

EEO Public File Report
For
WBCO-AM and WQEL-FM
Bucyrus, OH

This EEO Public File Report Covers the One-Year Period
6.1.24 – 5.31.25

Prepared by: Claudia Spiegel, General Manager

This EEO Public File Report is filed in Stations' WBCO-AM and WQEL-FM's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

Full Time Positions/Recruitment Sources Used

Position	Hire Date	Sources	Hiring Source
Media Advisor	July 8, 2024	#1-#8	#1

During the one-year period ending on 5/31/2025, the stations filled the following full- time vacancies:

Media Advisor

These stations interviewed a total of (2) 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 to by each:

Recruitment Source	Total # of Interviewees Referred
1. Internal reference	1
2. External reference	1
3. Ohio Association of Broadcasters (OAB.org) 17 South High Street, Suite 1010, Columbus, OH 43215 614-228-4052	0
4. www.WQEL.com	0
5. www.WBCO.com	0
6. WQEL-FM radio station	0
7. WBCO-AM radio station	0
8. Saga Communications website (Sagacom.com)	0

Attachment A 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.

Attachment A

Menu Option Activities

Stations WBCO/WQEL have engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
14	Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination	<p>Participation in the OAB's Annual Employment Law Webinar that took place on Wednesday, November 6th, 2024, at 10am. Presented by Attorney Jackie Ford, a partner at Vorys. The session will provide information and practical advice on a variety of issues, including</p> <ul style="list-style-type: none">• <i>The FTC noncompete ruling and the subsequent litigation.</i>• <i>Religious accommodation in light of the Supreme Court's decision in Groff v Dejoy.</i>• <i>New requirements for pregnancy accommodation under Pregnant Workers Fairness Act.</i>

"Activity Classification" use numbers 1 through 16" in accordance with-the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.
2. Hosting at least one job fair.
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.
4. Participation in at least four events, including conventions, career days, workshops and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues.
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
6. Participation in job banks, Internet programs and other programs designed to promote outreach generally (i.e., 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.
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. Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
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 non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.
16. Participation in other activities 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.