

WCMH-TV
EEO PUBLIC FILE REPORT
June 1, 2015 - May 31, 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
Digital Content Manager	1, 3, 6-7, 9-14, 16-19, 22, 24, 28, 32-40, 42, 44-50, 52-53, 55-57	16
Multi-Media Journalist	3, 6-7, 9-14, 17-19, 24, 28, 32-40, 42, 44-53, 55-57	51
Executive Producer	3, 6-7, 9-14, 16-19, 22, 24-25, 28, 30, 32-40, 42, 44-50, 52-53, 55-57	56
Digital Account Executive	3, 6-7, 9-14, 17-19, 22, 24, 28, 32-40, 42, 44-53, 55-57	51
Local Sales Manager	3, 6-7, 9-14, 17-19, 22-24, 28, 32-41, 44-50, 52-53, 55-57	22
Digital Production Operator I	3, 6-7, 9-14, 17-19, 24, 28, 32-40, 44-50, 52-53, 55-57	56
Anchor, WKDY, Afternoon	3, 6-7, 9-14, 17-19, 22, 28, 32-40, 44-50, 52-53, 55-57	56
Account Executive	3, 6-7, 9-14, 16-19, 28, 30, 32-40, 44-50, 52-53, 55-57	16
Associate Producer	3, 6-7, 9-14, 17-19, 22, 28, 32-40, 44-50, 52-53, 55, 57	22
Digital Sales Manager	3, 6-7, 9-14, 16-19, 24, 28, 32-40, 44-53, 55-57	16
Photojournalist	3, 6-7, 9-14, 17-19, 22, 24, 28, 30, 32-40, 44-50, 52-53, 55-57	22
Account Executive	3, 6-7, 9-14, 16-19, 24, 28, 32-40, 44-50, 52-53, 55, 57	16
Account Executive	3, 6-7, 9-14, 16-19, 24, 28, 32-40, 44-50, 52-53, 55, 57	16
Traffic/Breaking News Anchor/MMJ	3, 6-7, 9-14, 18-19, 22, 24, 28, 32-40, 44-50, 52-53, 55, 57	22
Investigative/Special Projects Producer	3-15, 18-22, 24, 26, 28-29, 31-40, 43-50, 52-55, 57	22
Sports Anchor / MMJ	3-15, 18-22, 24, 26, 28-29, 31-40, 43-50, 52-55, 57	22
Assignment Editor	3-15, 18-21, 24, 26, 28-29, 31-40, 43-50, 52-57	56
Digital Content Producer	2-15, 18-22, 24, 26, 28-29, 31-40, 43-50, 52-55, 57	22
Multi Media Journalist	1-16, 18-22, 24, 26, 28-29, 31-40, 43-50, 52-57	22
Producer	2-15, 18-22, 24, 26, 28-29, 31-40, 43-50, 52-55, 57	22
Temporary Photojournalist	2-16, 18-21, 24, 26, 28-29, 31-40, 43-50, 52-55, 57	16

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Digital Account Executive - CMH-000245	2-15, 18-22, 24, 26, 28-40, 43-50, 52-57	30
Assignment Editor	2-16, 18-22, 24, 26, 28-29, 31-40, 43-50, 52-57	16
Associate Producer	2-16, 18-21, 24, 26-29, 31-40, 43-50, 52-57	16
Marketing Producer	2-15, 18-22, 24, 26, 28-29, 31-40, 43-50, 52-57	56
Senior Commercial Producer	2-3, 5-16, 18-22, 24, 26, 28, 31-40, 43-47, 49-55, 57	51
Non Linear Video Editor	2-3, 5-15, 18-21, 24, 26, 28, 31-40, 43-47, 49-50, 52-57	56

