

**WBNS-AM, WBNS-FM**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2024 - May 20, 2025**

**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>
Sports Talk Show Host-987	1-16, 18, 20-21, 23-33	9
Radio Producer 1184	1-8, 10-15, 20-21, 23-33	28
Digital Content Producer	8, 19, 22, 28	19
Sports Talk Show Host 3232	1-7, 10-15, 20, 23-28, 30-33	28
Traffic Assistant 3241	1-7, 10-15, 17, 20-21, 23-28, 30-33	21
Morning Show Radio Producer 3313	1-7, 9-15, 20-21, 23-33	9
Radio Producer 3359	1-8, 10-16, 20-21, 23-33	28
Radio Host 3368	1-8, 10-15, 20, 23-33	8

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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>
1	American Broadcasting School 4511 SE 29th St. Del City, Oklahoma 73115 Phone : 405-672-6511 Email : michelle@radioschool.com Michelle McConnell	Y	0
2	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
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	Cedarville University Career Services 251 N. Main St Cedarville, Ohio 45314 Phone : 937-766-7868 Email : reepj@cedarville.edu Jeffrey Reep	N	0
5	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-263-5151 Email : jfelts@columbusspeech.org Julia Felts	N	0
6	Community Housing Network 1680 Watermark Dr. Columbus, Ohio 43215 Phone : 614-487-6792 Email : thaddox@chninc.org Trey Haddox	Y	0
7	Community Refugee and Immigration Services 4645 Executive Drive Columbus, Ohio 43220 Phone : 614-456-1523 Email : nnepal@cris-ohio.org Narad Nepal	N	0

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8	Current Employee	N	5
9	Current Employee/Internal Promotion	N	2
10	DeVry University Career Services 1 West Court Square Suite 100 Decatur, Georgia 30030 Phone : 615-445-3465 Email : cturner3@devry.edu Crystal Turner	N	0
11	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
12	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
13	Functional Training Services 909 Oakland Park Ave Columbus, Ohio 43224 Phone : 614-262-9669 Email : jennifer.bechtel@ftsjobs4u.com Jennifer Bechtel	N	0
14	Goodwill Columbus 1331 Edgehill Rd Columbus, Ohio 43212 Phone : 614-583-0136 Email : jenifer.garey@gwcols.com Jenifer Garey	N	0
15	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
16	Indeed.com	N	4
17	Indeed.com - Not Directly Contacted by SEU	N	1

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18	Internal Candidate	N	1
19	Internal Hire	N	1
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	8
22	LinkedIn 1000 W Maude Sunnyvale, California 94085 Phone : na Web Site Manual Posting	N	1
23	New Directions Career Center 2760 Airport Drive B Columbus, Ohio 43219 Phone : 614-849-0028 x 104 Email : JPhillips@newdirectionscc.org Jami Phillips	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- Cleveland Campus 9885 Rockside Rd Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 ex:148 Email : hcrable@beonair.com Houda Crable	N	0
26	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

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27	Talent Dynamics 2390 E Camelback Rd. Suite 130 Phoenix, Arizona 85016 Phone : 214-640-3180 Email : pumphrey@talentdynamics.com Julie Pumphrey	N	0
28	TEGNA Careers Page 8350 Broad St. Suite 2000 Tysons, Virginia 22102 Human Resources Manual Posting	N	18
29	The Ohio State University College of Arts and Sciences 100 Denney Hall Annie & John Glenn Ave Columbus, Ohio 43210 Phone : 614.292.6446 Email : dangelo.94@osu.edu Megan D'Angelo  Prong 2 Ended Date: 3/20/2025	N	0
30	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
31	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
32	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	N	0

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33	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</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	10/9/2024	Provision of training to management	WBNS AM/FM and the National Center for Civil and Human Rights hosted a virtual one-hour course titled, Cultivating Inclusive Behaviors, a study of emotional intelligence, the role it plays in creating inclusive cultures and the foundational behaviors station leaders should model to create these cultures. This training program contributed to fostering equal opportunity employment and preventing workplace discrimination.	5	Marketing Director HR Business Partner Director of Programming President and General Manager
2	10/21/2024	Participation in events or programs sponsored by educational institutions	WBNS AM/FM's Director of Programming participated in a virtual roundtable that brought students from BeOnAir Media Schools and a panel of 4 media professionals together to discuss the topic of "Landing the Job". Discussions covered interviewing tips and best practices, how to leverage connections on LinkedIn, recommendations about researching a company, and different jobs in the media industry, including current openings at the Station.	1	Director of Programming
3	10/23/2024	Provision of training to management	WBNS AM/FM and the National Center for Civil and Human Rights hosted a one-hour virtual training titled, Navigating Challenging Conversations, which taught station leaders empathetic listening skills, cultural humility, giving supportive feedback, and how to ask effective questions. This training program contributed to fostering equal opportunity employment and preventing workplace discrimination.	3	Station Manager Director of Programming Copy Coordinator

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4	10/23/2024	Provision of training to management	WBNS AM/FM and the National Center for Civil and Human Rights hosted a one-hour virtual leadership training titled, Using Feedback as an Equity Tool, highlighting the importance of providing honest, high-quality feedback to all team members to support individual growth and organizational success. This training program contributed to fostering equal opportunity employment and preventing workplace discrimination.	4	Station Manager Copy Coordinator Director of Programming Director of Marketing
5	11/8/2024	Participation in events sponsored by organizations representing the community	WBNS AM/FM, in partnership with the Ohio Association of Broadcasters, hosted Brigadier General Matthew Woodruff from the Ohio Army National Guard for a tour of the facility and studios. Station leadership took part in a Q&A session and the General interviewed with a member of on-air talent.	3	Station Manager Director of Programming On Air Talent
6	4/30/2025	Provision of training to management	HRBP virtually hosted Leader Connect across the client group where station leadership took part in a refresher on how to process terminations timely, topics related to TEGNA Total for You and Greenhouse hiring standards. This training included prevention of discrimination in hiring practices and ensuring equal employment opportunity.	1	Affiliate Relations/Programmin g Director
7	5/9/2025	Participation in events sponsored by organizations representing the community	WBNS AM/FM's on-air radio host participated in Barrett Media Sports Summit '25 as a presenter on the topic of afternoon radio show hosts. Deeper discussion was held on how they decide on their on air topics, their daily preparation process, and how they evaluate whether their shows are making an impact or coming up short. The Director of Programming attended the event as a participant.	2	On Air Talent Director of Programming