

**Annual EEO Public File Report  
For  
WBNX-TV, Akron, Ohio**

**This EEO Public File Report Covers the One-Year Period  
6/1/2019-5/31/2020**

This EEO Public File Report is filed in Station WBNX-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

**VACANCY RECRUITMENT**

During the one-year period ending on 5/31/2020, the station filled the following full-time vacancies:  
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### # of Interviews per Recruitment Source

Name of Recruitment Source	Address	Contact Person	Telephone #	Total # of Interviewees by Source	Did Source Request Notification
Cleveland.com	Posting on Cleveland.com jobs		866-204-9210	0	N
Glassdoor.com	Posting on job board NEW 2020	n/a		0	N
Indeed.com	Posting on indeed	n/a	n/a	0	N
HANDSHAKE	Posting on job board Expanded schools NEW 2020	n/a		0	N
TV JOBS.COM (NEW 2020)	Posting on job board	Mark C. Holloway Broadcast Employment Services TV Jobs <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>		0	N
Ohio Means jobs.com	Posting on OhioMeans.jobs.com NEW 2020	Sent online submission contact	OhioMeansJobs.com	0	N
Ihirebroadcasting.com	Posting online			0	N
Akron works.com	Sent notice as requested, fee to post \$99.			0	Y
Zip recruiter	Posting online		Ziprecruiter.com	0	N
The University of Akron	The University of Akron Career Placement Services Schrunk North Room 153 Akron, OH 44325-4306	Kim Beyer, ED. D	330-972-7747 <a href="mailto:career@uakron.edu">career@uakron.edu</a> used HANDSHAKE	0	Y
Ursuline College	Career Services Ursuline College 2550 Lander Rd. Pepper Pike, OH 44124	Donna Barberio 2017 Gerri Jenkins, MBA	440-646-8322 <a href="mailto:Gerri.Jenkins@ursuline.edu">Gerri.Jenkins@ursuline.edu</a> <i>Director of Counseling and Career Services</i>	0	Y
Akron Urban League, Inc.	Akron Urban League 250 East Market St. Akron, OH 44308	Stephanie Sheeler	330-434-3101 Fax: 330-434-2716 DISCONNECT 17 Emailed Contact field on website	0	Y

			<a href="http://www.akronurbanleague.org/about-us/contact-us/info@akronurbanleague.org">http://www.akronurbanleague.org/about-us/contact-us/info@akronurbanleague.org</a> (disconnected)		
Akron NAACP	NAACP 1419 Copley Ave. Akron, OH 44320	Ophelia Averitt	330-869-8955 Fax 330-836-7558 DISCONNECT 17 Used online submission	0	Y
Portage Employment Center	Ohio Dept. of Job & Family Services 1081 W. Main ST. P.O Box 1207 Ravenna, OH 44266	Harry A. Carpenter No longer--	330-296-2841 Fax: 330-297-3439 New 6/18 post on OhioMeansJobs	0	Y
Stark State College	Career Services Office Stark State College 6200 Frank Ave. NW North Canton, OH 44720-7299 330-494-6170 Ext. 4572	Jodi Bush	New June 2018: use our online job board called College Central Network (CCN) <a href="http://www.starkstate.edu/employers">http://www.starkstate.edu/employers</a>  Applied 1/31/2020	0	Y
Cleveland State Univ.	Cleveland State Univ. Rhodes Tower W. 1860 East 22 <sup>nd</sup> St. Rm 280 Cleveland, OH 44114	Bennett P. Morrison Dana Artonovich Student Employment Public Inquiries Assistant 216.687.2233	216-687-5190 careers@csuohio.edu d.aritonovich@csuohio.edu	0	Y
John Carroll University	John Carroll University Career Services 20700 North Park Blvd. University Hts, OH 44118	Nikki Marzano, Assistant Director – Employer Relations,	216-397-1886 <a href="mailto:careerhelp@jcu.edu">careerhelp@jcu.edu</a> at <a href="mailto:nmarzano@jcu.edu">nmarzano@jcu.edu</a> or 216.397.4431. USE HANDSHAKE TO POST JOBS new 6/18	0	Y
Kent State University	Kent State University Career Services 261 Michael Schwartz CT.	Janet R. Watson	330-672-9953 career@kent.edu	0	Y

