

WKBN-TV, WYFX-LD, WYTV***EEO PUBLIC FILE REPORT****May 27, 2015 - May 24, 2016****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Video Journalist	1-2, 5-6, 9-10, 12-13, 16-17, 20-22, 24-35, 37-47, 49-50, 53, 55-56, 58	29
Sales - Account Executive	2, 5-7, 10, 12-13, 16-18, 20-22, 24-35, 37-46, 49-50, 53, 55-56, 58	18
Executive Producer	3, 5-6, 10, 15-17, 20-22, 24-29, 31-35, 37-44, 49-50, 53, 55-56, 58	15
Multi Platform Journalist - Part Time	2-3, 5-6, 10, 12-13, 15-18, 20-22, 24-29, 31-35, 37-45, 49-50, 53-56, 58	15
Assistant News Director	2, 5-6, 10, 12-14, 16-17, 20-22, 24-29, 31-35, 37-45, 49-50, 53, 55-56, 58	29
Sales Assistant	2-3, 5-7, 10, 12-13, 16-17, 20-22, 24-29, 31-35, 37-45, 49-50, 53, 55-56, 58	29
Producer	2-3, 5-6, 10, 12-13, 16-18, 20-22, 24-29, 31-35, 37-45, 49-50, 53, 55-56, 58	18
Web Producer	2, 5-6, 10-13, 16-18, 20-22, 24-29, 31-35, 37-45, 49-50, 53-58	29
Promotions Producer	2, 4-6, 10, 12-13, 16-17, 19-22, 24-29, 31-35, 37-45, 49-50, 53, 55-58	44
Anchor/MMJ	1-6, 8, 10-13, 16-17, 20-29, 31-35, 37-45, 49-50, 53, 55-58	29
Anchor/MMJ	1-6, 8, 10-13, 16-17, 20-29, 31-35, 37-45, 49-50, 53, 55-58	23
Digital Account Executive	2-6, 8-13, 16-17, 20-22, 24-45, 49-50, 52-53, 55-59	30
Sales - Account Executive	2-6, 8-10, 12-13, 16-18, 20-22, 24-45, 49-53, 55-59	30
Sales - Account Executive	2-6, 8-10, 12-13, 16-18, 20-22, 24-45, 49-53, 55-59	30
Multi-Platform Journalist	2-6, 8-13, 16-17, 20-22, 24-29, 31-45, 49-50, 52-58	28
Multi Platform Journalist	2-6, 8-13, 15-17, 20-22, 24-29, 31-45, 48-50, 52-58	54
Multi Platform Journalist	2-6, 8-13, 15-17, 20-22, 24-29, 31-45, 48-50, 52-58	15
Director	2-6, 8-17, 20-22, 24-29, 31-45, 48-50, 52-53, 55-58	15
Anchor/MMJ Weekend Mornings	2-6, 8-13, 16-17, 20-22, 24-29, 31-45, 48-50, 52-53, 55-58	29
Meteorologist	2-6, 8-13, 16-18, 20-22, 24-29, 31-45, 48-50, 52-53, 55-58	29
Administrative Assistant - Sales	2-6, 8-13, 16-17, 20-22, 24-29, 31-45, 48-50, 52-53, 55-58	29

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Digital Executive Producer	2-6, 8-13, 15-17, 20-22, 24-29, 31-45, 48-50, 52-53, 55-58	15
Web Producer	2-6, 8-13, 15-17, 20-22, 24-29, 31-45, 48-50, 52-53, 55-58	15