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	7
2	Baldwin Wallace University 275 Eastland Road Berea, Ohio 44017 Phone : 4448262101 Email : lkerbusc@bw.edu Linda Kerbusch	N	0
3	Bowling Green State University Career Center 322 Conklin North Bowling Green, Ohio 43403 Phone : 419-372-2356 Url : http://www.bgsu.edu Jobs Listing Manual Posting	Y	0
4	Broadcast Education Association 1771 N Street NW District of Columbia, District of Columbia 20036 Phone : 2023741717 J-D Boyle Manual Posting	N	0
5	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 8003740119 Email : admin@tvjobs.com Mark Holloway	N	0
6	Cedarville University Career Services 251 N. Main St. Cedarville, Ohio 45314 Phone : 937-766-7878 Url : https://cedarville-csm.symplicity.com/employers/ Email : career@cedarville.edu Jennifer Flynn	N	0
7	Central State University 1400 Brush Row Rd. Wilberforce, Ohio 45384 Phone : 800-388-2781 Url : https://centralstate-csm.symplicity.com Jobs Listing 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	Cleveland State University 2124 Chester Ave Cleveland, Ohio 44115 Email : i.rozakis@csuohio.edu Irene Rozakis	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	Y	0
10	Columbus Association of Black Journalists PO Box 1924 Columbus, Ohio 43216 Phone : 614-222-3767 Url : http://www.nabj.org/?page=regioniv Email : anelson@adamh.co.franklin.oh.us Alisha Wilkes	Y* (* as of 10/29/15, jobs sent to Ohio Means Jobs automatically posted to Source 10)	0
11	Columbus Career Network 1100 King Ave. Columbus, Ohio 43212 Phone : 614-472-8523 Url : http://www.columbuscareernetwork.org Jobs Listing Manual Posting	Y	0
12	Columbus NAACP 233 S. High St. Suite 207 Columbus, Ohio 43215 Phone : 614-464-1108 Url : http://www.naacp.org/columbus Email : branchoffice@columbusnaacp.org Tashia McMullin	N	0
13	Columbus Urban League 788 Mt. Vernon Ave. Columbus, Ohio 43203 Phone : 614-372-2319 Url : http://www.ohiomeansjobs.com Toni Cunningham Manual Posting	Y	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
14	Community Refugee & Immigration Services 1925 E. Dublin-Granville Rd. Suite 102 Columbus, Ohio 43229 Phone : 614-841-4007 Url : http://www.crisohio.org/ Fax : 1-614-235-6127 Angela Plummer	N	0
15	Edinboro University of PA 405 Scotland Road Edinboro, Pennsylvania 16444 Phone : 8147321265 Email : pgill@edinboro.edu Philomena Gill	N	0
16	Employee Referral	N	12
17	Employment for Seniors 4500 E. Broad St. Columbus, Ohio 43213 Phone : 614-863-1219 Url : http://www.employseniors.org/ Email : jobs@employseniors.org Martha Cotton	N (as of 10/29/15; organization changed name to Columbus Career Network)	0
18	Functional Training Service 909 Oakland Park Ave. Columbus, Ohio 43224 Phone : 614-262-9669 Fax : 1-614-262-6088 Jennifer Bechtel	N	0
19	Goodwill Columbus 1331 Edgehill Rd. Columbus, Ohio 43212 Phone : 614-440-3652 Url : http://www.goodwillcolumbus.org/ Fax : 1-614-294-6895 Lori Collins	N	0
20	Grove City College 100 Campus Drive Grove City, Pennsylvania 16127 Email : career@gcc.edu Linda Reash	N	0

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21	Indiana University of PA 201 Pratt Drive Suite 302 Indiana, Pennsylvania 15705 Phone : 7243572235 Email : career-services@iup.edu Jan Shellenbarger	N	0
22	Internal Transfer/Promotion	N	22
23	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 937-258-8251 Email : zenaicb@aol.com Fax : 937-258-8714 Gail Basine	N	0
24	International College of Broadcasting 6 South Smithville Rd. Dayton, Ohio 45431 Phone : 800-517-7284 Url : http://www.icbcollege.com/ Fax : 1-937-258-8714 Kenny Pyles	N	0
25	Internet Ad	N	3
26	ITT Technical Institute 1030 North Meridian Road Youngstown, Ohio 44509 Phone : 3307791236 Email : bvarner@itt-tech.edu Brenda Varner	N	0
27	Job Fair	N	2
28	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 3306758847 Nicolette Fenlock Manual Posting	N	0
29	La Roche College 9000 Babcock Blvd Pittsburgh, Pennsylvania 15237 Phone : 4125361788 Rebecca Rosswog 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
30	Linked In	N	11
31	Mahoning Valley United Way 255 Watt Street Youngstown, Ohio 44505 Phone : 3307468494 Email : bhannon@ymvunitedway.org Bob Hannon	N	0
32	Media General 333 E. Franklin St. Richmond, Virginia 23293 Phone : 317-296-3109 Url : http://www.mediageneral/careers.com Email : careers@mediageneral.com Cheryl Robb	N	0
33	Mediabistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-389-2000 Url : http://www.mediabistro.com/employers/pack_select.a Jobs Listing Manual Posting	Y	0
34	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/jobs.htm Email : medialine@medialine.com Rick Everitt	N	0
35	Minority & Women's Business Development PO Box 1001 Columbus, Ohio 43216 Phone : 614-466-4945 Melody Borchers Manual Posting	Y	0
36	Mt. Vernon Nazarene University 800 Martinsburg Rd. Mt. Vernon, Ohio 43050 Phone : 740-392-6868 Url : http://www.gotomvnu.com/ Email : mvnu.career@mvnu.edu Jobs Listing	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
37	National Association of Black Journalists 8800 Lakewood Dr #117 Windsor, California 95492 Phone : 626-792-3846 Url : http://nabjcareers.org/contact Email : info@nabjcareers.org Jobs Listing	Y	0
38	Native American Indian Center 67 E. Innis Ave PO Box 07705 Columbus, Ohio 43207 Phone : 614-443-6120 Url : http://naicco1975.org/ Email : necklacemerida@gmail.com Mark Welch	N	0
39	New Directions Career Center 199 E. Rich St. Columbus, Ohio 43215 Phone : 614-849-0028 Url : http://www.newdirectionscc.org/ Email : robrien@newdirectionscc.org Amanda Fox	N	0
40	Ohio Association of Broadcasters 88 E. Broad St. Suite 1180 Columbus, Ohio Phone : 614-228-4052 Url : https://oab.formstack.com/forms/untitled_form3 Email : klovell@oab.org Katie Lovell	Y	0
41	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View Valley View, Ohio 44125 Phone : 216-447-9117 Email : gary@beonair.com Fax : 216-642-9232 Gary James	N	0
42	Ohio Center for Broadcasting 5330 E. Main St. Suite 200 Columbus, Ohio 43213 Phone : 614-245-0555 Url : http://beonair.com/columbus/ Email : dfogg@beonair.com Dave Fogg	Y	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
43	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 2164479117 Email : jhardy@beonair.com Janice Hardy	N	0
44	Ohio Means Jobs Office of Workforce Development PO Box 1618 Columbus, Ohio Phone : 888-296-7541 Url : https://employers.omj.ohio.gov/account/login Jobs Listing Manual Posting	N	0
45	Ohio Sate University Job Board Longaberger Alumni House 2200 Olentangy River Road Columbus, Ohio 43210 Phone : 614-292-3314 Url : https://www.myinterfase.com Jobs Listing Manual Posting	N	0
46	Ohio State University Career Services 1885 Neil Ave. Columbus, Ohio 43210 Phone : 614-688-4522 Url : http://careers.osu.edu/ Email : dineen.2@osu.edu Randy Dineen	Y	0
47	Otterbein University Center for Career Planning 1 South Grove St Westerville, Ohio 43081 Phone : 614-823-1456 Url : http://www.otterbein.edu Email : career@otterbein.edu Ryan Brechbill	N	0
48	Poynter Institute 801 Third St. South St. Petersburg, Florida 33701 Phone : 727-553-4711 Url : http://careers.poynter.org/employers/ Tina Dyakon Manual Posting	Y	0

