

WBNS TV, Columbus, Ohio
EEO PUBLIC FILE REPORT

(Period covered: June 1, 2018 through May 31, 2019)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (*) and (+) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

Digital Account Manager (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69, 80)

[Hiree #3]

Job #72

Digital Product Specialist O&O (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69, 80)

[Hiree #3]

Job #82

Accountant (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 57, 58, 59, 60, 61, 62, 63, 65, 66, 69)¹

[Hiree #128]

Job #9

Assignment & Digital Editor (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69, 80)

[Hiree #128]

Job #89

Associate Producer (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69, 80)

[Hiree #128]

Job #55

Director of News & Digital Content (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 55, 58, 59, 60, 61, 62, 63, 65, 66, 69, 77)¹

[Hiree #135]

Job #44

¹ Source #80 was added to the list of recruitment sources as of October 15, 2018. Because Source #80 was not added to the list of recruitment sources until after recruitment for this position, the source was not among the recruitment sources used to fill this position.

Photographer (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69)¹

[Hiree #128]

Job #43

Producer (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69)¹

[Hiree #118]

Job #54

Producer (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69, 80)

[Hiree #7]

Job #60

Reporter I (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69)¹

[Hiree #86]

Job #56

Account Executive (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 37, 38, 39, 40, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69)¹

[Hiree #128]

Job #21

Associate Producer (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69, 80)

[Hiree #118]

Job #79

Multimedia Journalist (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69, 80)

[Hiree #128]

Job #81

Reporter I (#2, 3, 7, 12, 13, 15, 16, 17, 18, 19, 21, 23, 24, 25, 27, 28, 31, 37, 38, 39, 43, 44, 45, 46, 47, 48, 49, 50, 52, 58, 59, 60, 61, 62, 63, 65, 66, 69, 80)

[Hiree #128]

Job #93

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

64

TOTAL INTERVIEWS FROM REFERRAL SOURCES USED

#2 (2 people), #3 (28 people), #31 (14 people), #38 (1 person), #55 (2 people), #63 (2 people), #83 (9 people), #84 (1 person), #999 (5 people)

SUPPLEMENTAL OUTREACH ACTIVITIES

During the reporting period, members of the station's employment unit with substantial responsibility for hiring decisions participated in nine job fairs and events related to career opportunities in broadcasting sponsored by educational institutions. **(FCC Menu Option 1 and 10)**

- On June 15, 2018, Shawn Dunagan, Sports Photographer/Producer; Dominic Tiberi, Sports Anchor and David Holmes, Sports Anchor/Reporter, attended The Ohio State University *Football Career Fair* event held at The Ohio State University in Columbus, Ohio. They spoke with OSU football players about careers in television and participated in a panel Q&A session.
- August 1 – 5, 2018, John Cardenas, President & General Manager, attended the NABJ18 Convention & Career Fair held at the Detroit Marriott at the Renaissance Center in Detroit, Michigan, to interface with candidates for WBNS 10TV openings.
- Tim Moushey, News Operations Manager, partnered with the Fort Hayes Career Center to provide guidance and support during the 2018/2019 school year to the students in the TV/Film career track. Tim collaborated with the students on projects, provided “workplace critiques” and talked with the students throughout the year about careers in the television industry and at WBNS 10TV, specifically.
- On October 17, 2018, Carol Triplett, Traffic Manager; Shawn Hoder, EP Special Projects and Tani Mann, VP of HR, attended the Columbus Job Fair & Employer Showcase sponsored by Opportunities for Ohioans with Disabilities held at the Nationwide & Ohio Farm Bureau 4-H Center at The Ohio State University in Columbus, Ohio.
- On October 24, 2018, Shawn Dunagan, Sports Photographer/Producer, attended The Ohio State University *Careers in Sports* event, held at The Ohio State University in Columbus, Ohio. Shawn spoke with OSU students about careers in journalism with an emphasis on sports journalism and participated in a panel Q&A session.
- DeLaina Crutcher, Executive Producer; Shawn Dunagan, Sports Photographer/Producer; Jenny Dolph, Writer/Producer/Editor and Tani Mann, VP of HR, attended Ohio University's Spring Career and Internship Fair 2019, held at Ohio University in Athens, Ohio on February 13, 2019.
- Wes Coleman, Broadcast Operations Manager; DeLaina Crutcher, Executive Producer; Shawn Dunagan, Sports Photographer/Producer; Jenny Dolph, Writer/Producer/Editor and Tani Mann, VP of HR, attended the Ohio State University's 2019 Summer Internship & Opportunity Fair on February 27, 2019, at The Ohio State University in Columbus, Ohio.
- On March 6, 2019, Wes Coleman, Broadcast Operations Manager and Joe Brackman, Production Supervisor, visited students on site at the student run TV station at Ohio University in Athens, Ohio. They interfaced with the students while the TV broadcast

was underway, provided a critique to the students and spoke with them about careers in broadcast and at WBNS 10TV, specifically.