* JSA/SSA

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	4
2	AMVETS Career Center 4647 Forbes Blvd Lanham, Maryland 20706 Phone : 301-683-4032 Url : amvets.org/careercenter Gema Moreno Manual Posting	N	0
3	Baldwin Wallace University Career Services 275 Eastland Road Berea, Ohio 44017-2088 Phone : 440-826-2123 Url : www.bw.edu Laura Anderson Manual Posting	N	0
4	Bowling Green State University Career Center 318C Math Sciences Bowling Green, Ohio 43403-0150 Phone : 419-372-2254 Sarah Jurden Manual Posting	N	0
5	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036 Phone : 202-374-1717 Url : beaweb.org J-D Boyle Manual Posting	N	0
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	6
7	Careerbuilder 200 North Lasalle Suite 1100 Chicago, Illinois 60601 Phone : 312-264-9831 Url : careerbuilder.com Timothy Allen Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Clarion University 840 Wood Street Clarion, Pennsylvania 16214-1232 Phone : 814-393-2323 Url : clarion.edu Diane Lutz Manual Posting	N	0
9	Clark Atlanta University 223 James P. Brawley Drive SW Atlanta, Georgia 30314 Phone : 404-880-6791 Url : cau.edu Andre McKinney Manual Posting	N	0
10	Cleveland State University Career Services Center 2124 Chester Ave Cleveland , Ohio 44115-2214 Phone : 216-687-2233 Url : csuohio.edu Job Listing Manual Posting	N	0
11	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
12	Columbus Association of Black Journalists PO Box 1924 Columbus, Ohio 43216 Phone : 614-222-3767 Email : nelson.1203@hotmail.com Alisha Nelson	N	0
13	Community Refugee & Immigration Services 1925 E. Dublin-Granville Rd Suite 102 Columbus, Ohio 43229 Phone : 614-840-9634 Url : cris-ohio.org Email : tdhungana@cris-ohio.org Tara Dhungana	N	0
14	Current Employee	N	4
15	Current Employee - Transfer/Promotion	N	6

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16	Duquesne University 600 Forbes Ave Pittsburgh, Pennsylvania 15282 Phone : 412-396-6000 Url : www.duq.edu Kim Pierce Manual Posting	N	1
17	Edinboro University of PA 405 Scotland Road Edinboro, Pennsylvania 16444 Phone : 1-814-732-1265 Url : http://www.edinboro.edu Email : pgill@edinboro.edu Philomena Gill	N	0
18	Employee Referral	N	7
19	Facebook post	N	1
20	Grove City College 100 Campus Drive Grove City, Pennsylvania 16127 Phone : 1-724-458-2051 Url : http://www.gcc.edu Email : career@gcc.edu Linda Reash	N	0
21	Indiana University of PA 201 Pratt Drive Suite 302 Indiana, Pennsylvania 15705 Phone : 1-724-357-2235 Url : http://www.iup.edu Email : career-services@iup.edu Jan Shellenbarger	N	0
22	ITT Technical Institute 1030 North Meridian Road Youngstown, Ohio 44509 Phone : 330-779-1236 Url : www.itt-tech.edu Email : BVarner@itt-tech.edu Brenda Varner	Y	0
23	Job Fair	N	1

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24	Jobspider.com 3000 Stanton Cir Carmichael, California 95608 Phone : Online Url : jobspider.com Job Listing Manual Posting	N	0
25	John Carroll University 1 John Carroll Boulevard University Heights, Ohio 44118 Phone : 216-397-4237 Url : jcu.edu Barb Koeth Manual Posting	N	0
26	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 1-330-675-8847 Url : http://www.kent.edu Email : nmhall@kent.edu Nicolette Fenlock	Y	0
27	La Roche College 9000 Babcock Boulevard Pittsburgh, Pennsylvania 15237 Phone : 412-536-1788 Url : laroche.edu Rebecca Rosswog Manual Posting	N	0
28	LIN Internal (Media General) One West Exchange St, Ste 5A Providence, Rhode Island 02903 Phone : 401-457-9402 Corporate Office Job Manual Posting	N	4
29	LIN Television Corporation 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wkbn.com Justin Shilot Manual Posting	N	51

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : LinkedIn.com Job Listing Manual Posting	N	9
31	Mahoning Valley United Way 255 Watt Street Youngstown, Ohio 44505 Phone : 1-330-746-8494 Url : http://www.ymvunitedway.org Email : bhannon@ymvunitedway.org Bob Hannon	N	0
32	Mature Services 5500 Market Street Boardman, Ohio 44512 Phone : 1-330-782-0978 Url : http://www.matureservices.org Email : jsheely@matureservices.org Julie Sheely	N	0
33	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Url : http://medialine@medialine.com Email : medialine@medialine.com Mark Shilstone	Y	0
34	MediaMatch 5900 Wilshire Blvd Floor 21 Los Angeles, California 90046 Phone : 323-284-5589 Url : media-match.com Online Job Manual Posting	N	0
35	Mercyhurst College Career Development Center 501 East 38th St Erie, Pennsylvania 16546 Phone : 1-814-824-2426 Url : http://www.mercyhurst.edu Email : frizzzone@mercyhurst.edu Frank Rizzzone	N	0

