO-TV/NBC LIMA

ATTACHMENT "A" TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM JUNE 1, 2008 TO MAY 31, 2009

Station(s) Comprising Station Employment Unit: WLIO-TV

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	RS Used On Attached List 1-20	Recruitment Source of Hiree	Total Number of Interviewees From All Sources For This Position
1. Anchor/Reporter	7-8-11-13	TVJobs.com	4
2. Reporter	12-15-17-18	Employee Referral	2
3. Sports Anchor	7-8-11-13-20	TVJobs.com	3
4. Engineering Support	1-2-6-9-11	From Within	3
5. Production Director	8-9-11-20	WLIO.com	4
6. Marketing Consultant	8-9-13-16-17	The Lima News	10
7. Sales Assistant	9-11-12	The Lima News	3
Total Number of Persons Interviewed During Applicable Period:			29

WLIO-TV

**ATTACHMENT "B"-RECRUITMENT INITIATIVES
TO ANNUAL EEO PUBLIC FILE REPORT FORM**

COVERING THE PERIOD FROM JUNE 1, 2008 TO MAY 31, 2009

Station(s) Comprising Station Employment Unit: WLIO-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WLIO-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & OUTREACH ACTIVITIES</u>
6/1/08 Ongoing	A \$3,400 annual contribution to WBGU-TV/PBS Public Broadcasting Fund at Bowling Green State University.
6/1/08 Ongoing	WLIO-TV employees both on-air as well as behind the scenes, including managers and department heads, speak to school classes, clubs and various service organizations about their jobs and WLIO-TV's role in the community.
9/1/08 Ongoing	WLIO-TV has Internship Programs for college students who are majoring in broadcasting. Hands on experience in our News, Production & Sales Departments.
9/1/08 Ongoing	WLIO-TV offers job shadowing for high school students who show an interest in pursuing broadcasting as a possible course of study in college.
10/1/08	WLIO-TV presented their annual Ohio Northern University broadcasting scholarship. A \$1,000 award to an outstanding student pursuing a television broadcasting career.
3/19/09	WLIO-TV co-sponsored with The Lima News the Lima/Allen County Chamber of Commerce the Grow & Reinvent Networking Event.