

WBNS AM-FM, Columbus, Ohio
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Traffic Assistant	1-13, 15-42	20
Sales Account Executive	1-21, 23-42	14

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	97.1 The Fan 770 Twin Rivers Dr Columbus, Ohio 43215 Phone : 317-655-5613 Cherilyn Stephens Manual Posting	N	5
2	American Broadcasting School 4511 SE 29th St. Del City, Oklahoma 73115 Phone : 405-672-6511 Email : michelle@radioschool.com Michelle McConnell	Y	0
3	BSP Black Sports Professionals (Sports Diversity Group) 155 W. Nationwide Blvd. Suite#125 Columbus, Ohio 43215 Phone : 614-221-6178 Email : bwimbish@porterwright.com Bruch Wimbish	Y	0
4	Capital University Dept of Communication 1 College & Main Columbus, Ohio 43209 Phone : 614-236-6318 Email : bpike@capital.edu Betsy Pike	Y	0
5	Cedarville University Career Services 251 N. Main St Cedarville, Ohio 45314 Phone : 937-766-7868 Email : reepj@cedarville.edu Jeffrey Reep	Y	0
6	Collective Talent 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bille	Y	0
7	Colorado Media School - Colorado Campus 404 South Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 x 113 Email : dbyrd@beonair.com Deborah Byrd	Y	0

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8	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-263-5151 Email : jfelts@columbusspeech.org Julia Felts	Y	0
9	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-261-5776 Email : gswingle@columbusspeech.org Gary Swingle	Y	0
10	Community Housing Network 1680 Watermark Dr. Columbus, Ohio 43215 Phone : 614-487-6792 Email : bpalmer@chninc.org William Palmer	Y	0
11	Community Refugee and Immigration Services 1925 E Dublin Granville Rd Columbus, Ohio 43229 Phone : 614-456-1523 Email : tdhungana@cris-ohio.org Tara Dhungana	Y	0
12	DeVry University Career Services 1 West Court Square Suite 100 Decatur, Georgia 30030 Phone : 404-270-2782 Email : kpowersmurphy@devry.edu Krisna Murphy	Y	0
13	Eastland-Fairfield Career & Technical Schools 4300 Amalgamated Pl Groveport, Ohio 43125 Phone : 614-836-4541 ext 1518 Email : cboucher@efcts.us Christine Boucher	Y	0
14	Employee Referral	N	3
15	Employment for Seniors 4300 East Broad St. Columbus, Ohio 43213 Phone : 614-863-1219 Email : jobs@employseniors.org Barb Stoltz	Y	0

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16	Fairfield County Job & Family Services 239 West Main St Lancaster, Ohio 43130 Phone : 740-652-7799 Email : carrie.stoneman@jfs.ohio.gov Carrie Stoneman	Y	0
17	Functional Training Services 909 Oakland Park Ave Columbus, Ohio 43224 Phone : 614-262-9669 Email : jennifer.bechtel@ftsjobs4u.com Jennifer Bechtel	Y	0
18	Goodwill Columbus 1331 Edgehill Rd Columbus, Ohio 43212 Phone : 614-583-0136 Email : jenifer.garey@gwcols.com Jenifer Garey	Y	0
19	Illinois Media School - Chicago Campus Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 331-215-4733 Email : delark@beonair.com Don Clark	Y	0
20	Indeed.com - Not Directly Contacted by SEU	N	2
21	Jewish Family Services 1070 College Ave. Columbus, Ohio 43209 Phone : 614-559-0117 Email : jwasserstrom@jfscolumbus.org Julie Wasserstrom	Y	0
22	LinkedIn 1000 W Maude Sunnyvale, California 94085 Web Site Manual Posting	N	0
23	MedialineTalent.com (formerly Medialine) 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Email : jobs@medialinetalent.com Rick Iler	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Native American Indian Center of Central Ohio PO Box 7705 Columbus, Ohio 43207 Phone : 614-443-6120 Email : naicco1975@gmail.com Masami Smith	Y	0
25	New Directions Career Center 199 E. Rich Street Columbus, Ohio 43215 Phone : 614-849-0028 x 104 Email : jphillips@newdirectionscc.org Jamie Philips	Y	0
26	Ohio Department of Job and Family Services, Veteran Program-Office of Workforce Development 4020 East 5th Ave. Columbus, Ohio 43219 Phone : 614-644-9315 Email : robert.okeefe@jfs.ohio.gov Robert O'Keefe	Y	0
27	Ohio Means Jobs Licking County Licking County Opportunity Links 998 East Main St. Newark, Ohio 43055 Phone : 740-670-8866 Email : Mark.Pellegrino@jfs.ohio.gov Mark Pellegrino	Y	0
28	Ohio Media School - Cincinnati Campus Cincinnati, Ohio Phone : 513-342-3512 Email : hparr@beonair.com Heather Parr	Y	0
29	Ohio Media School - Columbus Campus 5330 E. Main Street, Ste 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	Y	0
30	Ohio Media School- Cleveland Campus 9885 Rockside Rd Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 ex:148 Email : hcrable@beonair.com Houda Crable	Y	0

