

WSNY-FM, WVMX-FM, WLVQ-FM, WNND-FM, WNNP-FM
Franklin Communications, Inc., Columbus, OH
EEO Public File Report
Period Covered: June 1, 2018 – May 31, 2019

Vacancy List

Recruitment Sources used for all full-time vacancies

1. www.Sunny95.com
2. www.MyMix1079.com
3. www.Qfm96.com
4. www.RewindColumbus.com
5. www.ColumbusRadioGroup.com
6. www.HireMeColumbus.com
7. www.OAB.org
8. www.AllAccess.com
9. www.SagaCommunications.com
10. On-Air Recruiting Commercial
11. Referral (external)
12. Referral (internal)
13. Internal candidate
14. www.Linkedin.com
15. www.Indeed.com

[With Hiree's Recruitment Source noted in brackets]

Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Sources Referring Hiree
Sales Account Executive	(#1-12)	11
Sales Account Executive	(#1-12)	9
Sales Account Executive	(#1-12)	12
Morning Show Producer/WLVQ-FM	(#1-12)	10
Morning Show On-Air Host/WSNY-FM	(#1-12)	12

TOTAL INTERVIEWS FOR FULL-TIME POSITIONS: 14

NUMBER OF REFERRALS FROM SOURCES USED:

#1 (2), #3 (1), #5 (1), #9 (1), #10 (1), #11 (1), #12 (4), #13 (1), #14 (1), #15 (1)

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Recruitment Initiatives

Date	Type of Recruitment Initiative	Brief Description of Activity	No. of Station Participants	Participant Title
June 2018 - August 2018	Establishment of an Internship program designed to assist members of the community to acquire skills needed for broadcast employment	<i>The Columbus Radio Group participated in the Saga Communications Corporate Internship. Audrey Livingston was on a team of 11 part-time, paid staff members, hired to assist the Marketing/Promotion Department with the implementation of off-site promotions and events. Audrey was chosen, out of those 11 part-timers, to be the 2018 SAGA Intern. The SAGA Intern is one that both works events/promotions as well as learns the business of radio by doing a department rotation within the building – working a maximum of 26 hours per week. The purpose of this SAGA Internship is to interest and encourage junior and senior college students in a career in broadcasting; to provide hands-on, real-life experiences. Audrey was assigned to Michelle Hurley, the Director of Marketing/General Sales Manager at the Columbus Radio Group. She managed her own calendar over the course of 10-12 weeks, including shadowing, interviewing, and working with department heads in each area of our radio station.</i>	All full and part-time employees	Multiple station personnel – all departments involved
October 2, 2019	Participation in event	Production/On-Air Personality George Wolf was invited to speak	1	Production/On-Air

	sponsored by educational institution providing information relating to career opportunities in broadcasting	with The Ohio State University's Rebecca Bias, Assistant Director of the Center for Languages, Literatures and Cultures Radio class. Each fall semester Ohio State teaches this innovative course where language majors and minors in French, Italian, Spanish, Portuguese, Russian and Modern Greek train to be radio DJs and broadcast live worldwide in the target language. The Columbus Radio Group then invites the class to visit our studios.		Personality
May 6, 2019	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	25 th Annual National Conference on Diversity, Race & Learning (NCCRL) at The Ohio State University's Hale Hall, 154 W. 12 th Avenue, Columbus, OH, 9:30am-5pm. Pre-Conference Diversity Training Sessions featured Ritu Bhasin, founder and president of bhasin consulting, inc.	1	Office Manager
June 1, 2018- May 31, 2019	On-Air Announcements	All 5 stations also ran <u>randomly scheduled on-air announcements</u> advising listeners in the community of the opportunity to become a referral source for the station, as well as to inform the community that Franklin Communications, Inc. is an Equal Opportunity Employer. Melissa Andrix is the contact person at the Columbus Radio Group – WSNY/WVLQ/WVMX/WNND-NNP MAndrix@columbusradiogroup.com 614.451.2191 x143.		Office Manager