- WBNS 10TV leadership (John Cardenas, President & General Manager, and Wes Coleman, Broadcast Operations Manager) and talent participated in The Ohio State University's Career Trek on March 13, 2019, hosting students on site at WBNS 10TV. Wes and John spoke, answered questions regarding careers in broadcast journalism, gave a station tour and students watched talent in action and shadowed production and news staff behind the scenes.

During the reporting period, the station maintained an internship program for college students. During the reporting period, 13 students from the following educational institutions participated: The Ohio State University, Ohio University, Kent State University, Columbus College of Art & Design, Bowling Green State University and University of Miami at Florida. The staff members coordinating the program included DeLaina Crutcher, Executive Producer; Shawn Dunagan, Sports Photographer/Producer; Jenny Dolph, Writer/Producer/Editor and Larry Watzman, Creative Services Director. **(FCC Menu Option 5)**

By way of a station initiative, employees attended training programs and conferences enabling them to acquire skills that could qualify them for higher-level job vacancies. During the reporting period, station personnel participated in the following programs. **(FCC Menu Option 8)**

- On July 10, 2018, John Cardenas, President & General Manager; Paul Ballinger, Director of Sales; Chris Merkle, Local Sales Manager; Larry Watzman, Creative Services Director; Nick Johnson, Director of Finance; Todd Hoop, Software Development Manager; Ross Miller, Market Research Coordinator; Jennifer Nickels, Assistant News Director; Tim Moushey, News Operations Manager; William Bobich, Maintenance Supervisor; Stephanie Slagle, Director Digital Strategy; Jamie Caldwell, Information Technology Manager; Anthony Weems, Director of Technology, and Wes Coleman, Broadcast Operations Manager, attended the ATSC 3.0 Next Generation Television Summit held in Columbus, Ohio and hosted by the Ohio Association of Broadcasters.
- On September 19, 20 and 21, 2018, Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, attended the 2018 Ohio Human Resource Conference, hosted by the Ohio Society for Human Resource Management and held at the Kalahari Resort in Sandusky, Ohio. It was a three-day intensive training on compliance, EEO, safety, ADA, FMLA, management best practices, corporate culture, employee engagement, recruitment, candidate experience, diversity and inclusion.
- Helen Speiser, Digital Sales Manager, who is responsible for digital sales at WBNS 10TV, participated in "Leadership Columbus", class of 2019, on behalf of the station. Leadership Columbus helps build diverse leaders through an intense 9-month training program. The program includes relationship building, problem-solving, civic engagement and personal growth.

- On October 17, 2018, Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, attended “Getting on Board with Inclusive Hiring” hosted by Opportunities for Ohioans with Disabilities and held at the Nationwide & Ohio Farm Bureau 4-H Center on the campus of The Ohio State University in Columbus, Ohio on behalf of the station. The training focused on building a corporate culture where hiring is inclusive and diversity is welcome.
- On October 31, 2018, Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, attended the Fall Employment Relations Seminar hosted by Porter Wright Law Firm and held at the Hilton Easton in Columbus, Ohio on behalf of the station. The training focused on arbitration agreements, litigation trends, information privacy and the Fair Labor Standards Act.
- On November 8, 2018 Marvin Hite, Transmitter Supervisor; Jason Knapp, IS Maintenance Tech; and Anthony Weems, Director of Technology, attended the 2018 Ohio Broadcast and Multimedia Technology Conference held at the Greater Columbus Convention Center in Columbus, Ohio. The training concentrated on the multiplatform world of broadcast, digital developments, monitoring, compliance and cybersecurity.
- On January 22, 2019, Anthony Weems, Director of Technology, attended the R-Factor workshop, hosted by Focus3 at their headquarters in Columbus, Ohio. Training consisted of leadership skills development, including driving favorable outcomes and results, working with your team to meet challenges and making a difference for employees.
- On February 26-27, 2019, Anthony Weems, Director of Technology, and Joshua Waibel, IT Systems Administrator, attended the Technology Leadership Summit, held at the Atlanta Airport Marriott in Atlanta, Georgia. The conference focused on Multiplatform systems, diversity on tech teams, key trends and the future of live production.
- John Cardenas, President & General Manager; Tim Moushey, News Operations Manager; and Anthony Weems, Director of Technology, attended the National Association of Broadcasters Show in Las Vegas, Nevada from April 6 through April 11, 2019. The National Association of Broadcasters Show focuses on the intersection of technology, media and entertainment.
- On April 22-23, 2019, Stephanie Slagle, Director of Digital Sales; Helen Speiser, Digital Sales Manager; and Clare Woods, Digital Account Executive, attended the Local Media Association Digital Revenue Summit held at the Crowne Plaza O’Hare in Chicago, Illinois. Training was focused on digital subscription best practices, OTT/Connected TV, revenue strategies and emerging trends.
- On May 1, 2019, members of the station’s sales team participated in “Lessons for the Local Advertiser”, training on engaging with clients and enhancing local business, held at the Columbus Country Club and led by Jim Doyle and Associates EVP, Tom Ray. Attendees included Paul Ballinger, Director of Sales; Helen Speiser, Digital Sales Manager; Chris Merkle, Local Sales Manager; and the following Account Executives:

