

WBNS AM-FM, Columbus, Ohio
EEO PUBLIC FILE REPORT
(Period covered: June 1, 2015 through May 31, 2016)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (* and +) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

Sports Marketing Specialist (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99,103, 124)
[Hiree # 86]
Job #100MR

Account Executive (Exigent Circumstances) ¹
[Hiree #130]
Job #100JB

Sales Assistant (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 57, 65, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 120, 124, 129)
[Hiree # 86]
Job #100HL

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

9

TOTAL INTERVIEWS FROM REFERRAL SOURCES USED

#83 (1 person), #86 (4 people), #87 (3 people), #130 (1 person)

SUPPLEMENTAL OUTREACH ACTIVITIES

During the reporting period, members of the station's employment unit with substantial responsibility for hiring decisions participated in multiple job fairs **(FCC Menu Option 1)**:

- On October 14, 2015 Todd Markiewicz, Director of Sales and Marcia Blanchard, Human Resources Specialist, attended the Columbus Job Fair sponsored by Opportunities for Ohioans with Disabilities held at the Northland Performing Arts Center.

¹ Candidate, a former employee, was specifically recruited due to his deep familiarity with station operations and known sales aptitude.

- Emily Everett, Promotion Director and Marcia Blanchard, Human Resources Specialist, participated in the 2016 Summer Internship and Opportunity Fair at The Ohio State University on January 26, 2016.
- On March 7, 2016 Todd Markiewicz, Station Manager and Marcia Blanchard, Human Resources Specialist, attended the Buckeye Futures Fair sponsored by The Ohio State University.

During the reporting period, the station maintained an internship program for college students enrolled in a broadcast-related technical school. During the reporting period 2 students from The Ohio State University participated. The staff member coordinating the program was Scott Prokrop, Assistant Promotions Director. **(FCC Menu Option 5)**.

By way of a station initiative, employees attend training programs and conferences enabling them to acquire skills that could qualify them for higher-level job vacancies. During the reporting period, station personnel participated in the following programs **(FCC Menu Option 8)**:

- On February 18 and 19, 2016 Mitch Holman, Director of Finance, participated in report training in Landmark Analytics. Training was held at RadiOhio and was provided by Optimal Solutions Inc.
- On April 6, 2016 employees from the sales team attended a training held at RadiOhio provided by Miller, Kaplan , Arace LLC. Attendees were Todd Markiewicz, Station Manager; Joe Hardin, Senior Sports Marketing Specialist; Brian Hoge, Account Executive; Heather LaBelle, Research Sales Assistant; Kelly Manusakis, Account Executive; Chris Nance, Account Executive; Jeff Pavolino, Account Executive; Aimee Reeves, Account Executive; Lisa Shackman, Account Executive. The training included account research to gain full understanding of your client, market perspective, exploring growing categories and focusing on opportunities.
- On April 22, 2016, Emily Everett, Promotions Director and Jay Taylor, Director of Programming and Operations attended Sports Radio Think Tank in Phoenix, Arizona. Think Tank is set up to bring sales, marketing and programming people together to brainstorm and share ideas. Hosting the event was Rick Scotts and Associates.
- The RadiOhio staff participated in the following webinars and online training sessions during the reporting period:
 - Turning Research Into Revenue, July 23, 2015. Chris Nance, Account Executive.
 - Nuts and Bolts of Political Advertising, September 1, 2015. Dave Van Stone, President/General Manager; Lisa Schackmann, Account Executive; Joe Hardin, Senior Sports Marketing Specialist.
 - Profile Report in TAPSCAN, September 17, 2015. Aimee Reeves, Account Executive.

