

July 9, 2015

Federal Communications Commission  
EEO Staff, Policy Division, Media Bureau  
445 12<sup>th</sup> Street SW  
Washington, DC 20554

Re: One Connection Media Group  
WCVO(FM), Gahanna, Ohio, Fac. Id. No. 11138  
WZNP(FM), Newark, Ohio, Fac. Id. No. 122205  
Response to EEO Audit

Dear Sir or Madam:

One Connection Media Group (“OCMG”) hereby submits its response to the FCC EEO audit request dated June 12<sup>th</sup> 2015 for the above-captioned radio stations (the “Audit Letter”).<sup>1</sup> Because the two stations are in the same employment unit (“Unit”), OCMG is filing this consolidated response for both stations. The Unit has more than five full-time employees and is not brokered by another company. Accordingly, this letter provides OCMG’s response to Question 3 of the Audit Letter. Unless otherwise indicated, the responses are numbered according to the questions in the Audit Letter. In response to Section 3(a):

- Attached as Exhibits 1 and 2 are the two most recent EEO public file reports for the Unit.
- The most recent EEO public file report was placed in the local public inspection file for each station and posted on the each station’s web site at <http://893theriver.com/eoo/> and <http://1049theriver.com/eoo/>.<sup>2</sup>

In response to Section 3(b):

- Copies of the requested materials for the 2013 and 2014 EEO Public File Reports and supporting documentation are contained in Exhibits 3 and 4.<sup>3</sup>

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<sup>1</sup> The Audit Letter requires the filing of a response with the Commission by July 27, 2015. Thus this response is timely filed.

<sup>2</sup> One other station licensed to OCMG Radio comprises the Unit: (1) WZCP(FM), Chillicothe, Ohio, Facility Id. No. 74208. The current EEO public file report for WZCP(FM) may be found at <http://893theriver.com/eoo/>

<sup>3</sup> Exhibits 1 and 2 are copies of the relevant EEO public file reports, while Exhibits 3 and 4 are documentation of the recruitment efforts undertaken by OCMG for full-time positions.

In response to Section 3(c):

- The 2013 and 2014 EEO Public File Reports submitted with this response contain a list of the full-time vacancies filled by the Unit during that year, identified by job title and listing the referral source for each interviewee.

In response to Section 3(d):<sup>4</sup>

- OCMG is required to fulfill 4 initiatives in the 2 year period ended Oct 1 2014.
- OCMG employed 29 full time employees during the period and serves a market in excess of 250,000 total population.
- OCMG initiatives include:
  - Internship program run by the Community Relations Director in the summer of 2013. This program consistently results in 8-10 interns each year assisting in Community relations efforts as well as gaining exposure to other areas of Radio Broadcasting.
  - Internship program run by the Community Relations Director in the summer of 2014. This program consistently results in 8-10 interns each year assisting in Community relations efforts as well as gaining exposure to other areas of Radio Broadcasting.
  - Media sponsor of Emploes & Employment job fair in April and September of 2013. (Spot Run Times are attached as documentation)
  - Media sponsor of Emploes & Employment job fair in April of 2014. (Spot Run Times are attached as documentation)
  - Participation in the Cedarville University Spring Career Services Fair on March 21<sup>st</sup> 2013. This was attended by the Director of Sales and the Chief Creative Officer both of which have specific job hiring responsibilities.
  - Participation in the Cedarville University Spring Career Services Fair on March 20<sup>th</sup> 2014. This was attended by the Director of Sales and the Chief Creative Officer both of which have specific job hiring responsibilities.
  - Partnership with New Hire Facts in the hosting of a general job board on 1049theriver.com to serve the River listeners and their family and friends.
  - Hosting of the Explorer Club Program Sept 2012 through Nov 2012. The Explorer Club Program provides real world hands on career experiences for students aged 14-20.
  - Hosting of the Explorer Club Program Sept 2013 through Nov 2013. The Explorer Club Program provides real world hands on career experiences for students aged 14-20.

In response to Section 3(e):

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<sup>4</sup> Documentation of the recruitment initiatives undertaken is included in Exhibit 5.

- No EEO related complaints were filed against either Station during the time period covered by the Audit Letter.