Lindsay Adams, Leslie Gill, Ryan Hayes, Andrew Mulcahey, Rusty Simkins, Ashley Vukovic, Jeff Webb, Gaby Wigler and Clare Woods.

- On May 15, 2019, Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, attended the Fall Employment Relations Seminar hosted by Porter Wright Law Firm and held at the Hilton Easton in Columbus, Ohio on behalf of the station. The training focused on workplace ADA accommodations, addressing complex FMLA leaves, medical marijuana laws and the Fair Labor Standards Act.
- On May 20 – 22, 2019, Nick Johnson, Director of Finance, attended the Media Finance Focus Conference, held at the Hilton New Orleans Riverside in New Orleans, Louisiana. The conference focused on strategic application of accounting principles, financial innovation, trends and industry best practices.

Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, participated in the following webinars and online training sessions during the reporting period on behalf of the station:

- “Legal Webinar: FCC Deregulation and Desirable Regulation” on June 6, 2018. The webinar was offered by The Ohio Association of Broadcasters and focused on the FCC’s upcoming initiatives and how the regulatory landscape is changing.
- “Q3 Legal Webinar: FCC EEO Rules” on August 28, 2018. The webinar was offered by The Ohio Association of Broadcasters and focused on FCC oversight, recruitment requirements and outreach.
- “3R’s – Resources, Recruiting and Retaining Veterans” on November 15, 2018. The webinar was offered by Disability Ohio and focused on recruitment, engagement and retention of veterans in the workplace.
- “The Intersection of ADA, FMLA and Workers’ Comp” on January 17, 2019. The webinar was offered by the Mid-Atlantic ADA Center and focused on a review of the laws, how they intersect and our obligations as employers.
- “2019 EEOC-Initiated Litigation” on March 19, 2019. The webinar was offered by the law firm of Seyfarth Shaw and focused on recent developments in enforcement and guidance for employers.
- “Marijuana Testing in the Current Employment Environment” on April 30, 2019. The webinar was offered by HireRight and focused on a review of the laws and our obligations and rights as employers.

During the reporting period, the station provided training to management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination **(FCC Menu Option 14)**

- Management level personnel participated in a training course, The Road to a Harassment Free Workplace, onsite at WBNS 10TV in Columbus, Ohio. The training module focused on preventing discrimination and maintaining an environment free from harassment and was conducted by Matt Reed, a trainer for Seyfarth Shaw at Work. The following managers attended the training on July 12, 2018: John Cardenas, President & General Manager; DeLaina Crutcher, Executive Producer; Paul Ballinger, Director of Sales; Chris Merkle, Local Sales Manager; Butch Moore, Director of DGMS; Pat Wise, National Sales Manager; Carol Triplett, Traffic Manager; Larry Watzman, Creative Services Director; Michael Gravely, Assignment Manager; Tani Mann, VP of HR; Shawn Hoder, EP Special Projects; Jason Pumo, Sr. Executive Producer; Jennifer Nickels, Assistant News Director; Tim Moushey, News Operations Manager; Helen Speiser, Digital Sales Manager; Paul Spohn, Sports Director; Daniel Gialluca, Sr. Digital Producer; William Bobich, Maintenance Supervisor; Harold Roudabush, Sr. Operations Tech/Master Control Supervisor; Stephanie Slagle, Director Digital Strategy; Joe Brackman, Production Supervisor; Nick Johnson, Director of Finance; Jamie Caldwell, Information Technology Manager; Anthony Weems, Director of Technology; and Wes Coleman, Broadcast Operations Manager.