- How to Manage Millennials: 5 Proven Strategies from the World's Leading Millennial Expert, October 26, 2015. Lisa Shackman, Account Executive.
- Jim Doyle's Understanding and Selling Healthcare, November 12, 2015. Peter Boyuk, Account Executive.
- State of American Podcasting, November 18, 2015. Jay Taylor, Director of Programming and Operations.
- The Art of Successful Negotiation, December 2, 2015. Heather LaBelle, Research Sales Assistant; Aimee Reeves, Account Executive; Kelly Manusakis, Account Executive; Brian Hodge, Account Executive; Joe Hardin, Sr. Sports Marketing Specialist; Chris Nance, Account Executive; Jeff Pavolino, Account Executive; Drew McIntyre, Account Executive; Brent Baker, Digital Ad Sales Specialist and Todd Markiewicz, Station Manager.
- Emerging Sponsorship Categories for 2016, December 10, 2015. Jeff Pavolino, Account Executive; Drew McIntyre, Account Executive and Chris Nance, Account Executive.
- 10 Things You Must Know About The Automotive Industry, February 9, 2016. Kelly Manusakis, Account Executive; Aimee Reeves, Account Executive and Lisa Shackmann, Account Executive.
- Preparing for Radio Online Public File Requirements, March 2, 2016. Todd Markiewicz, Station Manager.
- How to Conduct A Great Sales Meeting, March 2, 2016. Todd Markiewicz, Station Manager.
- The Big Deal: Advanced Co-Op Strategies, March 15, 2016. Kelly Manusakis, Account Executive.
- How to Turn a Good Local Business into a Great Local Brand, April 5, 2016. Kelly Manusakis, Account Executive; Chris Nance, Account Executive and Aimee Reeves, Account Executive.
- Prospecting in a Political Year, April 7, 2016. Joe Hardin, Sr. Sports Marketing Specialist and Lisa Shackmann, Account Executive.

During the reporting period, the station participated in two events related to career opportunities in broadcasting sponsored by educational institutions

(FCC Menu Option 10):

- Emily Everett, Promotion Director and Marcia Blanchard, Human Resources Specialist, participated in the 2016 Summer Internship and Opportunity Fair at The Ohio State University on January 26, 2016.

- On March 7, 2016 Todd Markiewicz, Station Manager attended the Buckeye Futures Career Fair sponsored by The Ohio State University.

By way of a station initiative, station management was provided with training on methods of ensuring equal employment opportunity and preventing discrimination **(FCC Menu Option 14):**

- Between the time period of April 19, 2016 and May 5, 2016 station management participated in an audio training presentation provided by Willis. The presentation was called Diversity: Legal Basics for Supervisors. Participants were Jay Taylor, Director of Programming and Operations; Todd Markiewicz, Station Manager; Emily Everett, Promotions Director; Mitch Holman, Finance Manager; Greg Armstrong, Chief Engineer; Skip Mosaic, Affiliate Relations/Programming Director and Dave Van Stone, President/General Manager.

During the reporting period, the station participated in one activity that the licensee has designated to further the goal of disseminating information about employment opportunities: **(FCC Menu Option 16):**

- Marcia Blanchard, Human Resources Specialist, participated on an employer panel held by New Directions in Columbus, Ohio. The panel was directed towards women entering the work force. Marcia spoke about the station's open positions, gave advice on what recruiters look for in a candidate, preparing for job interviews and answered questions. Panels were held September 1, 2015 and September 6, 2015.

The station's employment unit aired public service announcements from June 2015 through May 2016. The PSAs serve three purposes: to inform the public that the station is an equal opportunity employer; to offer organizations an opportunity to request the station's job vacancy listings; and to inform viewers that the station's job vacancy information is available via the station's website.

EEO Public File
Referral Sources
Appendix A

No.	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
1	Cedarville University Career Services	Jeffrey Reep	*	251 N. Main St		Cedarville	OH	45314	career@cedarville.edu	(937) 766-7868
2	Columbus Speech and Hearing Center	Jamie Noon	*	510 E. North Broadway		Columbus	OH	43214	jnoon@columbusspeech.org	(614) 261-5772
2	Columbus Speech and Hearing Center	Gary Swingle	*	510 E. North Broadway		Columbus	OH	43214	gswingle@columbusspeech.org	(614)261-5776
3	Community Refugee and Immigration Services	Nancy Clarke	*	1925 E Dublin Granville Rd		Columbus	OH	43229	jobdeveloper@cris-ohio.org	(614) 987-1647
4	DeVry University Career Services	Roni Peyton	*	1350 Alum Creek Dr.		Columbus	OH	43209	vpeyton@devry.edu	(614) 257-4711
5	Eastland-Fairfield Career & Technical Schools	Kelly Fuller	*	4300 Amalgamated Pl		Groveport	OH	43125	kfuller@efcts.us	(614) 836-4541 ext 1522
6	Employment for Seniors	Barb Stoltz	*	4500 East Broad		Columbus	OH	43213	jobs@employseniors.org	(614) 863-1219
7	Functional Training Services	Jennifer Bechtel	*	909 Oakland Park Ave		Columbus	OH	43224	jennifer.bechtel@ftsjobs4u.com	(614) 262-9669
8	Goodwill Columbus	Stephen Albright	*	1331 Edgehill Rd		Columbus	OH	43212	stephen.albright@gwcols.com	(614) 583-0103
8	Goodwill Columbus	Micki Church	*	1331 Edgehill Rd		Columbus	OH	43212	micki.church@gwcols.com	(614) 583-0136
9	Kent State University			Career Services Center	PO Box 5190, 261 Schwartz Ctr.	Kent	OH	44242	career@kent.edu	(330) 672-9953
10	Mount Vernon Nazarene University	Gary Swisher	*	Counseling and Career Services	800 Martinsburg Rd	Mount Vernon	OH	43050	gary.swisher@mvnu.edu	(740) 392-6868 ex:4618
10	Mount Vernon Nazarene University		*	Counseling and Career Services	800 Martinsburg Rd	Mount Vernon	OH	43050	career@mvnu.edu	(740) 392-6868
11	WMCO Muskingum University/Dept. of Communication, Media & Theatre	Jeff Harman	*	163 Stormont St		New Concord	OH	43762	harman@muskingum.edu	(740) 826-8375
11	WMCO Muskingum University/Dept. of Communication, Media, & Theatre	Lisa Marshall	*	163 Stormont St		New Concord	OH	43762	lisam@muskingum.edu	(740) 826-8189
12	Native American Indian Center of Central Ohio	Martina Necklace-Merida	*	PO Box 7705		Columbus	OH	43207	necklacemerida@gmail.com	(614) 443-6120

