

**WBNS, WBNS-FM**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2021 - May 20, 2022**

**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>
Account Executive-11732	2-4, 6-20, 22, 26, 28-35, 40-43, 45-50	41
Radio News Anchor/Reporter-12282	1-29, 31-48, 50	23

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**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>
1	602 Communications North Carolina Phone : 919-400-9980 Theodema Maliza Manual Posting	N	0
2	97.1 The Fan 770 Twin Rivers Dr Columbus, Ohio 43215 Phone : 317-655-5613 Cherilyn Stephens Manual Posting	N	0
3	American Broadcasting School 4511 SE 29th St. Del City, Oklahoma 73115 Phone : 405-672-6511 Email : michelle@radioschool.com Michelle McConnell	Y	0
4	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
5	Capital University Dept of Communication 1 College & Main Columbus, Ohio 43209 Phone : 614-236-6663 Email : lforeman@capital.edu Dr. Lois Foreman-Wernet	Y	0
6	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Manual Posting	N	0
7	Cedarville University Career Services 251 N. Main St Cedarville, Ohio 45314 Phone : 937-766-7868 Email : reepj@cedarville.edu Jeffrey Reep	Y	0

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8	Collective Talent 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bille	Y	0
9	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
10	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-263-5151 Email : jfelts@columbusspeech.org Julia Felts	Y	0
11	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-261-5776 Email : gswingle@columbusspeech.org Gary Swingle	Y	0
12	Community Housing Network 1680 Watermark Dr. Columbus, Ohio 43215 Phone : 614-487-6792 Email : bpalmer@chninc.org William Palmer	Y	0
13	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
14	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

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15	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
16	Employment for Seniors 4300 East Broad St. Columbus, Ohio 43213 Phone : 614-863-1219 Email : jobs@employseniors.org Barb Stoltz	Y	0
17	Fairfield County Job & Family Services 239 West Main St Lancaster, Ohio 43130 Phone : 740-652-7800 Email : amy.seesholtz@jfs.ohio.gov Amy Sheesholtz	Y	0
18	Functional Training Services 909 Oakland Park Ave Columbus, Ohio 43224 Phone : 614-262-9669 Email : jennifer.bechtel@ftsjobs4u.com Jennifer Bechtel	Y	0
19	Goodwill Columbus 1331 Edgehill Rd Columbus, Ohio 43212 Phone : 614-583-0136 Email : jenifer.garey@gwcols.com Jenifer Garey	Y	0
20	Illinois Media School - Chicago Campus Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 331-215-4733 Email : dclark@beonair.com Don Clark	Y	0
21	Inside Radio PO Box 742263 Atlanta, Georgia 30374 Phone : 800-248-4242 Gene Mckay Manual Posting	N	0

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22	Jewish Family Services 1070 College Ave. Columbus, Ohio 43209 Phone : 614-559-0117 Email : jwasserstrom@jfscolumbus.org Julie Wasserstrom	Y	0
23	LinkedIn 1000 W Maude Sunnyvale, California 94085 Phone : na Web Site Manual Posting	N	2
24	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Career Services Manual Posting	N	0
25	Media Staffing Network Ohio Phone : 480-306-8930 Jennifer Lane Manual Posting	N	0
26	MedialineTalent.com (formerly Medialine) 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Email : jobs@medialinetalent.com Rick Iler	Y	0
27	MediaRecruiter.com Birschbach Recruiting Network DBA Media Recruiter 9457 So. University Blvd., #303 Highlands Ranch, Colorado 80126 Phone : 303-881-5600 Art Scott Manual Posting	N	0
28	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

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29	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
30	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
31	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
32	Ohio Media School - Cincinnati Campus Cincinnati, Ohio Phone : 513-342-3512 Email : hparr@beonair.com Heather Parr	Y	0
33	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
34	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
35	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

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36	Rick Gevers and Associates 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
37	Self Referral	N	1
38	Southern Illinois University/Career Services Student Services Building Rm 0179, MC 4703 Carbondale, Illinois 62901 Phone : 618-453-7112 Michelle Garrett Manual Posting	N	0
39	SpotsnDots SND Publishing LLC 1635 Old Highway 41 Ste 112-238 Kennesaw, Georgia 30152 Phone : 888-884-2630 x 701 Emily McKay Manual Posting	N	0
40	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Email : pumphrey@talentdynamics.com Julie Pumphrey	Y	0
41	TEGNA.com 7950 Jones Branch Dr McLean, Virginia 22102 Url : tegna.com No Direct Manual Posting	N	7
42	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
43	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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44	Tom Dolan & Associates - Dolan Media Mgmt 3 N Court St #1 Frederick, Maryland 21701 Phone : 301-668-1511 Tom Dolan Manual Posting	N	0
45	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	0
46	Wittenberg University Career Services Career Services PO Box 720 Springfield, Ohio 45501 Phone : 937-327-7521 Email : careers@wittenberg.edu Teresa Cantrell	Y	0
47	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
48	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
49	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0



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50	Ydiversity.com 5807 Pebble Beach Place Westerville, Ohio 43082 Phone : 614-207-2397 Email : meadorm1@aol.com Mark Meador	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	9/21/2021	Establishment of training programs for station personnel	All TEGNA employees completed respect and integrity training. The training covered that each employee has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards. Other topics covered were sexual harassment and responsible and respectful use of social media.	36	All Station Employees
2	10/13/2021	Establishment of a mentoring program	Stations on air talent spoke to a broadcasting class at Ohio University.	1	On Air Talent
3	11/2/2021	Establishment of training programs for station personnel	TEGNA launched Secure TEGNA, a new cybersecurity program that includes quarterly training modules covering different topics such as data protection, safe browsing, email safety, and social media account protection. The first 30-minute training helps employees understand common threats, identify warning signs and red flags of a potential attack and much more.	36	All Station Employees
4	1/18/2022	Participation in Job Fairs	Hiring Manager participated in 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.	2	Promotions Director VP, Station Manager
5	1/20/2022	Establishment of training programs for station personnel	National Sales Manager attended the Nuts and Bolts of Political Broadcasting webinar to refresh on the applicable political broadcasting rules.	1	National Sales Manager
6	2/25/2022	Establishment of training programs for station personnel	Late last year, TEGNA launched their Secure TEGNA cybersecurity campaign to increase our awareness of cybersecurity threats that can compromise our data and networks. TEGNA launched their first of our Secure TEGNA quarterly training modules focused on phishing and email safety. This training includes real-life examples of how phishing works, how it's different from spam, and what you can do to defend against all forms of attacks—whether you are using your TEGNA email or your own personal email account.	36	All Station Employees

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7	3/4/2022	Participation in Job Fairs	Hiring manager participated in the Ohio State Football Career Fair. The career fair is focused on connecting student-athletes with jobs in their respective areas of study.	1	Station Manager
8	3/8/2022	Provision of training to personnel of unaffiliated non-profit organizations	Account Executive attended a training on auto dealers and sales strategies.	1	Account Executive
9	3/17/2022	Participation in events or programs sponsored by educational institutions	Reporter guest lectured a public relations class via zoom. He also discussed opportunities in the media industry.	1	Anchor/Reporter