During the reporting period, the station participated in three events that the licensee has designated to further the goal of disseminating information about employment opportunities.

(FCC Menu Option 16)

- Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, participated on three employer panels, one on June 21, 2018, one on March 6, 2019 and one on April 5, 2019, held by New Directions in Columbus, Ohio on behalf of WBNS 10TV. The panel was directed toward women entering or re-entering the work force. Tani spoke about the station's open positions, gave advice on what recruiters look for in a candidate, preparing for job interviews and answered questions.

During the reporting period, the station's employment unit aired public service announcements from June 2018 through May 2019. The PSAs serve three purposes: to inform the public that the station is an equal opportunity employer; to offer organizations an opportunity to request the station's job vacancy listings; and to inform viewers that the station's job vacancy information is available via the station's website.

EEO Public File
Referral Sources for WBNS 10TV
(Period covered: June 1, 2018 through May 31, 2019)
Appendix A

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
2	Careers	Tani Mann		Dispatch Broadcast Group	770 Twin Rivers Dr	Columbus	OH	43215	tmann@10tv.com	(614) 469-6229
3	WBNS 10TV	Tani Mann		Dispatch Broadcast Group	770 Twin Rivers Dr	Columbus	OH	43215	tmann@10tv.com	(614) 469-6229
4	97.1 The Fan	Tani Mann		Dispatch Broadcast Group	770 Twin Rivers Dr	Columbus	OH	43215	tmann@10tv.com	(614) 469-6229
6	AllAccess.com	www.allaccess.com								
7	American Broadcasting School	Michelle McConnell	+	4511 SE 29th St.		Del City	OK	73115	michelle@radioschool.com	(405) 672-6511
8	American Meteorological Society	Melissa Peterson		c/o Job Target	225 State Street	New London	CT	06230	billing@jobtarget.com	(860) 437-5700
10	Broadcasting and Cable			28 East 28th St	12th Floor	New York	NY	10016		(212) 378-0448
11	B-Roll.net	Kevin Johnson		2302 Monroe St. NE		Washington	DC	20018		
12	BSP Black Sports Professionals (Sports Diversity Group)**	Bruce Wimbish	*	155 W. Nationwide Blvd.	Suite#125	Columbus	OH	43215	bwimbish@porterwright.com	(614) 221-6178
13	Capital University	Betsy Pike	*	Dept of Communication	1 College & Main	Columbus	OH	43209	bpike@capital.edu	(614) 236-6318
15	Cedarville University Career Services	Jeffrey Reep	*	251 N. Main St		Cedarville	OH	45314	reepj@cedarville.edu	(937) 766-7868
16	Collective Talent	Michael Bille	*	5134 Sandy Beach Ave.		Sarasota	FL	34242	bille@michaelsmedia.com	(813) 494-4555
17	Columbus Speech and Hearing Center	Julia Felts	*	510 E. North Broadway		Columbus	OH	43214	jfelts@columbusspeech.org	(614) 263-5151
17	Columbus Speech and Hearing Center	Gary Swingle	*	510 E. North Broadway		Columbus	OH	43214	gswingle@columbusspeech.org	(614) 261-5776
18	Community Housing Network	William Palmer	*	1680 Watermark Dr.		Columbus	OH	43215	bpalmer@chninc.org	(614)-487-6792
19	Community Refugee and Immigration Services	Tara Dhungana	*	1925 E Dublin Granville Rd		Columbus	OH	43229	tdhungana@cris-ohio.org	(614) 456-1523
21	DeVry University Career Services	Krisna Murphy	*	1 West Court Square	Suite 100	Decatur	GA	30030	kpowersmurphy@devry.edu	404-270-2782
22	Dice	www.dice.com								
23	Eastland-Fairfield Career & Technical Schools	Heather Wenger	*	4300 Amalgamated Pl		Groveport	OH	43125	hwenger@efcts.us	(614) 836-4541 ext 1537
24	Employment for Seniors	Barb Stoltz	*	4300 East Broad St.		Columbus	OH	43213	jobs@employseiors.org	(614) 863-1219
25	Fairfield County Job & Family Services	Carrie Stoneman	*	239 West Main St		Lancaster	OH	43130	carrie.stoneman@ifs.ohio.gov	(740) 652-7799
27	Functional Training Services	Jennifer Bechtel	*	909 Oakland Park Ave		Columbus	OH	43224	jennifer.bechtelftsjobs4u.com	(614) 262-9669