In response to Section 3(f):

- Each hiring manager of OCMG is responsible to propose broad reach outlets for posting openings. Additionally the HR Director will utilize recruitment sources beyond those proposed if it is deemed that the opening would not be sufficiently circulated with the proposed sources by the hiring manager.
- All resumes received by OCMG from all sources are forwarded to the appropriate hiring manager for review and escalation in the hiring process, if warranted.
- Each hiring manager is responsible for tracking which applicants were selected for interviews and providing the information to the HR Director throughout the hiring process.

In response to Section 3(g):

- OCMG considers the success of the EEO recruitment process to be based primarily on the number and source of resumes received for openings.
  - On-Air and programming jobs are expected to generate a minimum of 25 applicants from a minimum of 4 recruitment sources. If these minimums are not met, then additional efforts are undertaken to post the opening again using the same sources as well as broadening the reach to incremental sources where possible.
  - Unique Administrative and Support roles are expected to generate a minimum of 10 applicants from a minimum of 4 recruitment sources. If these minimums are not met, then additional efforts are undertaken to post the opening again using the same sources as well as broadening the reach to incremental sources where possible.
  - Employees are informed of OCMG's EEO policies at the time of their new employee orientation on or about their first day of employment. The information is also available in the Employee Manual.
  - All job postings include the phrase "OCMG is an Equal Employment Opportunity Employer". All job postings include the phrase "Females are strongly urged to apply". Some on air posts include the language "Females and Minorities are encouraged to apply". All future openings both in print and on air will be required to contain this language as well.

In response to Section 3(h):

- OCMG has participated in industry salary surveys since 2013 and has been in the process of developing salary ranges for applicable positions since late 2014 when the results of these surveys became available. This is an ongoing practice and OCMG will continue to participate in these surveys to remain as current and competitive as possible in the area of compensation.



- Each job opening is posted internally and OCMG is constantly seeking to promote from within whenever possible.
- OCMG is constantly refining its selection techniques by:
  - Employing best practices of industry leaders learned by reading articles about and interaction with industry leaders
  - Consulting outside experts such as Programming Consultants, Fundraising Consultants, etc.

The Unit does not have any union employees.

In response to Section 3(i):

The Unit's employees are not subject to a religious qualification as described in Section 73.2080(a) of the Commission's Rules.

The above is true and accurate to the best of my knowledge, as required by Section 1.16 of the Commission's Rules.

A handwritten signature in blue ink that reads 'Scott Thomson'.

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Scott Thomson  
One Connection Media Group  
CFO/HR Director



**EXHIBIT 1**

**ONE CONNECTION MEDIA GROUP  
JOB OPENINGS AND PUBLIC FILE REPORT**

The EEO Public File Report is filed in WCVO, WZNP and WZCP public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules

*EEO PUBLIC FILE REPORT*

Oct 1, 2012 to Oct 1, 2013

Section 1 – Vacancy Information

<b>Job title</b>	<b>Date filled</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source of Hire</b>	<b>Interviews</b>
Community Relations Assistant – Jessica Knight	3/4/13	2,3,4,5,8,14,16	14	9
Community Relations Assistant – Britney Wagner	4/2/13	2,3,4,5,8,14,16	14	9
Director of Brand Development – Tim Myaard	6/24/13	2,3,4,5,7,8,16	5	7

Section 2 – Recruitment Sources

1. WCVO Radio – On Air  
881 E Johnstown Rd  
Gahanna, OH 43230  
614-289-5700  
[www.1049theriver.com](http://www.1049theriver.com)

2. Local Websites [www.1049theriver.com](http://www.1049theriver.com)
3. Internal Posting
4. Employee Referral
5. Non-Employee Referral
6. [www.monster.com](http://www.monster.com)
7. All Access, [www.allaccess.com](http://www.allaccess.com)
8. [www.hisair.net](http://www.hisair.net)
9. National Association of Broadcasters, [www.nab.org](http://www.nab.org)
10. Ohio Association of Broadcasters, [www.oab.org](http://www.oab.org)
11. National Religious Broadcasters, [www.nrb.org](http://www.nrb.org)
12. Christian Business Network, [www.cbn-usa.org](http://www.cbn-usa.org)
13. Radio Online [www.radio-online.com](http://www.radio-online.com)
14. Internship Programs
15. Consultant/Independent Contractor
16. Cedarville University Career Services
17. Columbus College of Art & Design Career Services
18. Central Ohio AFP [www.centralohioafp.org](http://www.centralohioafp.org)

### Section 3 – Supplemental Recruitment Activities

Cedarville University Spring Career Services Fair March 21<sup>st</sup>, 2013

104.9 the River Community Relations Internship Program – Ongoing

Hosting of the River Job Board in partnership with New Hire Facts at <http://1049theriver.com/jobboard/>. The River Job Board is a great way to connect great jobs in Central Ohio with River listeners and their families and friends.



