

**WBNS AM-FM Columbus, Ohio**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

**WBNS AM-FM Columbus, Ohio****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	7/14/2020	Establishment of training programs for station personnel	An account executive in the sales department attended a training program to advance her skills and knowledge of advanced reporting in the tool, Tapscan. The training was hosted by Nielsen and was conducted virtually.	1	Account Executive
2	7/15/2020	Establishment of training programs for station personnel	A staff member participated in a training course titled "Power of Radio". The program was hosted by Neilsen and was conducted virtually.	1	Account Executive
3	7/17/2020	Establishment of training programs for station personnel	An account executive in the sales department participated in training titled "PrimeLingo: Report Building Basics with Report Builder 2". The training was hosted by Neilsen and was conducted virtually.	1	Account Executive
4	7/28/2020	Establishment of training programs for station personnel	An account executive in the sales department participated in training that will allow them to to learn more about ways to overcome objections to buying radio and the tools Nielsen provides to help you close more local business. The training was hosted by Neilsen and was conducted virtually.	1	Account Executive
5	10/6/2020	Participation in events or programs sponsored by educational institutions	A staff member participated in the Coffee Chat series hosted by the Arts & Sciences program at Ohio State University. The program is attended by students in the Arts & Sciences programs and gives them an opportunity to hear from alumni that have gone on to pursue careers in their course of study. During the virtual chat, he spoke to students and alumni at Ohio State University and shared his career story and how he obtained his position in promotions for a radio station.	1	Asst Promotions Director
6	2/22/2021	Establishment of training programs for station personnel	A member of the staff participated in a training program to further develop their understanding of reporting in the PrimeLingo system that is used in the sales function. The training was hosted by Neilsen and was conducted virtually.	1	Sales Assistant

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7	2/24/2021	Provision of training to management	Members of the station management team attended an online training program titled "A Guide to Inclusive Hiring Practices". The training program was facilitated by a representative from the TEGNA Diversity, Equity and Inclusion office. Topics covered in the training included: learning about diversity, equity and inclusion; leveraging colleges, universities and local organizations; combatting unconscious bias; and best practices in recruiting and interviewing.	6	Station Manager Director of Programming Promotions Director Head of Technology