	P.O Box 5190 Kent, OH 44242				
Notre Dame College of Ohio	Notre Dame College Of Ohio Career Development 4545 College Rd. South Euclid, OH 44121	Katherine Krejci	216-381-1680 ext. 217 Jennifer Lowery Internship Coordinator <a href="mailto:jlowery@ndc.edu">jlowery@ndc.edu</a>  April Kennedy Job Shadowing Coordinator <a href="mailto:akennedy@ndc.edu">akennedy@ndc.edu</a>	0	Y
CGI Consulting CGI Technologies and Solutions	1301 East 9 <sup>th</sup> St. Suite 3000 Cleveland, OH 44114	Therese Gallagher & Mark Dzurec	216-687-1480 1001 Lakeside Avenue Suite 800 Cleveland OH 44 114 Tel: +1 216-687- 1480 Fax: +1 216-687- 1488 (disconnected) <a href="mailto:gregory.robinson@cgi.com">gregory.robinson @cgi.com</a>	0	Y
Goodwill Industries Employment Resource Center	1040 E. Tallmadge Ave. Akron, OH 44310	Dee Wagner	330-630-4613 <a href="mailto:info@goodwillakron.org">info@goodwill akron.org</a>	0	Y
Patrick McGervey	Jobs 2004 161 Brookfield Avon Lake, OH 44012	Patrick McGervey	<a href="mailto:pjmgervey@aol.com">pjmgervey@aol .com</a> 2017 cannot find current contact info	0	Y
College of Wooster	1189 Beall Ave. Wooster, OH 44691	Lisa Kastor  <u>Ashleigh Musyt Best.</u>	330-263-2496 <a href="mailto:abest@wooster.edu">abest@wooster.e du</a> posted on handshake	0	N
WBNX.com	2690 State Rd. Cuyahoga Falls, OH 44223	Kerry DiFranco	440-843-5555	0	Y
Production HUB	801 W. Fairbanks Ave. Winter Park, FL 32789	Lauren Memberg	800-629-4122 Productionhub.c om Fax 4076298884	0	Y
Southern Ohio College	1320 W. Maple St. NW North Canton, OH 44720	Barbara Hood	330-494-1214 Fax 330-494- 8112 CLOSED 2020	0	Y

Brown Mackie College	1320 West Maple St. North Canton, OH 44720 Not THERE now, 2017 IS NOW A MEDICAL COLLEGE	Vickie St. George	CLOSED 2020 330-494-1214  AKRON fax: 330.869.3650	0	Y
Tech Center Inc.	265 South Main St. Akron, OH 44308	Barbra Woods	330-762-6212  Fax 3307622035 mail@techcenter inc.com	0	Y
Malone College	2600 Cleveland Avenue NW, Canton OH 44709 upload internships and job opportunities anytime at <a href="https://www.collegecentral.com/malone/">https://www.collegecentral.com/malone/</a> for a fee\$\$	Doug Reichenberger	330-471-8322 <a href="mailto:css@malone.edu">css@malone.edu</a> <a href="mailto:careerdevelopment@malone.edu">careerdevelopment@malone.edu</a>	0	Y
Akron Unemployment Bureau	150 E. Market St. Akron, OH 44308	Mary J. Langston	330-643-3703 <a href="mailto:Christine.Marshall@workforcearead2.org">Christine.Marshall@workforcearead2.org</a>	0	Y
OAB	88 East Broad St. Suite 1150 Columbus, OH 43215	Chris Merrit	614-228-8133 Posted on job board	0	N
Start Right Community Development Corp	startrightcdc@yahoo.com	Rev. Dr. Jimmie Hicks Jr. Executive Director	startrightcdc@yahoo.com	0	Y
PERI	PO Box 1292 Akron Ohio 44309	Belinda Duncan President	dunchbj@gmail.com	0	Y
Ohio Media School Revised 2/3/20	9885 Rockside Rd, Valley View OH 44125	Hoda Crable	2342032768 hcrable@beonair.com fax 2342032768	0	Y

### Number of Interviewees During Reporting Year

The total number of interviewees referred by all sources for the period from June 1, 2019, to May 31, 2020, was 0. The number of interviewees referred by each source is as follows:

Name of Recruitment Source	Total # of Interviewees by Source
Cleveland.com	0
Glassdoor.com	0
Indeed.com	0
Kent State University / Handshake	0
The University of Akron	0
Ursuline College	0
Akron Urban League, Inc.	0
Akron NAACP	0
Portage Employment Center	0
Stark State College	0
Cleveland State Univ.	0
John Carroll University	0
Notre Dame College of Ohio	0
Brown Mackie College	0
Malone College	0
OAB.org	0
CGI Consulting	0
Goodwill Industries Employment Resource Center	0
Akron Unemployment Bureau	0
Patrick McGervey	0
College of Wooster	0
Southern Ohio College	0
Production HUB.com	0
WBNX.com	0
Cleveland.com ad	0
Tech Center	0
Word of Mouth	0
Resumes on file	0

## MENU OPTIONS ACTIVITIES

**WBNX-TV has engaged in the following outreach activities during the period covered by this report 6/1/2019-5/31/2020:**