**EXHIBIT 2**

**ONE CONNECTION MEDIA GROUP  
JOB OPENINGS AND PUBLIC FILE REPORT**

The EEO Public File Report is filed in WCVO, WZNP and WZCP public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules

*EEO PUBLIC FILE REPORT*

Oct 1, 2013 to Oct 1, 2014

Section 1 – Vacancy Information

<b>Job title</b>	<b>Date filled</b>	<b>Recruitment Source</b>	<b>Recruitment Source of Hire</b>	<b>Interviews</b>
Motion Media Coordinator – Danny Jackson	11/20/13	1,2,3,4,5,14,15	4	3
Morning Show Host – Greg Hansberry	3/31/14	2,3,4,5,7,8	4	4
Dir of Digital Content – Daniel Kandel	9/29/14	1,2,3,4,5,8,14,15,16,17	2	6
Community Relations Assistant – Hailey Kinley	5/24/14	2,3,4,5,12	12	3

## Section 2 – Recruitment Sources

1. WCVO Radio – On Air  
881 E Johnstown Rd  
Gahanna, OH 43230  
614-289-5700  
[www.1049theriver.com](http://www.1049theriver.com)
2. Local Websites [www.1049theriver.com](http://www.1049theriver.com)
3. Internal Posting
4. Employee Referral
5. Non-Employee Referral
6. [www.monster.com](http://www.monster.com)
7. All Access, [www.allaccess.com](http://www.allaccess.com)
8. [www.hisair.net](http://www.hisair.net)
9. National Association of Broadcasters, [www.nab.org](http://www.nab.org)
10. Ohio Association of Broadcasters, [www.oab.org](http://www.oab.org)
11. National Religious Broadcasters, [www.nrb.org](http://www.nrb.org)
12. Internship Programs
13. Consultant/Independent Contractor
14. Cedarville University Career Services
15. Columbus College of Art & Design Career Services
16. [Craigslist.org](http://Craigslist.org)
17. [LinkedIn](http://LinkedIn)

## Section 3 – Supplemental Recruitment Activities

Cedarville University Spring Career Services Fair March 21<sup>st</sup>, 2013 and March 20<sup>th</sup>, 2014

104.9 the River Community Relations Internship Program – Ongoing

Hosting of the River Job Board in partnership with New Hire Facts at <http://1049theriver.com/jobboard/>. The River Job Board is a great way to connect great jobs in Central Ohio with River listeners and their families and friends.

### EXHIBIT 3

**Community Relations Assistant – Columbus, Ohio.** Contemporary Christian 104.9 the River (WCVO-FM) in Columbus, Ohio is continuing to grow and you may be the person we're looking for now. You would join a focused team of 20+ people who are passionately committed to a faith-based mission. *Community Relations Assistant* would be responsible for:

- \* Being the main “face” of 104.9 the River at remotes/appearances; meaning that this position is the physical representation of the station at events.
- \* Being able to execute event plan by preparing for and packing station vehicles, arriving on time, setting up, being personable to listeners and clients, taking artistic photos and videos for social media, tearing down and unloading station vehicles.
- \* Other in-office tasks and projects to support all departments as needed during normal business hours.

You must be an outgoing, individual who fully understands that making a positive impression with listeners and clients is very valuable. You must be very friendly, personable, bubbly, neat, organized, and dependable. A willingness to serve in a very creative, flexible culture is a must.

You must understand that Evening and weekend hours are the “NORM”.

We're expecting to hire someone who is eager to learn, and someone who is a natural self-starter that possesses a magnetic personality.