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13	New Directions Career Center	Jami Phillips	*	199 E. Rich Street		Columbus	OH	43215	jphillips@newdirectionscc.org	(614) 849-0028 x 104
14A	Ohio & Illinois Center for Broadcasting - Columbus Campus	Alvis Moore	*	5300 E. Main Street, Ste. 200		Columbus	OH	43213	amoore@beonair.com	(614) 655-5250
14B	Ohio & Illinois Center for Broadcasting - Chicago Campus	Don Clark	*	Chicago Campus	530 South State Street	Chicago	IL	60605	dclark@beonair.com	(312) 884-8000
14C	Ohio & Illinois Center for Broadcasting - Cleveland Campus	Janice Hannah-Hardy	*	9885 Rockside Rd	Suite 160	Valley View	OH	44125	jhardy@beonair.com	(216) 503-5900 ex:145
14D	Ohio & Illinois Center for Broadcasting - Colorado Campus	Terry Cuff	*	404 South Upham Street		Lakewood	CO	80226	tcuff@beonair.com	(303) 937-7070 x 4106
15	The Ohio State University College of Arts and Sciences	Randy Dineen	*	100 Denney Hall	Annie & John Glenn Ave	Columbus	OH	43210	dineen.2@osu.edu	(614) 688-4522
15	The Ohio State University College of Arts and Sciences		*	100 Denney Hall	Annie & John Glenn Ave	Columbus	OH	43210	asccareer@osu.edu	(614) 688-4522
16	Ohio University, Scripps College of Communication	Karen Peters-Use Job Board		1 Ohio University		Athens	OH	45701	petersk@ohio.edu	(740) 593-9994
17	Ohio University/Zanesville Campus	Ken Collins-Use Job Board		1425 Newark Rd		Zanesville	OH	43701	collinsk@ohio.edu	(740) 453-0762
18	Otterbein University Center for Career & Professional Development	Ashley Strausser	*	1 South Grove St.		Westerville	OH	43081	astrausser@otterbein.edu	(614) 823-1456
19	The Bradford School	Lisa McGaughey	*	2469 Stelzer Rd.		Columbus	OH	43219	lmcgaughey@bradfordschoolcolumbus.edu	(614) 416-6229
20	Wittenberg University Career Services	Teresa Cantrell	*	Career Services	PO Box 720	Springfield	OH	45501	careers@wittenberg.edu	(937) 327-7521
21	American Broadcasting School	Michelle McConnell	+	712 N. Watson Rd.		Arlington	TX	76011	michelle@radioschool.com	(817) 695-2474
22	CCNMA: Latino Journalists of California	Julio Moran		ASU Walter Cronkite School of Journalism and Mass Communication	725 Arizona Ave, Ste. 404	Santa Monica	CA	90401	ccnmainfo@ccnma.org	(424) 229-9482
23	Medialine	Rich Everitt	+	1209 Wood Valley Rd		Augusta	GA	30909	medialine@medialine.com	(706)364-7564
24	Southern Illinois University/Career Services	Matt Purdy	+	Student Services Building	Rm 0179, MC 4703	Carbondale	IL	62901	careerservices@siu.edu	(618) 453-7112
26	Specs Howard School of Media Arts	Kristen Burns	+	19900 W. Nine Mile Rd		Southfield	MI	48075	kburns@specshoward.edu	(248) 358-9000