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
28	Goodwill Columbus	Jennifer Garey	*	1331 Edgehill Rd		Columbus	OH	43212	jennifer.garey@gwcols.com	(614) 583-0136
31	Indeed.com	www.indeed.com							www.indeed.com	
37	Jewish Family Services	Julie Wasserstrom	*	1070 College Ave.		Columbus	Oh	43209	jwasserstrom@jfscolumns.org	614-559-0117
38	Linked In	www.linkedin.com		2029 Steirlin Ct		Mountain View	CA	94043		
39	Medialine	Rick Iler	+	2515 Sparrow Crest Dr.		Katy	TX	77494	medialine@medialine.com	(913) 217-0685
40	MediaRecruiter.com	Art Scott		Birschbach Recruiting Network DBA Media Recruiter	9457 So. University Blvd., #303	Highlands Ranch	CO	80126	art@mediarecruiter.com	(303) 881-5600
41	National Association of Black Journalists			Executive Plaza III	11350 McCormick Rd Ste 101	Hunt Valley	MD	21031	customerservice@jobcontrolcenter.com	(888) 491-8833
42	National Association of Hispanic Journalists	Yaneth Guillen-Diaz		1050 Connecticut Ave NW	5th Floor	Washington	DC	20036	nahj@nahj.org	(202) 853-7760
43	Native American Indian Center of Central Ohio	Masami Smith	*	PO Box 7705		Columbus	OH	43207	naicco1975@gmail.com	(614) 443-6120
44	New Directions Career Center	Jami Phillips	*	199 E. Rich Street		Columbus	OH	43215	jphillips@newdirectionscc.org	(614) 849-0028 x 104
45	Illinois Media School - Chicago Campus	Don Clark	*	Chicago Campus	530 South State Street	Chicago	IL	60605	dclark@beonair.com	(331) 215-4733
46	Ohio Media School - Cleveland Campus	Houda Crable	*	9885 Rockside Rd	Suite 160	Valley View	OH	44125	hcrable@beonair.com	(216) 503-5900 ex:148
47	Colorado Media School - Colorado Campus	Deborah Byrd	*	404 South Upham Street		Lakewood	CO	80226	dbyrd@beonair.com	(303) 937-7070 x 113
48	Ohio Media School - Columbus Campus	Lee Wagner	*	5330 E. Main Street, Ste 200		Columbus	OH	43213	lwagner@beonair.com	(614) 230-0461
49	Ohio Department of Job and Family Services, Veteran Program-Office of Workforce Development	Robert OKeefe	*	4020 East 5th Ave.		Columbus	OH	43219	robert.okeefe@jfs.ohio.gov	(614) 644-9315
50	Ohio Means Jobs Licking County	Mark Pellegrino	*	Licking County Opportunity Links	998 East Main St.	Newark	OH	43055	Mark.Pellegrino@jfs.ohio.gov	(740) 670-8866
52	Opportunities for Ohioans with Disabilities	Kelly Jordan	*	4300 E Broad St., Suite 200		Columbus	OH	43213	kelly.jordan@ood.ohio.gov	614-914-2492
53	Otterbein University Center for Career & Professional Development	Taylor Sutton		1 South Grove St.		Westerville	OH	43081	career@otterbein.edu	(614) 823-1522
54	Radio Television Digital News Association (RTDNA)	www.rtdna.org		The National Press Building	529 14th Street NW, Suite 1240	Washington	DC	20045		
55	Rick Gevers and Associates	Rick Gevers		355 E. Ohio St. #303		Indianapolis	IN	46204	rick@rickgevers.com	(317) 635-7912

