

# EEO Public File Report

29 May 26

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

During the period 30 May 25 through 29 May 26, the station filled four full-time positions:

Assistant Engineer/Technology/Operations  
Sales Manager  
Account Executive  
Continuity Director

The Assistant Engineer/Technology/Operations position was created as an additional company position. A total of seven candidates were interviewed for this position. The candidate hired responded to an internal job posting in the building and was a part-time employee. The following is a list of the recruitment sources that provided interviewees:

Indeed.com - 3  
Joinhandshake.com - 3  
Internal posting - 1

The Sales Manager position was created as a position after the former Sales Manager was promoted to General Manager. A total of six candidates were interviewed for this position. The candidate hired responded to an internal job posting in the building and was a Account Executive with the station. The following is a list of the recruitment sources that provided interviewees:

Indeed.com - 3  
Linkedin.com - 1  
RadioOnline.com - 1  
Internal posting - 1

The Account Executive position was created as a position when an Account Executive was promoted to Sales Manager. A total of three candidates were interviewed for this position. The candidate hired responded to a LinkedIn.com ad. The following is a list of the recruitment sources that provided interviewees:

Indeed.com - 1  
Linkedin.com - 1  
Internal posting - 1

The Continuity Director position was created when the employee holding that position left the station. A total of six candidates were interviewed for this position. The candidate hired responded to an internal station posting. The following is a list of recruitment sources that provided interviewees:

OAB.org - 3  
JoinHandshake.com - 2  
Internal posting - 1

The following is a list of contact information for the recruitment sources used in the recruitment process for the job opening that occurred during the report period:

- Otterbein College, John Buckles, Communications Dept, 1 Otterbein College, Westerville OH, 43081
- OSU School of Journalism, Dr. Carroll Glynn, 3016 Derby Hall, Columbus OH, 43210

- COTC, Tim Goetz, 1179 University Dr, Newark OH 740-366-1351
- C-Tec, Beth Bronkar, 150 Price Road, Newark OH 740-366-3351
- Ohio Media School, Columbus, Lee Wagner, 5330 East Main St, Suite 200, Whitehall OH 614 423-4945
- Mt. Vernon Nazarenne College, Joe Rhinehart, 800 Martinsburg Road, Mt. Vernon OH 43050
- Ohio Center for Broadcasting, Gary James, 9885 Rockside Road, Suite 160, Valley View, OH 44125
- Ohio University, Dean's Office, School of Telecommunication, 9 South College St., Athens, OH 45701
- Ohio University-Zanesville, Ken Conner, Student Services, 1425 Newark Rd., Zanesville, OH 43701

WCLT Radio Inc advertising schedules utilized.

Internal Job Posting.

OAB.org, contacted via the internet.

Joinhandshake.com, contacted via the internet.

Indeed.com, contacted via the internet.

WCLT.com, posting linked to Indeed.com.

Linkedin.com, contacted via the internet.

RadioOnline.com, contacted via internet.

The following is 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:

Continuing education for three of our account executives who attended "Your Product Isn't on Trial, Your Strategy Is" presented by the OAB online on June 10, 2025.

Continuing education for three of our account executives who attended "Dominate Your Pipeline, Crush Your Quota" presented by the OAB online on July 8, 2025.

Continuing education for one of our account executives who attended "Utilize Resources, Objections: I'm Not Interested, Pop Up Weddings" presented by Local Broadcast Sales online on July 28, 2025.

Continuing education for one of our account executives who attended "Finish Strong, Start Bold" presented by Local Broadcast Sales online on August 12, 2025.

Continuing education for two of our account executives who attended "Why AI Can't Replace You" presented by the OAB online on September 9, 2025.

President/General Manager, Chief Engineer, and Assistant Engineer/Technology/Operations attended the "Midwest Broadcast and Multimedia Technology Conference" in Columbus, OH on September 25, 2025.

Continuing education for one of our account executives who attended "The Art of Sales Communication" presented by the OAB online on October 14, 2025.

Program Director attended the Fall Career Fair at Central Ohio Technical College and Ohio State University Campuses in Pataskala, OH on October 16, 2025.

Program Director and Operations Manager attended the "OAB Annual Employment Law Webinar" presented by the OAB online on October 29, 2025.

Operations Manager attended the Fall Career Fair at Central Ohio Technical College and Ohio State University Campuses in Newark, OH on November 5, 2025.

Continuing education for one of our account executives who attended "Winning Locally, Mastering Cold Calls, Block Party Promotion" presented by Local Broadcast Sales online on November 11, 2025.

President/General Manager attended “OAB Foreign Sponsorship ID Webinar” presented by the OAB online November 19, 2025.

President/General Manager attended “Politics on the Airwaves: Preparing for the 2026 Election Cycle” presented by the OAB online November 20, 2025.

President/General Manager and Operations Manager attended the “Country Radio Seminar” in Nashville, TN on March 18-20, 2026.

Continuing education for two of our account executives who attended “AirTight Creative Campaigns” presented by the OAB online on December 9, 2025.

Continuing education for one of our account executives who attended “Small Market Success Stories” presented by the OAB online on January 15, 2026.

Continuing education for one of our account executives who attended “Growing Sales With Your Best Year of Performance Ever” presented by the OAB online on January 16, 2026.

Continuing education for one of our account executives and our Operations Manager who attended “Social Media Is Shifting Again - Are You Keeping Up” presented by the OAB online on February 10, 2026.

Continuing education for our Chief Engineer and Assistant Engineer / Technology / Operations who attended “Radio Metadata: Making Radio Stand Out in 2026 and Beyond” presented by The Society of Broadcast Engineers online on February 13, 2026.

Assistant Engineer/Technology/Operations attended the Alabama Broadcasters Association Radio Engineering Academy and the Society of Broadcast Engineers in Birmingham, AL February 23 - 27, 2026.

Continuing education for our President/General Manager and Sales Manager who attended “OAB Political Broadcasting Webinar” presented by the OAB online on March 12, 2026.

President/General Manager and Sales Manager attended the “Tri State Radio Show” in Cincinnati, OH on March 31 - April 1, 2026.

Continuing education for one of our account executives who attended “Half Your Deals Were Never Real” presented by the OAB online on April 14, 2026.

Continuing education for one of our account executives who attended “Five AI Habits That Give Broadcast Sellers a Real Edge” presented by the OAB online on May 12, 2026.

- Widely disseminated the employment opportunity for the positions occurring during the reporting period. We utilized our mailing list, airwaves, internet job sites, and internal job postings to ensure broad outreach and awareness.