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49	Rick Gevers Newsletter 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : http://www.rickgevers.com/ Email : rick@rickgevers.com Rick Gevers	Y	0
50	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Rd. Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://collegecentral.com/specshoward/employer.cfm Email : kpeters@specshoward.edu Katie Peters	N	0
51	Station Website	N	8
52	Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : http://www.talentedynamics.com/jobs.cfm Email : connell@talentedynamics.com Sandra Connell	N	0
53	The Ohio Dept. of Job & Family Services 30 E. Broad Street 32 Floor Columbus, Ohio Phone : 614-466-6282 Url : https://employer.ohiomeansjobs.monster.com Mark Birnbrich Manual Posting	Y	0
54	Turning Gears 3622 Belmont Ave Youngstown, Ohio 44505 Phone : 3307590566 Email : thompson_maryann@sbcglobal.net Mary Ann Thompson	N	0
55	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	0

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56	Walk In/Self-Referral	N	48
57	Wittenberg University Career Center 210 Shouplin Center Springfield, Ohio 45501 Phone : 937-327-7521 Url : https://www.myinterfase.com/wittenberg/employer/ Teresa Cantrell Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			113

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2015	Establishment of an intern program designed to assist members of the community	NBC4 Internship Program - On Going - Internship Programs are available during the year consistently in the News, Local Programming, and Marketing departments. Total of sixteen interns representing Ohio State University, Ohio University, Otterbein University, Kent State University, and Denison University. All interns received college credit during their tenure. Interns are present in our News, Programming/Production, and Marketing departments and responsibilities include assisting station personnel and learning the broadcasting industry as it relates to their internship focus.	3	News Director Operations Director Promotions Director
2	8/5/2015	Participation in events sponsored by community groups	Attended National Association of Black Journalist conference in Minneapolis, Minnesota - News Director engaged with potential candidates during yearly conference.	1	News Director
3	9/24/2015	Co Sponsoring Job Fair	Station personnel engaged job seekers and provided information on current job openings at The King Arts Complex, Columbus Ohio.	2	Business Administrator Executive Assistant
4	10/1/2015	Sponsorship of events in the community designed to increase public awareness	Station Anchors attended Ohio Champions of Diversity at The Lincoln Theatre in Columbus, Ohio. Station Anchors promoting diversity and the need for a diverse workforce in broadcasting.	2	Anchor Anchor
5	2/13/2016	Sponsorship of events in the community designed to increase public awareness	Anchor promoting careers in television for the Columbus Young Professionals Club at the Hollywood Casino, Columbus, Ohio.	1	Anchor
6	2/19/2016	Participation in events or programs sponsored by educational institutions	Anchor visited Ohio University to promote careers in television to their students in the Scripts Program.	1	Anchor
7	2/27/2016	Participation in events or programs sponsored by educational institutions	Kappa Alpha PSI Scholarship Luncheon - Anchor was promoting careers in television at The Lincoln Theatre, Columbus, Ohio.	1	Anchor

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8	3/5/2016	Participation in events or programs sponsored by educational institutions	Ohio State University - Meteorologist was guest speaker on severe weather and how to spot it.	1	Meteorologist
9	4/27/2016	Participation in job banks, internet programs and other programs designed to promote outreach	Business Administrator attended webinar provided by corporate general counsel for training on equal employment opportunities and EEO compliance.	1	Business Administrator