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36	Mizzou University of Missouri 104 Cornell Hall Columbia, Missouri 65211 Phone : 573-882-6898 Url : hiremissoubusiness.com Robert Trulaske Manual Posting	N	0
37	Notre Dame College 4545 College Road South Euclid, Ohio 44121-4293 Phone : 216-373-5290 Url : notredamecollege.edu Career Services Manual Posting	N	0
38	Office of Work Force Development Ohio Means Jobs P.O. Box 1618 Columbus, Ohio 43216-1618 Phone : 3176165030 Url : ohiomeansjobs.com Mike Permosic Manual Posting	N	1
39	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : www.oab.org Katie Lovell Manual Posting	N	2
40	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 1-216-447-9117 Url : http://www.beonair.com Email : jhardy@beonair.com Janice Hardy	N	0
41	One Stop Columbiana 7989 Dicky Drive Suite 4 Lisbon, Ohio 44432 Phone : 1-330-420-9675 Url : http://www.onestopohio.org Email : carly@onestopohio.org Carly Lafferre	Y	0

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42	One Stop Mahoning 141 Boardman Canfield Road Boardman, Ohio 44512 Phone : 1-330-965-1787 Url : http://www.onestopohio.org Email : mary@onestopohio.org Mary Ann Kochalko	N	0
43	Penn State University Bank of America Career Center 101 Eisenhower Road University Park, Pennsylvania 16802 Phone : 1-814-865-4400 Url : http://www.psu.edu Job Listing Manual Posting	N	0
44	Regional Chamber of Commerce 11 Central Square Suite 1600 Youngstown, Ohio 44503 Phone : 1-330-744-2131 Url : http://www.regionalchamber.com Email : kim@regionalchamber.com Kim Calvert	N	1
45	S.I. Newhouse School Of Public Communications 215 University Place Syracuse , New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
46	Slippery Rock University 1 Morrow Way Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Url : sru.edu Lisa Theodorson Manual Posting	N	1
47	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 972-351-9018 Url : talentdynamics.com Christina Hedding Manual Posting	N	0

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48	The National Academy Of Television Arts & Sciences 1400 Rockside Road Suite 221 Cleveland, Ohio 44134 Phone : 440-526-3669 Url : jobbank.emmyonline.org Gary C Manke Manual Posting	N	0
49	Thiel College 1st Floor Roth Hall Greenville, Pennsylvania 16125 Phone : 724-589-2014 Url : thiel.edu H Balas Manual Posting	N	0
50	Trumbull Business College 3200 Ridge Avenue SE Warren, Ohio 44484 Phone : 330-369-3200 Url : trumbull.edu Roxanne Torella Manual Posting	N	0
51	Twitter	N	1
52	University of Akron East Buchtel Avenue Simmons Hall, Room 301 Akron, Ohio 44325-4306 Phone : 330-972-7747 Url : uakron.edu Career Center Manual Posting	N	0
53	University of Mount Union 1972 Clark Ave Alliance, Ohio 44601 Phone : 330-823-8685 Url : mountunion.edu Janice Williams Manual Posting	N	0
54	Walk In/Self-Referral	N	4

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55	Walsh University 2020 East Maple Street North Canton, Ohio 44720 Phone : 330-490-7320 Url : walsh.edu Shaanette Fowler Manual Posting	N	0
56	Westminster College Career Center 319 South Market Street New Wilmington, Pennsylvania 16172 Phone : 1-724-946-7339 Url : westminstercollege.edu Email : houghja@westminster.edu Jennifer Hough	Y	0
57	Youngstown Air Reserve Station 3976 King Groves Rd Vienna, Ohio 44473 Phone : 330-609-1305 Email : kimberly.krohn@us.af.mil Kimberly Krohn	N	0
58	Youngstown State University One University Plaza Youngstown, Ohio 44555 Phone : 330-941-3299 Url : ysu-csm.symplicity.com/employers Susan George Manual Posting	N	0
59	Zip Recruiter 1453 3rd Street Promenade #335 Santa Monica, California 90401 Phone : 855-747-5493 Mark Doody Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			105

