

**WBNS-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

**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>
Associate Producer	2-4, 6-15, 17-22, 26, 28-48, 51	22
Producer	2-4, 6-12, 14-22, 24-36, 38-49, 51	49
Photographer I	2-4, 6-12, 14-15, 17-22, 26-36, 38-48, 51	22
Assignment & Digital Editor I	2-4, 6-12, 14-15, 17-21, 26-36, 38-48, 51	45
Multimedia Journalist (MMJ)	1-4, 6-12, 14-15, 17-18, 20-21, 26-48, 51	37
Writer/Producer/Editor	2-4, 6-12, 14-15, 17-23, 26-36, 38-48, 51	45
Associate Producer	2-4, 6-12, 14-15, 17-21, 26, 28-36, 38- 49, 51	49
Digital Content Director	2-4, 6-12, 14-19, 21, 26-36, 39-42, 44- 48, 51	45
Digital Account Manager	2-4, 6-12, 14, 16-19, 21, 26, 28-36, 39- 48, 51	16
Account Executive - 8318	2-12, 14-21, 26, 28-36, 38-48, 50-51	16

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<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	Agency Referral	N	1
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) 155 W. Nationwide Blvd. Suite#125 Columbus, Ohio 43215 Phone : 614-221-6178 Email : bwimbish@porterwright.com Bruch Wimbish	Y	0
4	Capital University Dept of Communication 1 College & Main Columbus, Ohio 43209 Phone : 614-236-6318 Email : bpike@capital.edu Betsy Pike	Y	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	Y	0
7	Collective Talent 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bille	Y	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	Y	0

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<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>
9	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-263-5151 Email : jfelts@columbusspeech.org Julia Felts	Y	0
10	Columbus Speech and Hearing Center 510 E. North Broadway Columbus, Ohio 43214 Phone : 614-261-5776 Email : gswingle@columbusspeech.org Gary Swingle	Y	0
11	Community Housing Network 1680 Watermark Dr. Columbus, Ohio 43215 Phone : 614-487-6792 Email : bpalmer@chninc.org William Palmer	Y	0
12	Community Refugee and Immigration Services 1925 E Dublin Granville Rd Columbus, Ohio 43229 Phone : 614-456-1523 Email : tdhungana@cris-ohio.org Tara Dhungana	Y	0
13	Current Employee	N	1
14	DeVry University Career Services 1 West Court Square Suite 100 Decatur, Georgia 30030 Phone : 404-270-2782 Email : kpowersmurphy@devry.edu Krisna Murphy	Y	0
15	Eastland-Fairfield Career & Technical Schools 4300 Amalgamated Pl Groveport, Ohio 43125 Phone : 614-836-4541 ext 1518 Email : cboucher@efcts.us Christine Boucher	Y	0
16	Employee Referral	N	4

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17	Employment for Seniors 4300 East Broad St. Columbus, Ohio 43213 Phone : 614-863-1219 Email : jobs@employseniors.org Barb Stoltz	Y	0
18	Fairfield County Job & Family Services 239 West Main St Lancaster, Ohio 43130 Phone : 740-652-7799 Email : carrie.stoneman@jfs.ohio.gov Carrie Stoneman	Y	0
19	Functional Training Services 909 Oakland Park Ave Columbus, Ohio 43224 Phone : 614-262-9669 Email : jennifer.bechtel@ftsjobs4u.com Jennifer Bechtel	Y	0
20	Goodwill Columbus 1331 Edgehill Rd Columbus, Ohio 43212 Phone : 614-583-0136 Email : jenifer.garey@gwcols.com Jenifer Garey	Y	0
21	Illinois Media School - Chicago Campus Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 331-215-4733 Email : delark@beonair.com Don Clark	Y	0
22	Indeed.com - Not Directly Contacted by SEU	N	7
23	Internal Candidate	N	1
24	Internal Hire	N	1
25	Internet Ad-not directly contacted by SEU	N	1
26	Jewish Family Services 1070 College Ave. Columbus, Ohio 43209 Phone : 614-559-0117 Email : jwasserstrom@jfscolumbus.org Julie Wasserstrom	Y	0

