

WBNS-AM, WBNS-FM
EEO PUBLIC FILE REPORT
May 21, 2022 - May 20, 2023

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
Account Manager-13336	1-34	26

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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	American Broadcasting School 4511 SE 29th St. Del City, Oklahoma 73115 Phone : 405-672-6511 Email : michelle@radioschool.com Michelle McConnell	N	0
2	BSP Black Sports Professionals (Sports Diversity Group) 41 South High Street Suites 2800-3200 Columbus, Ohio 43215 Phone : 614-227-2034 Email : bwimbish@porterwright.com Bruce Wimbish Prong 2 Ended Date: 4/10/2023	N	0
3	Capital University Dept of Communication 1 College & Main Columbus, Ohio 43209 Phone : 614-236-6663 Email : srenkar@capital.edu Sabrina Renkar	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Manual Posting	N	0
5	Cedarville University Career Services 251 N. Main St Cedarville, Ohio 45314 Phone : 937-766-7868 Email : reepj@cedarville.edu Jeffrey Reep Prong 2 Ended Date: 10/31/2022	N	0
6	Collective Talent 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bille Prong 2 Ended Date: 10/31/2022	N	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
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 Prong 2 Ended Date: 4/7/2023	N	0
8	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-263-5151 Email : jfelts@columbusspeech.org Julia Felts	N	0
9	Community Housing Network 1680 Watermark Dr. Columbus, Ohio 43215 Phone : 614-487-6792 Email : efranklin@chninc.org Elyshua Franklin	N	0
10	Community Refugee and Immigration Services 4645 Executive Drive Columbus, Ohio 43220 Phone : 614-456-1523 Email : nnepal@cris-ohio.org Narad Nepal Prong 2 Ended Date: 4/10/2023	N	0
11	DeVry University Career Services 1 West Court Square Suite 100 Decatur, Georgia 30030 Phone : 404-270-2782 Email : kpowersmurphy@devry.edu Krisna Murphy	N	0
12	Eastland-Fairfield Career & Technical Schools 4300 Amalgamated Pl Groveport, Ohio 43125 Phone : 614-836-4530 ext 1518 Email : cturner@efcts.us Cherelle Turner Prong 2 Ended Date: 11/3/2022	N	0

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13	Employment for Seniors 4300 East Broad St. Columbus, Ohio 43213 Phone : 614-863-1219 Email : barbstoltz@matureworks.org Barb Stoltz	N	0
14	Fairfield County Job & Family Services 239 West Main St Lancaster, Ohio 43130 Phone : 740-652-7800 Email : amy.seesholtz@jfs.ohio.gov Amy Seesholtz Prong 2 Ended Date: 10/31/2022	N	0
15	Functional Training Services 909 Oakland Park Ave Columbus, Ohio 43224 Phone : 614-262-9669 Email : jennifer.bechtel@ftsjobs4u.com Jennifer Bechtel Prong 2 Ended Date: 10/31/2022	N	0
16	Goodwill Columbus 1331 Edgehill Rd Columbus, Ohio 43212 Phone : 614-583-0136 Email : jenifer.garey@gwcols.com Jenifer Garey Prong 2 Ended Date: 10/31/2022	N	0
17	Illinois Media School - Chicago Campus Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 331-215-4733 Email : dclark@beonair.com Don Clark	N	0