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26	Specs Howard School of Media Arts	Tony Sherock	+	19900 W. Nine Mile Rd		Southfield	MI	48075	tsherock@specshoward.edu	(248) 358-9000
26	Specs Howard School of Media Arts	Nancy Shiner	+	19900 W. Nine Mile Rd		Southfield	MI	48075	nshiner@specshoward.edu	(248) 358-9000
27	Talent Dynamics	Christina Hedding	+	600 E. Las Colinas Blvd.	Suite 100	Irving	TX	75039	hedding@talentdynamics.com	(214) 914-9797
28	TVJobs.com	Mark Holloway	+	P.O. Box 4116		Oceanside	CA	92052	admin@tvjobs.com	(800)374-0119
29	602 Communications	Sandy Lizik		4349 E Colter St		Phoenix	AZ	85018	slizik@602communications.com	(602) 954-8373
30	AAF Columbus (Advertising Federation of Columbus)	Karen Kaiser		P.O. Box 665		Reynoldsburg	OH	43068	administrator@aafcolumbus.org	(614) 866-9099
32	Agent									
33	AllAccess.com	N/A							-	
35	Media Financial Management Association	Amanda Herrell		Executive Plaza III	33150 McCormick Rd, Ste.101	Hunt Valley	MD	21301	customerservice@jobcontrolcenter.com	
37	Broadcasting and Cable	Zahra Majma		28 East 28th St	12th Floor	New York	NY	10016	zmajma@nbmedia.com	(781) 734-8441
38	B-Roll.net	Kevin Johnson		1623 D St NE		Washington	DC	20002	kev@b-roll.net	(202) 486-8842
39	careerbuilder.com	N/A								
41	Columbus Alive	Maureen Compton		5300 Crosswind Dr.		Columbus	OH	43228	mcompton@dispatch.com	(614) 340-4241
42	Columbus College of Art & Design: CCAD Career Services	Tiffany Sperring		60 Cleveland Ave		Columbus	OH	43215	careers@ccad.edu	(614) 222-4045
43	Columbus Dispatch	Maureen Compton		5300 Crosswind Dr.		Columbus	OH	43228	mcompton@dispatch.com	(614) 340-4241
44	columbusjobs.com/mo nster	N/A								
50	Human Resources Assoc. of Central Ohio	Nino Alivio		PO Box 3021		Dublin	OH	43016	hr6@associationcareernetwork.com	(614)760-0400
51	Inside Radio	Gene McKay		PO Box 567925		Atlanta	GA	31156	ads@insideradio.com	(800) 248-4242
52	Internal Posting	Marcia Blanchard		Dispatch Broadcast Group	770 Twin Rivers Dr.	Columbus	OH	43215	marcia.blanchard@10tv.com	(614) 460-2874
53	Investigative Reporters and Editors, Inc.	Sarah Hutchins		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	jobposting@nicar.org	(573) 882-8969
56	Linked In	N/A		2029 Steirlin Ct		Mountain View	CA	94043		
57	Mediabizjobs.com	Mr. John Stipe		PO Box 88396		Steilacoom	WA	98388	jstipe@mediabizjobs.com	(206) 331-3876
58	MediaRecruiter.com	Art Scott		Birschbach Recruiting Network DBA Media Recruiter	9457 So. University Blvd., #303	Highlands Ranch	CO	80126	art@mediarecruiter.com	(303) 881-5600