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
56	Society of Broadcast Engineers	Scott Jones		9102 N. Meridian	Suite 150	Indianapolis	IN	46260	kjones@sbe.org	(317) 846-9000
57	Southern Illinois University/Career Services	Michelle Garrett		Student Services Building	Rm 0179, MC 4703	Carbondale	IL	62901	careerservices@siu.edu	(618) 453-7112
58	Specs Howard School of Media Arts	Kristin Burns	+	19900 W. Nine Mile Rd		Southfield	MI	48075	kburns@specshoward.edu	(248) 358-9000
58	Specs Howard School of Media Arts	Brent Carey	+	19900 W. Nine Mile Rd		Southfield	MI	48075	Bcarey@specshoward.edu	(248) 358-9000
59	Talent Dynamics	Julie Pumphrey	+	600 E. Las Colinas Blvd.	Suite 100	Irving	TX	75039	pumphrey@talentdynamics.com	(214) 640-3180
60	The Bradford School	Lisa Martin	*	2469 Stelzer Rd.		Columbus	OH	43219	lmartin@bradfordschoolcolumbus.edu	(614) 416-6229
61	The Ohio State University College of Arts and Sciences	Randy Dineen	*	100 Denney Hall	Annie & John Glenn Ave	Columbus	OH	43210	dineen.2@osu.edu	(614) 688-4522
61	The Ohio State University College of Arts and Sciences	Jessamyn Cox	*	100 Denney Hall	Annie & John Glenn Ave	Columbus	OH	43210	cox.1195@osu.edu	(614) 688-4522
61	The Ohio State University College of Arts and Sciences	Caitlin Conrad	*	100 Denney Hall	Annie & John Glenn Ave	Columbus	OH	43210	conrad.265@osu.edu	(614) 688-4522
62	The Ohio State University Office-Diversity & Inclusion	Jackie Lipscomb	*	154 W. 12th Avenue	Room 84	Columbus	OH	43210	odicareer@osu.edu	(614) 292-8236
63	TVJobs.com	Mark Holloway	+	P.O. Box 4116		Oceanside	CA	92052	admin@tvjobs.com	(800)374-0119
65	Wittenberg University Career Services	Teresa Cantrell	*	Career Services	PO Box 720	Springfield	OH	45501	careers@wittenberg.edu	(937) 327-7521
66	WMCO Muskingum University/Dept of Communication, Media & Theatre	Tom German	*	163 Stormont St		New Concord	OH	43762	tgerman@muskingum.edu	(740) 826-8375
66	WMCO Muskingum University/Dept of Communication, Media, & Theatre	Lisa Marshall	*	163 Stormont St		New Concord	OH	43762	lisam@muskingum.edu	(740) 826-8189
69	Ohio Media School - Cincinnati Campus	Heather Parr	*			Cincinnati	OH		hparr@beonair.com	513-342-3512
72	602 Communications	Theodema Maliza							tmaliza@602communications.com	919-400-9980
75	Inside Radio	Gene McKay		PO Box 567925		Atlanta	GA	31156	ads@insideradio.com	(800) 248-4242
77	Tom Dolan & Associates - Dolan Media Mgmt	Tom Dolan		3 N Court St #1		Frederick	MD	21701	Dolan@smartrecruit.com	(301)668-1511
78	NewsCheck Media	www.tvnewscHECKmedia.com							www.mediajobcenter.com	

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
79	Media Staffing Network	Jennifer Lane							www.mediastaffingnetwork.com	(480)306-8930
80	Ydiversity.com	Mark Meador	*	5807 Pebble Beach Place		Westerville	OH	43082	meadorm1@searchdiversity.com	(614)207-2397
81	SpotsnDots	Emily McKay		SND Publishing LLC	1635 Old Highway 41 Ste 112-238	Kennesaw	GA	30152	ads@spotsndots.com	(888) 884-2630 x 701
83	Word of Mouth	N/A								
84	Agent	N/A								
85	Investigative Reporters and Editors, Inc.	Sarah Hutchins		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	postings@nicar.org	(573) 882-8969
90	Media Bistro			475 Park Avenue South	4th Floor	New York	NY	10016	support@mediabistro.com	
91	National Press Photographer's Association	Thomas Kenniff		120 Hooper St.		Athens	GA	30602	tkenniff@nppa.org	(919) 237-1782
95	Kent State University	www.kent.edu		Career Exploration & Development	PO Box 5190, 261 Schwartz Ctr	Kent	OH	44242	career@kent.edu	(330) 672-2360
96	Ohio University, Scripps College of Communication	Karen Peters-Use Job Board		1 Ohio University	Schoonover Center, 108	Athens	OH	45701	petersk@ohio.edu	(740) 593-9994
999	Other Source(s) Not Notified by Employment Unit									

* Indicates organizations located in Ohio requesting FT vacancies.

+ Indicates organizations located outside the state of Ohio requesting FT vacancies.