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27	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Job Postings Manual Posting	N	2
28	MedialineTalent.com (formerly Medialine) 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Email : jobs@medialinetalent.com Rick Iler	Y	0
29	Native American Indian Center of Central Ohio PO Box 7705 Columbus, Ohio 43207 Phone : 614-443-6120 Email : naicco1975@gmail.com Masami Smith	Y	0
30	New Directions Career Center 199 E. Rich Street Columbus, Ohio 43215 Phone : 614-849-0028 x 104 Email : jphillips@newdirectionscc.org Jamie Philips	Y	0
31	Ohio Department of Job and Family Services, Veteran Program-Office of Workforce Development 4020 East 5th Ave. Columbus, Ohio 43219 Phone : 614-644-9315 Email : robert.okeefe@jfs.ohio.gov Robert O'Keefe	Y	0
32	Ohio Means Jobs Licking County Licking County Opportunity Links 998 East Main St. Newark, Ohio 43055 Phone : 740-670-8866 Email : Mark.Pellegrino@jfs.ohio.gov Mark Pellegrino	Y	0
33	Ohio Media School - Cincinnati Campus Cincinnati, Ohio Phone : 513-342-3512 Email : hparr@beonair.com Heather Parr	Y	0

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34	Ohio Media School - Columbus Campus 5330 E. Main Street, Ste 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	Y	0
35	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	Y	0
36	Opportunities for Ohioans with Disabilities 4300 E Broad St Suite 200 Columbus, Ohio 43213 Phone : 614-914-2492 Email : kelly.jordan@ood.ohio.gov Kelly Jordan	Y	0
37	Recruiter	N	2
38	Specs Howard School of Media Arts 19900 W. Nine Mile Rd Southfield, Michigan 48075 Phone : 248-228-8958 Email : jpoxson@specshoward.edu Jessica Poxson	Y	0
39	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Email : pumphrey@talentdynamics.com Julie Pumphrey	Y	0
40	The Bradford School 2469 Stelzer Rd. Columbus, Ohio 43219 Phone : 614-416-6229 Email : lmartin@bradfordschoolcolumbus.edu Lisa Martin	Y	0
41	The Ohio State University College of Arts and Sciences 100 Denney Hall Annie & John Glenn Ave Columbus, Ohio 43210 Phone : 614-688-4522 Email : dineen.2@osu.edu Randy Dineen	Y	0

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42	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
43	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	Y	0
44	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	1
45	WBNS 10TV 770 Twin Rivers Dr Columbus, Ohio 43215 Phone : 317-655-5613 Cherilyn Stephens Manual Posting	N	11
46	Wittenberg University Career Services Career Services PO Box 720 Springfield, Ohio 45501 Phone : 937-327-7521 Email : careers@wittenberg.edu Teresa Cantrell	Y	0
47	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	Y	0

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48	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
49	Word of Mouth Referral	N	2
50	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
51	Ydiversity.com 5807 Pebble Beach Place Westerville, Ohio 43082 Phone : 614-207-2397 Email : meadorm1@aol.com Mark Meador	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>34</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	Establishment of an intern program designed to assist members of the community	During the reporting period, the station maintained an internship program for college students. Eight students from the following educational institutions participated: Bowling Green State University, Ohio University, Indiana University, and Ohio Wesleyan. One intern was here on a work study program from Germany. The News and Marketing departments hosted the interns.	3	Executive Producer Sports Producer Writer/Producer
2	6/19/2019	Participation in events or programs sponsored by educational institutions	Seven student athletes from The Ohio State University visited WBNS to learn more about career opportunities in broadcasting and television.	1	Anchor
3	6/19/2019	Establishment of training programs for station personnel	Employees from the Sales Department attended Advanced Upgrade Selling training by Jim Doyle and Associates at the Embassy Suites in Bloomington, Minnesota.	2	Account Executive Account Executive
4	9/21/2019	Establishment of training programs for station personnel	Employees from News and Engineering attended a traffic response training at the Hamilton Township Fire Department in Columbus, Ohio. Topics covered included: how to respond to traffic accidents, where to park the fire engine, how to get the highway open quickly, and the best place for the media to be safe.	2	Traffic Reporter Engineer
5	9/26/2019	Establishment of training programs for station personnel	The General Manager attended TVB's Forward Conference in New York. This is the annual confab of local broadcast television's executive leadership – including TV broadcast groups, stations, rep firms, agencies and advertisers. This group gathers to consider the economic, political, media tech and viewer/consumer challenges and opportunities impacting local broadcast television.	1	President & GM