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2015	Provision of training to management	FCC EEO Rules Webinar hosted by Henry Gola, Associate General Counsel.	2	Business Administrator Executive Assistant/Program
2	10/24/2015	Participation in Job Fairs	Our News Director was a Panelist for the NATPE Career Day, Job Fair and Station Tour on Saturday 10/24/15 in Cleveland.	1	News Director
3	12/16/2015	Participation in events or programs sponsored by educational institutions	On December 16, 2015: News Anchor, Corban Baker spoke on career opportunities in Broadcasting to the Brookfield High School Journalism Class located at 614 Bedford Rd Brookfield, OH 44403.	1	News Anchor

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	12/30/2015	Establishment of an intern program designed to assist members of the community	<p>Internship Program from 1/1/15 to 12/31/15</p> <p>Intern #1: News Intern School Attending: Youngstown State University Credit Received For Internship Job Duties: Assist Producers, write stories, make beat calls and enter press releases</p> <p>Intern #2: Production/Promotion/Digital Intern School Attending: Youngstown State University Credit Received For Internship Job Duties: Assist in Promotion/Production/Digital Department. Help on production shoots and be a content generator for the web.</p> <p>Intern #3: News Intern School Attending: Waynesburg University Credit Received For Internship Job Duties: Assist Producers/Reporters, make beat calls, enter press releases, write stories and research.</p> <p>Intern #4: News Intern: School Attending: Youngstown State University Credit Received For Internship Job Duties: Assist Producers, write stories, make beat calls and enter press releases</p> <p>Intern #5: News Intern School Attending: Youngstown State University Credit Received For Internship Job Duties: Assist Producers/Reporters, make beat calls, enter press releases, write stories and research</p>	6	

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4	12/30/2015	Establishment of an intern program designed to assist members of the community	Internship Program from 1/1/15 to 12/31/15 Intern #1: News Intern School Attending: Youngstown State University Credit Received For Internship Job Duties: Assist Producers, write stories, make beat calls and enter press	6	
5	1/1/2016	Participation in scholarship programs	The 2016 Caring For Our Community Tom Holden Memorial Scholarship Contest. This year's winner was Courtney Frommelt of Cardnial Mooney High School. WKBN staff reads the entries and judges the winner.	8	
6	1/7/2016	Participation in events or programs sponsored by educational institutions	Business Professionals of America Region 11 Competition at ITT Tech in Youngstown on January 7, 2016.	2	Creative Services Director Art Director
7	3/6/2016	Participation in Job Fairs	Our Chief Photographer represented the SEU at the CCI Careerexpo2016 Job Fair at Kent State University.	1	Chief Photographer
8	4/28/2016	Participation in events or programs sponsored by educational institutions	On April 28, 2016: Investigative reporter, Amanda Smith attended, presented an award and spoke on Career opportunities in broadcasting at the YSU Journalist Senior Project Showcase located at Kilcawley Center, 1 University Plaza, Youngstown, OH 44505.	1	Investigative Reporter
9	5/3/2016	Provision of training to management	FCC EEO Rules Webinar hosted by Henry Gola, Associate General Counsel.	2	Business Administrator Executive Assistant/Program
10	5/5/2016	Participation in events or programs sponsored by educational institutions	On May 5 2016: Our Promotions Director gave a station tour and spoke on career opportunities in broadcasting to the Grand Valey High School Production Class. Tour was conducted at WKBN Television 3930 Sunset Blvd Youngstown, OH 44512.	14	

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11	5/6/2016	Participation in events sponsored by community groups	On May 6 2016: Our Promotions Director gave a station tour and spoke on career opportunities in broadcasting to the Leadership Mahoning Valley Class. Tour was conducted at WKBN Television 3930 Sunset Blvd Youngstown, OH 44512.	21	
12	5/12/2016	Participation in events sponsored by community groups	Dave Coy (General Manager) a member of the Ohio Broadcasters Foundation Board of Directors participated in selecting recipients of the 2016 OAB Kids Scholarship Program.	1	General Manager