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59	National Academy of Television Arts and Sciences-Ohio Valley Chapter	Cherie Housley		NATAS-Ohio Valley Chapter	PO Box 24796	Dayton	OH	45424	chousley@ohiovalleyemmy.org	(937) 233-3303
60	National Alliance of State Broadcasters Associations/CareerPage.org	Suzan Strong		2333 Wisconsin St NE		Albuquerque	NM	87110	suzanstrong@nmba.org	(505) 881-4444
61	National Association of Black Journalists	Amanda Herrell		Executive Plaza III	11350 McCormick Rd Ste. 101	Hunt Valley	MD	21031	customerservice@jobcontrolcenter.com	(888) 491-8833
62	National Association of Broadcasters	Amana Smith		1771 N Street NW		Washington	DC	20036	asmith@nab.org	(202) 429-5424
63	National Association of Hispanic Journalists	Kevin Olivas		1050 Connecticut Ave NW	10th Floor	Washington	DC	20036	nahj@nahj.org	(202) 662-7145
64	National Press Photographer's Association	Thomas Kenniff		3200 Croasdaile Dr.	Suite 306	Durham	NC	27705	tkenniff@nppa.org	(919) 383-7246 opt 0
65	Ohio Association of Broadcasters	Carrie Newton		17 S High St	Suite 1010	Columbus	OH	43215	cnewton@oab.com	(614) 228-4052
69	The Ohio State University Office of Diversity and Inclusion	Jackie Lipscomb	*	281 W Lane Ave		Columbus	OH	43210	caifsa@osu.edu	(614) 292-8236
72	Poynter Institutet Job Board	Jacqueline Davies		801 3rd St S		St. Petersburg	FL	33701	jdavies@poynter.org	(727) 821-9494
74	Rick Gevers and Associates	Rick Gevers		355 E. Ohio St. #303		Indianapolis	IN	46204	rick@rickgevers.com	(317) 635-7912
75	Rick Scott and Associates	Rick Scott		39750 N. 100th St		Scottsdale	AZ	85262	rscott@sportsradio.com	(425) 709-3232 x 201
76	Society of Broadcast Engineers	Scott Jones		9102 N. Meridian	Suite 150	Indianapolis	IN	46260	kjones@sbe.org	(317) 846-9000
77	SpotsnDots	Emily McKay		SND Publishing LLC	1635 Old Highway 41 Ste. 112-238	Kennesaw	GA	30152	ads@spotsndots.com	(888) 884-2630 x 701
81	This Week Newspapers	Terri Tribbie		7801 N. Central Dr.		Lewis Center	OH	43035	ttribbie@dispatch.com	614-583-5760
83	Unknown									
85	WBNS Radio Talent Bank	Todd Markiewicz		RadiOhio Sales Department	605 S. Front St.	Columbus	OH	43215	todd.markiewicz@radiohio.com	(614) 460-2816
86	Word of Mouth									
87	www.dispatchbroadcast.com	Marcia Blanchard		Dispatch Broadcast Group	770 Twin Rivers Dr.	Columbus	OH	43215	marcia.blanchard@10tv.com	(614) 460-2874
90	Fairfield County Job & Family Services	C. Michael Miller	*	239 West Main St		Lancaster	OH	43130	cmiller@co.fairfield.oh.us	(740) 652-7803
91	Jewish Family Services	Lynn Aspey	*	1070 College Ave.		Columbus	Oh	43209	laspey@jfsolumbus.org	614-559-0117
94	Opportunities for Ohioans with Disabilities	Kelly Jordan	*	4300 E Broad St., Suite 200		Columbus	OH	43213	kelly.jordan@ood.ohio.gov	614-914-2492

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95	Broadcastcareers.net	c/o beyond.com Network		1060 First Ave, Ste. 100		King of Prussia	PA	19406	employer@beyond.com	(610)878-2800
97A	Ohio Department of Job and Family Services, Veteran Program	Jay Mendoza,	*	1111 E Broad St.		Columbus	OH	43205	jay.mendoza@ifs.ohio.gov	(614)559-6056
97A	Ohio Department of Job and Family Services, Veteran Program	John Whitaker	*	1111 E Broad St.		Columbus	OH	43205	john.whitaker@ifs.ohio.gov	(614)559-5161
97A	Ohio Department of Job and Family Services, Veteran Program	Robert OKeefe	*	1111 E Broad St.		Columbus	OH	43205	robert.okeefe@ifs.ohio.gov	(614)559-6058
97B	Ohio Means Jobs Licking County	Mark Pellegrino	*	Licking County Opportunity Links	998 East Main St.	Newark	OH	43055	Mark.Pellegrino@ifs.ohio.gov	(740) 670-8866
98	Media Bistro	Peter Hopkinson		475 Park Avenue South	4th Floor	New York	NY	10016	peter.hopkinson@mediabistro.com	424-234-1842
99	Collective Talent	Michael Bille	*	1721 Richardson Place		Tampa	FL	33606	bille@michaelsmedia.com	(813) 254-9695
100	Production Hub	Katrina Deleon		1806 Hammerlin Ave		Winter Park	FL	38927	kdeleon@productionhub.com	(877) 629-4122
101	American Meteorological Society	Melissa Petersons		c/o Job Target	225 State Street	New London	CT	6320	billing@jobtarget.com	(860) 437-5700
102	Fan Club Email Notification	Jay Taylor		605 S Front St Ste. 300		Columbus	OH	43215	jay.taylor@radiohio.com	(614) 460-3829
103	BSP Black Sports Professionals (Sports Diversity Group)**	Bruce Wimbish	*	155 W. Nationwide Blvd.	Suite#125	Columbus	OH	43215	bwimbish@columbusports.org	(614) 221-6178
104	OSU Engineering Career Services	Amy Franklin		199 Hitchcock Hall	2050 Neil Ave	Columbus	OH	43210	franklin.210@osu.edu	(614) 292-5380
105	Buckeye Job Board	OSU Alumni Association		2200 Olentangy River Rd		Columbus	OH	43210	osuaa@osu.edu	(614) 292-3314
106	Ebay Classifieds	N/A								
107	ZipRecruiter.com	Tom Padin		1453 Third Street Promenade		Santa Monica	CA	90401	tom@ziprecruiter.com	310-694-9779
108	Glassdoor.com	N/A								
109	Geebo.com	Greg Collier		1350 Beverly Rd	Ste. 115-218	McLean	VA	22101	greg@geebo.com	(888) 439-3113
110	Jobs2Careers.com	Elly Barrett		3945 Freedom Circle	Ste. 320	Santa Clara	CA	95054	services@jobs2careers.com	(512) 514-6950
111	TipTopJob.com	N/A								
112	DiversityJobs.com	N/A								
113	JustJobs.com	N/A								
114	SalesBlogCast.com	Jim Drivers		Job Thread Inc.	511 Avenue of the Americas # 235	New York	NY	10011	jdriver@jobthread.com	(646) 706-7121
115	RadiOnline.com	N/A								

