

**EEO PUBLIC FILE REPORT**  
**WFMJ/WBCB Television, Inc. – Youngstown, Ohio**  
**May 31, 2019 – May 31, 2020**

The purpose of the EEO Public File Report (396) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station WFMJ – Youngstown. And is required to be placed in the public inspection files of this station, and posted on its web site, if it has a web site.

The information contained in this Report covers the time period beginning May 31, 2019 to and including May 31, 2020. (The "Applicable Period").

The FCC's 2002 EEO Rules requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station employment Unit during the Applicable period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(6) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hired individual for each full-time vacancy during the Applicable period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the new hire accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person.

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**VACANCY LIST**

<b>Full Time Position</b>	<b>Position Title</b>	<b>Date Open</b>	<b>Date Filled</b>	<b>Recruitment Source of Hiree</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
Y	ASSIGNMENT MANAGER	4/1/2019	7/1/2019	YOUNGSTOWN STATE UNIVERSITY	3	1
Y	TV SALES ASSISTANT SPECIAL PROJECTS	8/20/2019	11/11/2019	VINDICATOR NEWSPAPER	4	1
Y	PRODUCTION DEPARTMENT MANAGER	8/29/2019	9/25/2019	VINDICATOR NEWSPAPER	5	1
Y	MULTIMEDIA JOURNALIST	11/1/2019	5/25/2020	WFMJ.COM	4	1
Y	MULTIMEDIA JOURNALIST	11/1/2019	5/20/2020	WFMJ.COM	4	1
Y	VIDEOGRAPHER	1/27/2020	2/21/2020	INTERNAL JOB POSTING	9	1

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**Information Regarding Recruitment Sources Contacted for Full-Time Vacancies**

<b>No#</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interviewees</b>	<b>Full time for which source utilized</b>
1	<b>Broadcasting &amp; Cable *</b> <b>28 East 28<sup>th</sup> Street, 12<sup>th</sup> Floor</b> <b>New York, NY 10016</b> <b>212-378-0400</b>	Anthony Savona 212-378-0450	0	Y
2	<b>Buckeye Review Newspaper *</b> <b>1201 Belmont Avenue</b> <b>Youngstown, OH 44504</b>	M. Mike McNair 330-744-2250 <a href="mailto:buckeyereview@yahoo.com">buckeyereview@yahoo.com</a>	0	Y
3	<b>Ohio Media School*</b> <b>9885 Rockside Road, Suite 160</b> <b>Valley View, OH 44125</b>	Janice Hannah Hardy, MSM Linda Leciejewski, Career Services 216-503-5900 <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> <a href="mailto:lleciejewski@beonair.com">lleciejewski@beonair.com</a>	0	Y
4	<b>Ohio Association of Broadcasters*</b> <b>17 South High Street</b> <b>Suite 1010</b> <b>Columbus, OH 43215</b>	Christina 614-228-4052 866-OAB-5794	0	Y
5	<b>The Youngstown Vindicator *</b> <b>107 Vindicator Square</b> <b>Youngstown, OH 44501</b> <a href="http://www.vindy.com">www.vindy.com</a>	Todd Franko 330-747-1471	0	Y
6	<b>National Association for the Advancement of Colored People (NAACP) Youngstown</b> <b>16 Wick Avenue, Suite 721</b> <b>Youngstown, OH 44503</b>	George Freeman 330-782-9723	0	Y
7	<b>National Association of Black Journalists * NABJ</b> <b>8701-A Adelphia Road</b> <b>Adelphi, MD 20783-1716</b>	Ryan Williams 1-866-479-NABJ, ext. 113	0	Y
9	<b>Kent State University</b> <b>800 E. Summit Street</b> <b>Kent, OH 44240</b>		0	Y
			<b>Total</b>	<b>Full time for which</b>

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<b>No#</b>	<b>Recruitment Source</b>	<b>Contact Person</b>	<b>Interviewees</b>	<b>source utilized</b>
10	<b>Sharon Herald Newspaper *</b> <b>P.O. Box 51</b> <b>52 South Dock Street</b> <b>Sharon, PA 16146</b> <a href="http://www.sharonherald.com">www.sharonherald.com</a>	Beth Veres 724-981-6100	0	Y
11	<b>Tribune Chronicle Newspaper *</b> <b>240 Franklin SE</b> <b>Warren, OH 44482</b>	Kathleen Crosby 330-841-1796	0	Y
12	<b>TV Jobs .com *</b> <b>Broadcast Employment Services</b> <b>P.O. Box 4116</b> <b>Oceanside, CA 92052</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark C. Hollway, President <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> 760-754-8177 1-800-374-0119	2	Y
13	<b>Youngstown State University *</b> <b>Office of Career &amp; Academic Advising</b> <b>Kilcawley Center, 2<sup>nd</sup> Floor, Room 2110</b> <b>One University Plaza</b> <b>Youngstown, OH 44555</b> <a href="http://www.ysu.edu">www.ysu.edu</a>	Jennifer Johnson, Director <a href="mailto:jljohnson03@ysu.edu">jljohnson03@ysu.edu</a> 330-941-3515	0	Y
14	<b>WFMJ/WBCB Television</b> <b>101 West Boardman Street</b> <b>Youngstown, OH 44503</b> <a href="http://www.wfmj.com">www.wfmj.com</a>	Jack Stevenson 330-744-8611	13	Y
15	<b>West Virginia University*</b> <b>Career Services</b> <b>P.O. Box 6008</b> <b>Morgantown, WV 25606</b> <a href="http://www.wvu.edu">www.wvu.edu</a>	Sarah Glenn 304-293-2221 <a href="mailto:sarah.glenn@mail.wvu.edu">sarah.glenn@mail.wvu.edu</a>	0	Y
16	<b>MediaLine*</b> <b>P.O. Box 51909</b> <b>Pacific Grove, CA 93950</b>	Mark Shilstone 800-237-8073	0	Y
17	<b>Internal posting</b>	Mona Alexander, News Director	4	Y

