Elyria-Lorain Broadcasting Company

WEOL//WKFM/WLKR (AM-FM)

EEO PUBLIC FILE REPORT

June 1, 2025 – May 31, 2026

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Program	**Elyria-Lorain Broadcasting Co. maintains an ongoing internship program for the benefit of high school and college students.**

Job Fair/Participation	**Human Resources or Hiring Managers for Elyria-Lorain Broadcasting Co. (WEOL-WKFM-WLKR)** **8/7/2025 Wellington Workforce Roundup at Lorain County Community College Wellington Center. Job Fair, recruitment.** **10/30/25 OAB FCC EEO Rules webinar providing a refresher on FCC EEO rules including developments around general and specific requirements, EEO recordkeeping, reporting and practical considerations for diverse hiring.**

Initiatives	**Elyria Lorain Broadcasting maintains an ongoing effort to participate and sponsor awareness to Community highlights and Issues:** **06/13/25 Vermilion Chamber Of Commerce presents the Vermilion Festival Of The Fish. Community celebration and outreach live broadcast event. (WKFM-WLKR On-air Hosts)** **07/04/25 4th of July Parade, downtown Sandusky (WLKR Hosts/Promotions)** **07/11/25 Huron River Fest Community Booster remote broadcast featuring highlights and events to support the community. (WKFM On-air Hosts/Market Manager)** **07/27/24 WKFM-WLKR Summer Jam. Annual free listener event at Huron Boat Basin hosted by station personnel.** **08/01/25 Berlin Heights Basket Community remote. Annual event fundraiser to promote small business.** **8/05/25 National Night Out Sandusky remote to emphasize crime awareness and prevention. (WLKR On-Air Hosts/Market Manager)** **08/08/25 Erie County Fair on location. On location broadcasts featuring highlights of week-long events including 4-H/Junior Fair which allow participants to engage in hands-on learning and youth development. (WKFM/WLKR On-Air Talent/Market Manager)** **08/15/25 Huron County Fair on location. Week-long event with live broadcasts of Junior Fair participants sharing their exhibits and learning experience. (WKFM/WLKR On Air Talent)** **8/19/25 & 8/20/25 Lorain County Fair remote broadcast leading up to live headline concerts. (WKFM On-Air Hosts/Market Manager)** **8/23/25 Marblehead Perch Festival community outreach event. (WKFM-WLKR Market Manager)** **8/30/25 Milan Melon Festival remote broadcast. (WLKR On-Air Hosts/Market Manager)** **9/27/25 Tango's Trot. Dog/pet awareness fundraiser. (WKFM On-air Hosts)** **10/11/25 Lakeside-Marblehead Lighthouse Festival. (WKFM/WLKR Sales Staff)** **10/18/25 Willard Goods in the Woods community booster remote. City of Willard and ANEW(Active Neighbors Enhancing Willard partnering to create a fall craft festival with support from community minded businesses and organization. (WLKR On-Air Hosts/Promotions/Market Manager)** **10/30/25 Bellevue Community Booster Event sponsored by Emerging Leaders. Area businesses and organizations join to support and engage with the community plus practice and provide a safe Halloween environment for the area youths. (WKFM/WLKR Promotions Director/Sales Manager/Sales Staff/PM Host)** **11/12/25 Steps Up for Soldiers. Month long WKFM-WLKR Stations and community collection event for USO of Ohio's Care Package program and to support the nonprofit organization dedicated to members of the U S Armed forces. (WKFM/WLKR Promotions/On Air Staff/Sales)** **1/29/26 24th Annual Firefighter's Chilli Cookoff, large scale staff-wide fundraiser and community event. (WKFM-WLKR On-Air Staff, Sales, Marketing along with Administrative Support Staff).** **5/23/26 45th annual Port Clinton Walleye Festival, community outreach event. (WLKR On-Air staff, Marketing Manager)**

Initiatives (cont)	

Staff and Management Training Programs	**6/7/24 OSHA 10 hour Industrial Safety Basics. (HR Director)** **6/13/24 Evacuation safety webinar presented by Ohio BWC. (HR Director)** **7/27/24 Best Practices physical personnel file contents presented by Barnes Wendling (HR Driector)** **8/23/24 Drug Free Workplace Do's and Don'ts present by University Hospitals Occupational Health. (HR Director)** **9/20/24 Ethics Laws and Compliance training session administered by Ohio Ethics Commission. (HR Director)** **10/18/24 Generational Gaps in the Workplace seminar administered by the Lorain County Office On Aging. (HR Director)** **11/6/24 OAB Employment Law Webinar (Station Manager and HR Director)** **12/20/24 Transitional Work Programs, Are They Worth It? Administered by Workplace Health Inc. (HR Director)** **1/4/25 Ohio EPA on PFAS and Forever Chemicals presented by the Ohio EPA. (HR Director)** **2/19/25 Gambling And Other Non Drug/Alcohol Related Addiction administered by University Hospitals Elyria. (HR Director)** **3/19/25 Total Worker Health training session presented by University Hospitals Elyria. (HR Director)** **5/15/25 Lorain County Economic Summit, Keynote speaker, Rebecca Fannin, Tech Contributor and Author. (HR Director, Marketing Director, President and Publisher).**

Open House (Other Activities)	**WEOL, WKFM, WLKR for guided educational tours to all community groups with a desire to learn about broadcasting.** **March 2024 Advantage Systems Sales Open House Presentation at Kalahari Convention Center. Three-day on- site sessions and presentations that implement comprehensive sales and marketing designed for various types of media. WKFM/WLKR Station Manager/Sales Staff/ELBC CEO**
Career Days	**5/15/25 North Ridgeville High School junior Christopher Yeckel joined WEOL.com for observation during coverage of high school tournament softball online at WEOL.com (WEOL Sports Staff)** **5/20/25 North Ridgeville High School junior Christopher Yeckel joined WEOL.com for observation during coverage of high school tournament baseball online at WEOL.com (WEOL Sports Staff)** **5/22/25 North Ridgeville High School junior Christopher Yeckel joined WEOL.com for observation during coverage of high school tournament softball online at WEOL.com (WEOL Sports Staff)**