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116	Radio Business Report: RBR.com	April McLynn		PO Box 6633		Woodbridge	VA	22195	amclynn@rbr.com	(703) 490-3099
117	WorkinSports.com	Member Support		7010 E Chauncey Ln	Ste. 115-218	Phoenix	AZ	85054	CustomerCare@WorkinSports.com	(480) 905-7221
118	SportsCareers.com	Member Support		7010 E Chauncey Ln	Ste. 115-218	Phoenix	AZ	85054	CustomerCare@WorkinSports.com	(480) 905-7221
119	JobsinSports.com	Barney Stanner		106 W. Calendar Ave #184		LaGrange	IL	60525	barney@jobsinsports.com	(312) 296-6961
120	Tvand RadioJobs.com	N/A								
121	Jobvertise.com	Sam Roseman		2280 Woodland Ln North		Riverwoods	IL	60015	jvsupport4@jobvertise.com	
122	FindaJobAlready.com	N/A								
123	Radio Television Digital News Association	Derrick Hinds		The National Press Building	529 14th Street NW, Suite 1240	Washington	DC	20045	derrickh@rtdna.org	(202) 495-8730
124	Capital University	Betsy Pike	*	Dept. of Communication	1 College & Main	Columbus	OH	43209	bpike@capital.edu	(614) 236-6318
125	Ad Week	Megan Klehr		Adicio, Inc	One Carlsbad Research Center, 2382 Faraday Ave Ste. #350	Carlsbad	CA	92008	mklehr@careercast.com	(760) 692-4179
126	Mashable	Alicia Lawrence		5993 Avenida Encinas	Suite 100	Carlsbad	CA	92008	alawrence@careercast.com	(760) 692-4174
127	Traffic Directors Guild of America	Larry Keene		26000 Avenida Aeropuerto	Bldg. 114	San Juan Capistrano	CA	92675	tdga@cox.net	(949) 429-7063-Voicemail Only
128	Dice	N/A								
129	Indeed.com	N/A								
130	Other	N/A								
Note: * Indicates organizations located in Ohio requesting FT vacancies (last two columns on list indicate when organization requested vacancies and/or provided updated contact information)										
Note: + Indicates organizations located outside the state of Ohio requesting FT vacancies (last two columns on list indicate when organization requested vacancies and/or provided updated contact information)										
March 2016 - Referral source list was audited. Sources that are no longer active have been moved to a "retired sources" sheet. The numbers associated with those sources will not be used unless a retired source becomes active in the future.										
10/23/14 -removed + from CCNMA- no longer accepting postings via email										
6/1/2015- Separated out the different campuses by noting sub letters (14A-14D)										
5/2/16- Separated out the two locations (97A and 97B)										
Kent State removed as required source on 10/8/2015-Job Board Ohio University, Scripps College of Communication and Ohio University/ Zanesville were removed as a required source on 2/26/16-Job Board										