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		Jack Grdic, Station Manager		
18	<b>Professional Referral to News Director</b>	Mona Alexander, News Director	1	Y
19	<b>LinkedIn</b> <b>2029 Sterlin Court</b> <b>Mountainview, CA 94043</b> <b>650-687-3600</b>	www.linkedin.com	1	Y
20	<b>Lensa.com</b>	<a href="http://www.lensa.com">www.lensa.com</a>	1	Y
21	<b>Indeed.com</b>	<a href="http://www.indeed.com">www.indeed.com</a>	1	Y

**Section 3: Supplemental (Non-Vacancy Specific)**

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**Recruitment Activities Undertaken by**  
**WFMJ – YOUNGSTOWN**

<b>No#</b>	<b>Date</b>	<b>Activity Classification</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	10/4/2019	#1	WFMJ was a sponsor and participated in the Fall Career Fair at Youngstown State University, Youngstown, Ohio	WFMJ Community Relations /EEO Director met with current and graduating students to explain the different opportunities in the broadcasting field as well as internship possibilities and skill required to get into the television market and job opportunities at WFMJ/WBCB Television, Inc.	Madonna Chism Pinkard, Community Relations/EEO Director
2	2/10/2020	#8	Workplace Sensitivity Programs Equal Employment Opportunity Training	WFMJ is an equal opportunity employer. Equal employment opportunity has been and continues to be both the policy and practice of WFMJ. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at hire, train, promote, and make all other employment decisions without regard to race, color, sex, religion, national origin, age, disability, veteran status, or any other category protected by law.  Further, WFMJ requires mandatory workplace sensitivity sessions for all	Community Relations/EEO Director attended workshop presented by NAACP and the Ohio Civil Rights Commission to educate all staff, management and personnel of WFMJ/WBCB Television, Inc., of sensitivity training and made aware of the harassment policy accordingly.

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				staff and management employees pertaining to appropriate workplace behavior, and workplace harassment.	
3	6/1/2019 to 3/1/2020	#16	Station Tours Activities designed by WFMJ to further the goal of dissemination of information as to employment opportunities in broadcasting	Leadership Columbiana Leadership Mahoning Valley Various High School Journalism Classes	Madonna Chism Pinkard, Community Relations/EEO Director Mona Alexander, News Director Bob Flis, Chief Engineer Charlie Wiesel, Assistant Chief Engineer Jason Mauro, News Assignment Editor Justin Mitchell, News Assignment Editor
4	2/1/2020	#16	Public Service Announcements	WFMJ was the media sponsor for Youngstown State University's Black History Month. WFMJ produced month long public service announcements featuring Community Relations Director, Madonna Chism Pinkard, and Malyania Spiva, giving information on the numerous activities, lectures and cultural events the University was hosting throughout the month.	Jack Stevenson, Marketing Director Joe Romano, Promotions Director Jack Grdic, Station Manager Madonna Chism Pinkard, Community Relations/EEO Director Malaynia Spiva, MMJ
5	9/1/2019 thru 3/1/2020	#16	Station Tours Activities designed by WFMJ to further the goal of	Youngstown Public Schools Warren City Schools Youngstown Diocesan Schools	Madonna Chism Pinkard, Community Relations/EEO Director John Mikulas, Chief Videographer

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			dissemination of information as to employment opportunities in broadcasting	Mahoning County Educational Service Center Trumbull County Educational Service Center Columbiana Leadership A total of 24 station tours took place at the WFMJ downtown studios hosted by Community Relations Director, Madonna Chism Pinkard, these tours included various community groups, Boy Scouts, Girl Scouts, church youth groups, NAACP youth group	Dana Balash, Sports Director Crista Lamendola, Derek Styer
6	5/23/2019 - 5/31/2020	#16	WFMJ/WBCB Job Shadow Program	A students from the Mahoning Columbiana Training Association, University of Mount Union and the EXCEL Program interested in broadcast engineering spent specific days shadowing the station broadcast engineers assistant chief engineer, reporters and news staff	John Mikulas, Photography Marty Hudak, Graphic Design Madonna Chism Pinkard, Community Relations/EEO Director
7	5/24/2019 - 5/31/2020	#16	Participation in community events, programs and minority ascertainment initiatives	Curbstone Coaches Educational Foundation, NAACP Educational Scholarship Luncheon, NAACP Freedom Fund Annual Dinner, Greater Warren Youngstown Urban League Educational Dinner	Dana Balash. Sports Director Andrea Dipaolo, Digital Education/Sales John Mikulas, Chief Photographer Madonna Chism Pinkard, Community Relations/EEO Director

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