Please respond if you understand that core values drive an organization's culture and mission. Rush your resume' and success stories to [jobs@riverradio.com](mailto:jobs@riverradio.com). No phone calls, please. OCMG is an equal opportunity employer

#### **Opening: Community Relations Assistant**

Posted December 2012

Filled Mar/Apr 2013

#### Recruitment sources of Job Opening

1. Local Website [www.1049theriver.com](http://www.1049theriver.com) (Dated copy retained)
2. Internal Posting via email (Dated copy retained)
3. Employee Referral
4. Non-Employee Referral
5. [www.hisair.net](http://www.hisair.net) (Dated copy not retained)
6. Internship Program
7. Cedarville University Career Services – Jobs4Jackets (Dated Copy not Retained)

### Director of Brand Development Job Posting – May 2013

**Program Director - Market # 35.** We call our PD, *Director of Brand Development*. Contemporary Christian 104.9 the River in Columbus, Ohio is looking for someone who doesn't demand authority, eagerly takes responsibility and relentlessly gives credit. If you're ready to join a focused team committed to a passionate faith-based mission here are some "musts" that you should possess:

\*Analyze and dig deep into research to provide not just the facts but "whys".

\*Believe wholeheartedly that editing a music log is not a chore, but vital and important.

\*Enjoy cultivating, nurturing and bonding with your team.

Proof of analyzing PPM data will make you stand out. But, a cultural fit with a willingness to serve in a unique, flexible culture is as equally important.

If you have 10+ years of strategic programming success in a medium or large market please respond. Rush your mp3 and resume' to [jobs@riverradio.com](mailto:jobs@riverradio.com). No phone calls, please. One Connection Media Group is an equal opportunity employer. FEMALES STRONGLY URGED TO APPLY.

#### Opening: Director of Brand Development

Posted May 13

Filled June 13

#### Recruitment sources of Job Opening

1. Local Website [www.1049theriver.com](http://www.1049theriver.com) (Dated copy retained)
2. Internal Posting via email (Dated copy retained)
3. Employee Referral
4. Non-Employee Referral
5. [www.allaccess.com](http://www.allaccess.com) (Dated copy retained)
6. [www.hisair.net](http://www.hisair.net) (Dated copy not retained)
7. Cedarville University Career Services – Jobs4Jackets (Dated Copy not Retained)

**EXHIBIT 4**

## **Motion Media Coordinator**

Are you the kind of person that likes to create? Do you like to operate in a flexible creative environment? Do you work well with little direction within a tightly focused brand environment? If you are good with video production, editing and creation and can answer "Yes!" to the above questions, then we want you! One Connection Media Group (parent of 104.9 the River) is looking for a Motion Media Coordinator who is bursting with creativity, technical ability and a passion for creating videos that will ignite and empower our brand. We are looking for an independent, creative, practical, confident, proactive, ambitious individual to take our brand to the next level through the use of video and other motion media. All qualified candidates will possess:

- Strong written and verbal communication skills
- Strong organizational skills
- Proven success in concept through birth video production
- The ability to work well in a fast paced deadline intensive environment
- Experience with scriptwriting, directing and taping

Qualified candidates should rush a resume and samples of your work to [jobs@riverradio.com](mailto:jobs@riverradio.com). No phone calls, please. One Connection Media Group is an equal opportunity employer. FEMALES STRONGLY URGED TO APPLY.

Opening: Motion Media Coordinator

Posted Aug 2013

Filled Nov 2013

### **Recruitment Sources Used**

1. WCVO-FM On Air (Dated Copies retained)
2. [www.1049theriver.com](http://www.1049theriver.com) (Dated Copies retained)
3. Internal Posting via Email (Dated Copies retained)
4. Employee Referral
5. Non Employee Referral
6. Cedarville University Career Services – Jobs4Jackets (Dated copies Retained)
7. Columbus College of Art & Design Career Services (Dated copies Retained)

# INVOICE



Invoice #: **IN-113093104**  
 Invoice Date: **09/29/2013**  
 Contract #: **1153**  
 Page: **1**  
 Net Amount Due: **\$0.00**

Advertiser: **104.9 The River**

Station(s): **WCVO-FM**

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Advertiser: **104.9 The River**

Product: **Hiring**

Estimate #:

Agency Client Code:

Buyer Name:

