

**WBNS-AM, WBNS-FM**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2023 - May 21, 2024**

**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>
Assistant Promotions Producer-14249	1-12, 14-19, 22-38	30
Station Manager/DOS -014278	1-3, 5-18, 21, 23-38	30
Programming and Ops Mgr - 14892	2-3, 5-6, 9-18, 23-37	30
News Anchor/Reporter-15381	1-6, 9-13, 15-18, 20-21, 23-37	21

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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	97.1 The Fan 770 Twin Rivers Dr Columbus, Ohio 43215 Phone : 317-655-5613 Cherilyn Stephens Manual Posting	N	0
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) 41 South High Street Ste 2800-3200 Columbus, Ohio 43215 Phone : 614-227-2034 Email : bwimbish@porterwright.com Bruce Wimbish	N	0
4	Capital University Dept of Communication 1 College & Main Columbus, Ohio 43209 Phone : 614-236-6663 Email : srenkar@capital.edu Sabrina Renkar  Prong 2 Ended Date: 4/22/2024	N	0
5	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Manual Posting	N	0
6	Cedarville University Career Services 251 N. Main St Cedarville, Ohio 45314 Phone : 937-766-7868 Email : reepj@cedarville.edu Jeffrey Reep	N	0

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7	Collective Talent 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bille	N	0
8	Colorado Media School - Colorado Campus 404 South Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 x 113 Email : dbyrd@beonair.com Deborah Byrd	N	0
9	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-263-5151 Email : jfelts@columbusspeech.org Julia Felts	N	0
10	Community Housing Network 1680 Watermark Dr. Columbus, Ohio 43215 Phone : 614-487-6792 Email : efranklin@chninc.org Elyshua Franklin	Y	0
11	Community Refugee and Immigration Services 4645 Executive Drive Columbus, Ohio 43220 Phone : 614-456-1523 Email : nnepal@cris-ohio.org Narad Nepal	N	0
12	DeVry University Career Services 1 West Court Square Suite 100 Decatur, Georgia 30030 Phone : 615-445-3465 Email : cturner3@devry.edu Crystal Turner  Prong 2 Ended Date: 4/22/2024	N	0

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13	Eastland-Fairfield Career & Technical Schools 4300 Amalgamated Pl Groveport, Ohio 43125 Phone : 614-836-4530 ext 1518 Email : cturner@efcts.us Cherelle Turner	N	0
14	Employment for Seniors 4300 East Broad St. Columbus, Ohio 43213 Phone : 614-863-1219 Email : jobs@employseniors.org Barb Stoltz  Prong 2 Ended Date: 9/11/2023	N	0
15	Fairfield County Job & Family Services 239 West Main St Lancaster, Ohio 43130 Phone : 740-652-7800 Email : amy.seesholtz@jfs.ohio.gov Amy Sheesholtz	N	0
16	Functional Training Services 909 Oakland Park Ave Columbus, Ohio 43224 Phone : 614-262-9669 Email : jennifer.bechtel@ftsjobs4u.com Jennifer Bechtel	N	0
17	Goodwill Columbus 1331 Edgehill Rd Columbus, Ohio 43212 Phone : 614-583-0136 Email : jenifer.garey@gwcols.com Jenifer Garey	N	0
18	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
19	Indeed.com	N	1

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20	Jewish Family Services 1070 College Ave. Columbus, Ohio 43209 Phone : 614-237-9675 Email : hbarney@jfscolumbus.org Hannah Barney	N	0
21	Linked In	N	3
22	Native American Indian Center of Central Ohio PO Box 7705 Columbus, Ohio 43207 Phone : 614-443-6120 Email : naicco1975@gmail.com Masami Smith	N	0
23	New Directions Career Center 2760 Airport Drive B Columbus, Ohio 43219 Phone : 614-849-0028 x 104 Email : jphillips@newdirectionscc.org Jami Philips	N	0
24	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	N	0
25	Ohio Media School - Cincinnati Campus Cincinnati, Ohio Phone : 513-342-3512 Email : hparr@beonair.com Heather Parr  Prong 2 Ended Date: 4/29/2024	N	0
26	Ohio Media School - Columbus Campus 5330 E. Main Street, Ste 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	N	0

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27	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  Prong 2 Ended Date: 4/25/2024	N	0
28	Opportunities for Ohioans with Disabilities 4300 E Broad St Suite 200 Whitehall, Ohio 43213 Phone : 380-239-0158 Email : julie.lasher@ood.ohio.gov Julie Lasher	N	0
29	Talent Dynamics 2390 E Camelback Rd. Suite 130 Phoenix, Arizona 85016 Phone : 214-640-3180 Email : pumphrey@talentdynamics.com Julie Pumphrey	N	0
30	TEGNA.com 7950 Jones Branch Dr McLean, Virginia 22102 Url : tegna.com No Direct Manual Posting	N	14
31	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
32	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	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
33	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway  Prong 2 Ended Date: 5/1/2024	N	0
34	Wittenberg University Career Services Career Services PO Box 720 Springfield, Ohio 45501 Phone : 937-327-7521 Email : careers@wittenberg.edu Teresa Cantrell  Prong 2 Ended Date: 4/24/2024	N	0
35	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: 4/26/2024	N	0
36	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
37	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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38	Ydiversity.com 5807 Pebble Beach Place Westerville, Ohio 43082 Phone : 614-207-2397 Email : meadorm1@aol.com Mark Meador	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</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	Ongoing Event	Provision of training to management	HR Business Partner shared best practices with Station Manager on how to use TEGNA Total for You software to record offers and post job requests. Additional training surrounding diversity and inclusion initiatives was offered and how to properly record all interviews within the automated tracking system.	2	Station Manager HR Business Partner
2	8/8/2023	Provision of training to management	TEGNA's Diversity and Inclusion Manager hosted virtual training for station personnel who actively recruit for the station. The 75-minute training was designed to offer a streamlined approach to filling the next vacant position and eliminate unconscious bias in hiring.	4	Programming and Operations Manager Affiliate Relations/Program Director Station Manager HR Business Partner
3	10/16/2023	Participation in Job Fairs	Programming and Operations Manager attended Buckeyes Futures Career and NIL Fair and spoke to Ohio State student-athletes regarding areas of opportunity in radio careers.	1	Programming and Operations Manager
4	10/17/2023	Establishment of training programs for station personnel	Account Executive attended Ohio Association of Broadcasters Breakthrough Sales Success seminar at Quest Conference Center for an interactive workshop focusing on best-in-class contemporary sales practices.	1	Account Executive
5	2/23/2024	Participation in events or programs sponsored by educational institutions	Provided tour for 2 students from Ohio Virtual Academy. Gave these students an opportunity to see a professional radio studio and observe how a team gets ready for a live broadcast. Also discussed opportunities within the radio and sales industry.	1	Account Executive
6	4/22/2024	Participation in events or programs sponsored by educational institutions	Affiliate Relations/Program Director attended a Sports Management class at Bishop Hartley High School and spoke to students on sports radio and network affiliations careers.	1	Affiliate Relations/Program Director
7	5/1/2024	Establishment of training programs for station personnel	Account Executive attended a live online webinar for RAB's 7 Steps to Selling Success series dedicated to the seven critical steps in making a sale and the importance of research to enhance her selling skills.	1	Account Executive

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8	5/3/2024	Participation in other activities designed by the station employment unit	On-air talent mentored a journalism student on what it takes to be a sport announcer and provided a behind the scenes look into the preparation ahead of any game.	1	On-Air Talent