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6	11/14/2019	Establishment of training programs for station personnel	An Engineering employee attended the OAB's Midwest Broadcast & Multimedia Technology Conference at the Greater Columbus Convention Center in Columbus, Ohio. Multimedia and broadcast professionals engage with vendors, attend educational seminars and informational panels related to the industry, as well as discussion of new and emerging technologies and legal matters pertaining to broadcast.	1	Maintenance/IS Engineer
7	12/11/2019	Establishment of training programs for station personnel	Employees from News attended a TEGNA Innovation Summit held at TEGNA's corporate office in Tysons, Virginia. Employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working newsrooms.	2	Producer Reporter
8	1/15/2020	Establishment of training programs for station personnel	Employee from News attended disinformation training at TEGNA's corporate offices in Tysons, Virginia. Topics included building better newsroom habits to combat disinformation, misinformation and true "fake news" that exists on the internet.	1	Investigative Reporter
9	1/16/2020	Establishment of training programs for station personnel	TEGNA launched an annual Byte Back Security Awareness Campaign to help employees understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyber attacks.	150	All staff
10	1/21/2020	Participation in Job Fairs	Hiring managers participated in the Spring Career Fair at Ohio State University. The career fair is focused on connecting students with jobs or internships in their respective areas of study.	3	Director of Digital Sales Broadcast Operations Manager Local Sales Manager

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11	1/26/2020	Establishment of training programs for station personnel	Station sales managers attended the High Performance Boot Camp offered by Jim Doyle and Associates in Tampa, Florida. Presentations covered topics from managing a high performance team to recruiting sales talent.	2	Director of Digital Sales Local Sales Manager
12	2/10/2020	Establishment of training programs for station personnel	Digital Sales employee attended the Premion Advantage Summit at the Renaissance Hotel in Dallas, Texas. The conference covered being competitive in the OTT space and best practices with TEGNA's OTT technology – Premion.	1	Director of Digital Sales
13	2/13/2020	Establishment of training programs for station personnel	News Operations Manager conducted Sony camera training at WBNS in Columbus, Ohio for photographers and engineers. The training consisted of the basics of the cameras and how they operate.	9	Photographers Engineers
14	2/22/2020	Establishment of training programs for station personnel	The station's investigative reporter conducted disinformation training with the News staff at WBNS in Columbus, Ohio. He shared the knowledge gained at TEGNA's training in January, including how to check photos for authenticity and other ways to verify information that comes into a newsroom.	15	News Dept staff
15	2/25/2020	Establishment of training programs for station personnel	The station's General Manager attended the NAB State Leadership Conference in Washington, D.C. The National Association of Broadcasters State Leadership Conference features a program where broadcasters hear from prominent federal policymakers and industry leaders, and where broadcasters meet with their legislators to discuss current issues affecting the industry.	1	President & GM
16	3/6/2020	Establishment of training programs for station personnel	The News Department held microwave training for photographers and editors at WBNS in Columbus, Ohio. This training was held to keep the staff knowledgeable on how the system operates since it is not used on a regular basis.	8	Photographers Editors

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17	5/12/2020	Establishment of training programs for station personnel	The Sales Department participated in a online seminar by Tom Ray from Doyle & Associates. The discussion centered around selling strategies in the next new normal and how local account executives should tackle their markets as the economy begins to re-open.	17	Dir of Sales Local Sales Manager General Manager Account Executives
18	5/18/2020	Participation in Job Fairs	Sports Director attended the 2019 Ohio State Football Job Fair. The job fair is focused on assisting the school's athletes with finding employment after college.	2	Sports Director Anchor Sports Photographer