Salesperson(s): **House**

Terms: **Net 30**

Day	Date	Time	Ln	Length	Product	ISCI	Rate
WED	09/25/13	10:00a	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	10:30a	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	12:00p	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	12:59p	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	01:59p	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	03:57p	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	04:58p	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	05:26p	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	05:58p	1	30	Motion Media	Motion Media	\$0.00
WED	09/25/13	06:56p	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	10:29a	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	11:03a	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	11:29a	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	11:58a	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	02:00p	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	03:00p	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	03:57p	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	04:30p	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	05:25p	1	30	Motion Media	Motion Media	\$0.00
THU	09/26/13	06:57p	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	09:59a	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	11:58a	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	01:32p	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	01:59p	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	03:58p	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	04:59p	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	05:31p	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	06:27p	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	06:57p	1	30	Motion Media	Motion Media	\$0.00
FRI	09/27/13	08:00p	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	08:02a	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	08:29a	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	10:02a	1	30	Motion Media	Motion Media	\$0.00

# INVOICE



**ONE  
CONNECTION  
MEDIA GROUP**

881 E Johnstown Rd  
Gahanna, OH  
43230

**Invoice #:** IN-113093104  
**Invoice Date:** 09/29/2013  
**Contract #:** 1153  
**Page:** 2  
**Net Amount Due:** \$0.00

Day	Date	Time	Ln	Length	Product	ISCI	Rate
SAT	09/28/13	10:31a	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	11:30a	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	01:58p	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	02:27p	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	04:56p	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	05:59p	1	30	Motion Media	Motion Media	\$0.00
SAT	09/28/13	06:57p	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	07:25a	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	08:28a	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	09:32a	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	10:53a	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	12:30p	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	01:29p	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	02:28p	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	03:29p	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	04:27p	1	30	Motion Media	Motion Media	\$0.00
SUN	09/29/13	04:59p	1	30	Motion Media	Motion Media	\$0.00

Remit To:  
One Connection Media Group  
881 E Johnstown Rd  
Gahanna, OH 43230

**Invoice Totals**  
Total Spots: 50  
Gross Amount: \$0.00  
Agency Commission: \$0.00  
Net 30 Net Amount Due: \$0.00

## A.M. Show Producer/Overnight Announcer

Contemporary Christian 104.9 the River (WCVO-FM) in Columbus, Ohio is continuing to grow and you may be the person we're looking for now. You would join a focused team of 30+ people who are passionately committed to a faith-based mission.

Primary duties will include in-show producing, running the board, editing calls, digital editing, and organizing all elements of our highly successful morning show. In addition, you'll also be our overnight voice.

### Morning Show Producer

- Responsible for all audio for the Morning Drive 5am to 10am
- Organizing the talent
- Board-op
- Call screener/editor
- Need to be familiar with Adobe Audition, as well as the ability to use Media Touch.
- Show planning
- Coordinate interviews
- Produce "Best-Of" shows
- Social media and website coordinator for the morning show

### Overnight Announcer

- Two years of on-air radio experience
- Digital editing capabilities
- Commercial production and editing
- Voice-tracking skills required

Please respond if you understand that core values drive an organization's culture and mission. Rush your resume' and success stories to [jobs@riverradio.com](mailto:jobs@riverradio.com). No phone calls, please. One Connection Media Group is an equal opportunity employer. FEMALES STRONGLY URGED TO APPLY.

Posted Dec 2013

Filled Mar 14

### Recruitment Sources Used

1. [www.1049theriver.com](http://www.1049theriver.com) (dated copies retained)
2. Internal Posting via Email (Dated copies retained)
3. Employee referrals
4. Non Employee Referral
5. [www.allaccess.com](http://www.allaccess.com) (Dated copies retained)
6. [www.hisair.net](http://www.hisair.net) (Dated Copies Retained)

## Director of Digital Content

One Connection Media Group is seeking a Full time Director of Digital Content. We're looking for an energetic professional to work in a faith-based and fun atmosphere, but we're also a challenging and a fast paced entertainment environment.

This individual would work closely with the Director of Brand Development, Digital Engineering Team and the Director of Sales under the direction of the Chief Creative Officer. The candidate will maintain the digital brand of our radio station both internally and externally.

Primary duties will include **managing** and **leading** the Digital Team with adding and maintaining relevant and **compelling content** on our web sites, focused **video initiatives**, and **graphics design projects**.

