

WSNY-FM, WVMX-FM, WLVQ-FM, WNND-FM, WNNP-FM
Franklin Communications, Inc., Columbus, OH
EEO Public File Report
Period Covered: June 1, 2019 – May 31, 2020

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. <https://app.joinhandshake.com/>
11. On-Air Recruiting Commercial
12. Employee Referral
13. Non-Employee Referral
14. Internal posting
15. Internal transfer/promotion
16. Ohio Centers for Broadcasting
5330 E. Main Street Columbus, Ohio 43213 Phone : 216.447.9117
17. www.Linkedin.com*
18. www.Indeed.com*

**We do not directly post job opening to these websites. They pick-up and post them from our other sources.*

Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Sources Referring Hiree
WLVQ-FM Morning Show Producer	1-16	3

TOTAL INTERVIEWS FOR FULL-TIME POSITIONS: 8

NUMBER OF REFERRALS FROM SOURCES USED: 1 (#3); 1 (#8); 2 (#12); 1 (#15); 3 (#18)

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Recruitment Initiatives

Date	Type of Recruitment Initiative	Brief Description of Activity	No. of Station Participants	Participant Title
June 2019 - August 2019	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 again in 2019. Delaney Lindeman 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. Delaney was chosen, out of those 11 part-timers, to be the 2019 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. Delaney 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 all the while working events on-site to understand the client & listener benefits of Event Marketing – a true point of differentiation in the Columbus Radio Group offering.</i>	All full and part-time employees	Multiple station personnel – all departments involved
September	Participation in	<i>Ohio Wesleyan University's Annual</i>	1	Office Manager

25, 2019	Job Fairs	<i>Career and Grad School Fair was held on Wednesday, September 25, 2019, from 11:00 a.m. to 1:30 p.m. in the Benes Room of the Hamilton Williams Campus Center.</i>		
February 11, 2020	Participation in Job Fairs	<i>Ashland University's 2020 Spring Career Expo, took place on Tuesday, February 11, 2020. The event ran from 4-7 p.m. and was held in the John C. Myers Convocation Center on campus.</i>	1	Office Manager
February 26, 2020	Participation in Job Fairs	<i>The Ohio State University's Summer Internship & Opportunity Fair was held on Wednesday, February 26, from 1pm-5pm. The event was held in the Ohio Union, Archie M. Griffin Grand Ballroom.</i>	1	WLVQ/WNND Promotions Director
March 5, 2020	Participation in Job Fairs	<i>3rd Annual Veterans Education Fair was held at the Veterans Affairs Medical Center, Chillicothe VA Medical Center, 17273 State Route 104, Chillicothe, OH 45601 from 10am-1pm.</i>	1	Office Manager
May 4-5, 2020 CANCELLED DUE TO COVID-19	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<i>26th Annual National Conference on Diversity, Race & Learning (NCDRL) on Monday, May 4 and Tuesday, May 5, 2020 at The Ohio State University. "Diversity is a Verb: The Journey to Equity & Inclusive Excellence" is the theme this year and will shape much of the discussions, trainings and other sessions over the course of the conference. The NCDRL is one of the university's most comprehensive conferences that focuses on issues of diversity, cultural inclusion and acceptance. We host this conference to strengthen and make new strides toward the goal of meaningful change in every arena of our society.</i>	1	Office Manager
January 15-21, 2020	Live On-Air Endorsements for Columbus Radio Group Sales Recruitment	<i>All 5 stations aired live jock endorsements in AM Drive, Midday and PM Drive specially recruiting for Sales Account Manager positions within the radio group.</i>		
June 1, 2019 -	On-Air Announcements	<i>All 5 stations also ran <u>randomly scheduled on-air announcements</u></i>		

May 31, 2020		<i>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 <u>MAndrix@columbusradiogroup.com</u> 614.451.2191 x143.</i>		
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