

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

This EEO Public File Report Covers the One-Year Period
6.1.25 – 5.31.26

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.

During the one-year period ending on 5/31/26, the stations filled the following full-time vacancies:

Media Advisor

These stations interviewed a total of 3 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	0
2. External reference	0
3. Ohio Association of Broadcasters (OAB.org) 17 South High Street, Suite 1010, Columbus, OH 43215 614-228-4052	0
4. WQEL.com	0
5. CRAWFORD COUNTY NOW.COM	3
6. MARION COUNTY NOW.COM	0
7. Saga Communications website (Sagacom.com) Corporate Offices Suite 201 73 Kercheval Avenue Grosse Pointe Farms, MI 48236 313-886-7070	0

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 a brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time-period covered by this report.

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: MEDIA ADVISOR

Recruitment Source That Referred the Hiree: N/A

Date Vacancy Opened: 8/15/26

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 9/8/26

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Vacancy	Did the Source Request Notification?
WQEL.COM	403 E. RENNELAER ST BUCYRUS	Will Beard	419-562-2222	0	NO
CRAWFORD COUNTY NOW.COM	403 E. RENNELAER ST BUCYRUS	Randy Bigley	419-562-2222	3	NO
OAB	17 South High Street suite 1010 Columbus OH 43215	Mariah West	614-228-4052	0	NO
Saga Communications Inc.	73 KIRCHEVAL AVE. GROSSE POINTE FARMS MI	Laura Grillo	313-886-7070	0	NO
Internal referral				0	
External referral				0	

ATTACHMENT B
MENU OPTION ACTIVITES

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	Participating Employees
14	Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination	<p>OAB Annual Employment Law Webinar Wednesday, Oct. 29 at 10 a.m. <i>Presented in partnership with: Vorys, Sater, Seymour, and Pease, LLP</i></p> <p>Ohio employers face a host of challenges created by fast-moving compliance requirements. To keep our members updated on employment law-related issues, the OAB's Ohio counsel of Vorys, Sater, Seymour, and Pease, LLP presents an annual employment webinar.</p> <p>This year's webinar, scheduled for Wednesday, Oct. 29, 2025, at 10 a.m., will be presented by attorney Jackie Ford, a partner at Vorys. The session will provide information and practical advice on a variety of issues, including:</p> <p>DEI programs and related issues: Potential legal challenges for private employers, and additional pitfalls for employers who receive federal money.</p> <p>Religion at work: Updates on requirements for accommodating employees' religious practices</p> <p>PWFA (Pregnant Workers Fairness Act): Examples of cases we're seeing from the first full year of enforcement of new accommodation requirements.</p> <p>Columbus and Cleveland pay transparency laws: Prohibiting employers from asking job applicants about their compensation history.</p>	Sandra Anderson, Business Manager

5	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	Isabel Johnson – interned with NCOMG for the Summer 2025. She studies Broadcasting at Mt. Vernon Nazarene University. She interned from June 2025-August 2025. Isabel helped the News Dept./Sales Dept. with recordings for clients and recording the news and weather for the radio station. She helped at summer events and helped take photos for the newsroom. Isabel also shadowed the sales team and went on sales-related appointments.	Claudia Spiegel, General Manager Along with employees from the Sales Dept. and Programming
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* For "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 of 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.