Date	Issue	Activity	Activity	Description
9/10/19 10am- 11am EST	14	OAB WEBINAR: 2019 Employment Law Update	Training to mgt. EEO	Lori Bruch, General Manager participated in this webinar training reviewing a number of employment issues. The OAB's annual webinar, 2019 Employment Law Update, gave attendees the opportunity to review a number of employment law issues that are relevant for stations today. Jackie Ford, a partner at the OAB's Ohio law firm Vorys, Sater, Seymour & Pease, LLP, led the session and guided attendees through a variety of topics:•Building a great team of employees starts before your employees are even hired. This webinar will highlight legal landmines in the hiring process and best practices for avoiding them.
10/16/2019 11am-2pm	1	University of Akron Student Union, R211 302 E Buchtel Ave, Akron, OH 44325	Job Fair	Kerry DiFranco, HR Coordinator attended the University of Akron Career Fair. Accepted resumes and handed out careers in television pamphlets, and job information.
3/5/2020 3pm-6pm	1	Cuyahoga Valley Career Center Job Fair 8001 Brecksville Road, Brecksville, OH 44141	Job Fair	Accepted resumes at the Job Fair and handed out careers in television pamphlets. Gave out CAB scholarship information and how to send resume to jobinfo@wbns.com to be considered for future opportunities.
3/31/2020- 4/29/2020	7	CAB PO Box 15294, Cleveland, OH 44115	Scholarship	Cleveland Association of Broadcasters Scholarship Sponsor and WBNX-TV representative, Kerry DiFranco, is on the Selection Committee. WBNX-TV promotes the scholarship on air and on website and at events.
9/10/19 10am- 11am EST	8	OAB WEBINAR: 2019 Employment Law Update	Training	Kerry DiFranco, HR Coordinator and EEO Officer participated in this webinar training reviewing a number of employment issues. The OAB's annual webinar, 2019 Employment Law Update, gave attendees the opportunity to review a number of employment law issues that are relevant for stations today. Jackie Ford, a partner at the OAB's Ohio law firm Vorys, Sater, Seymour & Pease, LLP, led the session and guided attendees through a variety of topics: •Building a great team of employees starts before your employees are even hired. This

				webinar will highlight legal landmines in the hiring process and best practices for avoiding them.
<b>Date</b>	<b>Issue</b>	<b>Activity</b>	<b>Activity</b>	<b>Description</b>
11/14/19 7:30am-4:30pm	8	Midwest Broadcast & Multimedia Technology Conference Great Greater Columbus Convention center Address: 400 N High St, Columbus, OH 43215	Training Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Timothy Dourm, WBNX-TV Master Control operator, attended educational sessions regarding to training in broadcast engineering. the Ohio Association of Broadcasters, Indiana Broadcasters Association and the Kentucky Broadcasters Association presented the MIDWEST BROADCAST & MULTIMEDIA TECHNOLOGY CONFERENCE, in partnership with the Society for Broadcast Engineers (SBE) and the Society for Motion Picture & Television Engineers (SMPTE). More than 180 engineers and broadcasters attended the conference, which featured a full day of sessions
11/13, 2019 8:30 AM – 11:30 AM EST	8	Security Best Practices Event - Steps to Protect Your Network Environment Microsoft Independence 6050 Oak Tree Blvd Ste 300 Independence, OH 44131	Training Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Timothy Dourm, WBNX-TV Master Control operator, attended educational sessions regarding training in broadcast engineering. awareness of the increase in security threats that threaten your company's cloud and on-premises environments. Maintaining security is a continuous exercise with new threats appearing weekly that prey on vulnerabilities. how to better protect your company's systems and data.
2/13/2020 Modules: 26 Hours: 40	8	Digital Marketing certification from Google, by completing all modules in The Digital Garage. Online course <a href="https://learndigital.withgoogle.com/digitalgarage/course/digital-marketing">https://learndigital.withgoogle.com/digitalgarage/course/digital-marketing</a>	Training- Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Steffanus Kostenko, Accounts Receivable Clerk, completed all modules in The Digital Garage and received The Fundamentals of Digital Marketing certificate Online course Master the basics of digital marketing with our free course accredited by Interactive Advertising Bureau Europe and The Open University. There are 26 modules to explore, all created by Google trainers, packed full of practical exercises and real-world examples to help you turn knowledge into action. Clear understanding of the core concepts of digital marketing improving your digital knowledge can help you find a job, get promoted, or start a whole new career.



Every two years, employment units that are not located in a “smaller market” and have more than ten full-time employees must engage in at least four (4) of the initiatives on the menu.

**For “Activity Classification” use numbers 1-16 in accordance with the following.**

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.
2. Hosting of at least one job fair.
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues.
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
6. Participant in job banks, Internet programs, and other programs designed promote outreach generally (i.e. Outreach that is not primarily directed to providing notification of specific job vacancies.)
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.
8. Establishment of a training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.
9. Establishment of a mentoring program for station personnel.
10. Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
11. Sponsorship of at least 2 events in the community designed to inform and educate members of the public about employment opportunities in broadcast.
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcasting employment and/or other career development assistance pertinent to broadcasting.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.
16. Participants in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.