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31	Opportunities for Ohioans with Disabilities 4300 E Broad St Suite 200 Columbus, Ohio 43213 Phone : 614-914-2492 Email : kelly.jordan@ood.ohio.gov Kelly Jordan	Y	0
32	Specs Howard School of Media Arts 19900 W. Nine Mile Rd Southfield, Michigan 48075 Phone : 248-228-8958 Email : jpoxson@specshoward.edu Jessica Poxson	Y	0
33	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Email : pumphrey@talentdynamics.com Julie Pumphrey	Y	0
34	The Bradford School 2469 Stelzer Rd. Columbus, Ohio 43219 Phone : 614-416-6229 Email : lmartin@bradfordschoolcolumbus.edu Lisa Martin	Y	0
35	The Ohio State University College of Arts and Sciences 100 Denney Hall Annie & John Glenn Ave Columbus, Ohio 43210 Phone : 614-688-4522 Email : dineen.2@osu.edu Randy Dineen	Y	0
36	The Ohio State University College of Arts and Sciences 100 Denney Hall Annie & John Glenn Ave Columbus, Ohio 43210 Phone : 614-688-4522 Email : cox.1195@osu.edu Jessamyn Cox	Y	0
37	The Ohio State University Office-Diversity & Inclusion 154 W. 12th Avenue Room 84 Columbus, Ohio 43210 Phone : 614-292-8236 Email : odicareer@osu.edu Jackie Lipscomb	Y	0

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38	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	0
39	Wittenberg University Career Services Career Services PO Box 720 Springfield, Ohio 45501 Phone : 937-327-7521 Email : careers@wittenberg.edu Teresa Cantrell	Y	0
40	WMCO Muskingum University/Dept of Communication, Media & Theatre 163 Stormont St New Concord, Ohio 43762 Phone : 740-826-8375 Email : tgerman@muskingum.edu Tom German	Y	0
41	WMCO Muskingum University/Dept of Communication, Media, & Theatre 163 Stormont St New Concord, Ohio 43762 Phone : 740-826-8189 Email : lisam@muskingum.edu Lisa Marshall	Y	0
42	Ydiversity.com 5807 Pebble Beach Place Westerville, Ohio 43082 Phone : 614-207-2397 Email : meadorm1@aol.com Mark Meador	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/22/2019	Establishment of training programs for station personnel	Director of Programming & Operations attended the Ohio Association of Broadcaster's Executive Forum 2019. Sessions covered topics including legal issues to consider for advertising, election 2020 preview, legislative and regulatory update, building a talent acquisition program, and attracting millennials and Gen Z employees.	1	Director of Programming & Operations
2	11/14/2019	Establishment of training programs for station personnel	Station personnel attended the Midwest Broadcast & Multimedia Technology Conference, hosted by the Ohio Association of Broadcasters. Sessions covered topics such as regulatory issues, the FCC repack, ATSC 3.0, generating digital revenue, various technology topics and disaster preparedness.	3	Director of Programming & Operations Chief Engineer Staff Engineer
3	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched in annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	30	Account Executive Traffic Assistant Sales Assistant
4	1/21/2020	Participation in Job Fairs	Hiring manager participated in the Spring Career Fair at Ohio State University. The career fair is focused on connecting students with jobs or internships in their respective areas of study.	1	Director of Programming & Operations

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5	2/25/2020	Provision of training to management	Leadership Columbus presented a seminar where participants looked at the hiring process from beginning to end to identify where improvements can be made. They investigate the most common practices interfering with our ability to make sound hiring decisions. They discussed practical ways to increase the pool of available candidates for all your positions. And, they proposed specific steps individuals can take to improve their role in the hiring process. Better hiring decisions increase the productivity of workgroups and profitability of the company overall.	1	Sales Manager
6	4/28/2020	Establishment of training programs for station personnel	The station's executive assistant participated in a webinar hosted by the Ohio Association of Broadcasters on the topic of license renewal. The webinar served as a guide to prepare stations for the renewal process and the changes to the filing platform.	1	Executive Assistant
7	Ongoing Event	Establishment of an intern program designed to assist members of the community	The station hosted three interns during the summer and fall semesters in the promotions department. The students came from Capital University, Ohio State University and Ohio Dominican University. The internship program was administered by Scott Prokop, Promotions Director.	1	Promotions Director