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18	Native American Indian Center of Central Ohio PO Box 7705 Columbus, Ohio 43207 Phone : 614-443-6120 Email : naicco1975@gmail.com Masami Smith Prong 2 Ended Date: 4/4/2023	N	0
19	New Directions Career Center 2760 Airport Drive B Columbus, Ohio 43219 Phone : 614-849-0028 x 104 Email : jphillips@newdirectionscc.org Jami Philips Prong 2 Ended Date: 4/10/2023	N	0
20	Ohio Means Jobs Licking County Ohio Department of Job and Family Services 998 East Main St. Newark, Ohio 43055 Phone : 740-670-8866 Email : Mark.Pellegrino@jfs.ohio.gov Mark Pellegrino Prong 2 Ended Date: 4/5/2023	N	0
21	Ohio Media School - Cincinnati Campus Cincinnati, Ohio Phone : 513-342-3512 Email : mchappell@beonair.com Melinda Chappell	N	0
22	Ohio Media School - Columbus Campus 5330 E. Main Street, Ste 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner Prong 2 Ended Date: 4/10/2023	N	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
23	Ohio Media School- Cleveland Campus 9885 Rockside Rd Suite 160 Valley View, Ohio 44125 Phone : 234-203-2768 Email : lleciejewski@beonair.com Lynda Leciejewski Prong 2 Ended Date: 4/7/2023	N	0
24	Opportunities for Ohioans with Disabilities 4300 E Broad St Suite 200 Whitehall, Ohio 43213 Phone : 330-239-0158 Email : julie.lasher@ood.ohio.gov Julie Lasher Prong 2 Ended Date: 4/10/2023	N	0
25	Talent Dynamics 2390 E Camelback Rd. Suite 130 Phoenix, Arizona 85016 Phone : 214-640-3180 Email : pumphrey@talentdynamics.com Julie Pumphrey Prong 2 Ended Date: 4/4/2023	N	0
26	TEGNA Inc. 8350 Broad Street Suite 200 Tysons, Virginia 22102 Career Page Manual Posting	N	3
27	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	N	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
28	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 Prong 2 Ended Date: 4/5/2023	N	0
29	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
30	WBNS 10TV 770 Twin Rivers Dr Columbus, Ohio 43215 Phone : 317-655-5613 Cherilyn Stephens Manual Posting	N	0
31	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 Prong 2 Ended Date: 4/10/2023	N	0
32	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	N	0

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33	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
34	Ydiversity.com 5807 Pebble Beach Place Westerville, Ohio 43082 Phone : 614-207-2397 Email : meadorm1@aol.com Mark Meador Prong 2 Ended Date: 4/10/2023	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	6/24/2022	Establishment of training programs for station personnel	This was the second of Secure TEGNA's quarterly training modules focused on social engineering. This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential information.	35	Various
2	9/23/2022	Establishment of training programs for station personnel	TEGNA launched a mandatory Q3 cybersecurity training across all stations. This Internet Security and You segment is intended to not only increase employee awareness of cybersecurity threats that can compromise the company's data and networks, but how to safeguard against them as well.	35	Various
3	10/25/2022	Provision of training to management	TEGNA's Diversity, Equity and Inclusion team arranged training for WBNS AM/FM leader on Defining DEI, implicit bias, and microaggressions training hosted by Tim'm West and Jenna Ortiz - Senior Equity, Diversity, Inclusion Consultant for the National Civil and Human Rights Commission. The two hour virtual training focused on understanding diversity, equity and inclusion, spotting microaggressions, and understanding perspectives.	1	Station Manager
4	12/16/2022	Establishment of training programs for station personnel	This is the final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help employees to recognize risks and increase understanding of the ever-changing threat landscape.	35	Various
5	1/9/2023	Establishment of training programs for station personnel	All employees completed TEGNA initiated quarterly ethics training focused on building employees' knowledge and ability to avoid unethical behavior and conflicts of interest.	35	Various

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6	1/17/2023	Participation in Job Fairs	Station Manager, Promotions Director, and Director of Programming & Operations participated in the Eighteenth Annual Ohio State University Spring Career Fair in Columbus, Ohio. Potential applicants were told about the station, job opportunities currently available, and the application process.	3	Station Manager Promotions Director Director of Programming & Operations
7	1/18/2023	Establishment of training programs for station personnel	Code of Ethics Training: Our Shared Purpose, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlines the risks that remote work and online communications with competitors can present and offers guidance on how to navigate complex situations.	35	35
8	3/6/2023	Establishment of training programs for station personnel	This was the first Secure TEGNA quarterly training module for 2023, Find the Phish. This interactive exercise offers you an opportunity to sharpen your cyber skills and reminds you of the common methods criminals use to access confidential information.	35	Various
9	3/31/2023	Provision of training to management	TEGNA's recruiting team and HR business partner presented a training on recruitment strategies and best practices to promote attracting quality candidates to create a diverse workforce.	2	Promotions Director Director of Programming and Operations
10	4/4/2023	Participation in Job Fairs	Promotions Director attended The Ohio State Career & NIL Expo. Potential applicants were told about the station, job opportunities currently available, and the application process.	1	Promotions Director
11	4/21/2023	Establishment of training programs for station personnel	Account Executive participated in The Center for Sales Strategy-Revenue Accelerator program. This 6-week series focuses on sales process, pipeline development, and revenue production.	1	Account Executive

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12	4/24/2023	Establishment of training programs for station personnel	Account Executive attended Inside Out training. This training is a part of TEGNA's onboarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play scenarios for maximum learning.	1	Account Executive