*Ideal candidates should have a blend of creative, technical and interpersonal strengths including, a strong background in web design, marketing, and experience in graphic design. Radio experience is also useful.*

The Director of Digital Content position supports the online presence of One Connection Media Group (104.9 the River). They will be responsible for managing and maintaining a consistent virtual tone of voice for our digital platforms. They will use comprehensive web metrics to gauge user interaction and communicate those results to the programming, sales, and marketing departments to assist in identifying new programming, marketing, and sales opportunities. **This is a web-based programming position which supports sales, marketing, donor and programming in our goal to be an industry leader.**

### Responsibilities

- Support requests from Programming, Sales and Donor managers
- Act as the project coordinator for most digital initiatives
- Make our online and digital presence dynamic
- Research/brainstorming projects
- Coaching content creation, blogging, etc.
- Establish unique voice for all digital products
- Provide our Digital platforms with compelling content
- Monitor all personality blogs to ensure consistent, quality posting. Writing them when needed
- Attend all sales and promotions meetings
- Act as a liaison to the sales department using metrics to identify new sales opportunities
- Go on sales calls that include major digital components
- Digital inventory management

### Requirements

- Strong interpersonal communication and leadership skills
- Strong WordPress experience
- SEO understanding & capabilities
- Basic understanding of HTML and CSS
- Professional graphic design experience
- Adobe Creative Suite



- Adobe Illustrator CS6
- Adobe Photoshop CS6
- Adobe Indesign CS6
- Adobe Dreamweaver CS6
- Ability to quickly sketch or draw mockups for review or brainstorming
- Working with outside vendors such as printers or clients to ensure successful project completion
- Javascript and Jquery\*

#### Pluses

- Broadcast experience

Posted Jul 2014

Filled Sept 2014

#### Recruitment Sources Used

1. WCVO-FM On Air (dated copies retained)
2. [www.1049theriver.com](http://www.1049theriver.com) (dated copies retained)
3. Internal Posting via Email (dated copies retained)
4. Employee Referral
5. Non Employee Referral
6. [www.hisair.net](http://www.hisair.net) (dated copies retained)
7. Cedarville University Career Services (dated copies retained)
8. Columbus College of Art & Design Career Services (dated copies retained)
9. Craigslist.org
10. LinkedIn

# INVOICE



**Invoice #:** IN-114075971  
**Invoice Date:** 07/27/2014  
**Contract #:** 1909  
**Page:** 1  
**Net Amount Due:** \$0.00

**Advertiser:** 104.9 The River  
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**Station(s):** WCVO-FM

**Advertiser:** 104.9 The River  
**Product:**  
**Estimate #:**  
**Agency Client Code:**  
**Buyer Name:**

**Salesperson(s):** House  
**Terms:** Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
SAT	07/19/14	10:27p	1	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SAT	07/19/14	11:29p	1	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SAT	07/19/14	11:58p	1	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SUN	07/20/14	09:25p	1	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
THU	07/10/14	09:24p	2	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SAT	07/12/14	05:58p	2	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SUN	07/13/14	08:26a	2	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
THU	07/10/14	03:31p	3	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
FRI	07/11/14	11:59a	3	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SAT	07/12/14	03:59p	3	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SUN	07/13/14	04:58p	3	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
WED	07/23/14	11:27a	4	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
THU	07/24/14	12:29p	4	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
THU	07/24/14	06:15a	5	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SAT	07/19/14	07:28a	6	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SAT	07/19/14	03:28p	6	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SUN	07/20/14	03:59p	6	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SUN	07/20/14	05:25p	6	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SUN	07/20/14	05:56p	6	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00
SUN	07/20/14	06:24p	6	60	WCVO-DirectorofDigitalContent	WCVO-DirectorofDigitalContent	\$0.00

**Remit To:**  
 One Connection Media Group  
 881 E Johnstown Rd  
 Gahanna, OH 43230

**Invoice Totals**  
 Total Spots: 20  
 Gross Amount: \$0.00  
 Agency Commission: \$0.00  
 Net 30 Net Amount Due: \$0.00



**Community Relations Assistant – Columbus, Ohio.** Contemporary Christian 104.9 the River (WCVO-FM) in Columbus, Ohio is continuing to grow and you may be the person we're looking for now. You would join a focused team of 20+ people who are passionately committed to a faith-based mission. *Community Relations Assistant* would be responsible for:

\* Being the main “face” of 104.9 the River at remotes/appearances; meaning that this position is the physical representation of the station at events.

\* Being able to execute event plan by preparing for and packing station vehicles, arriving on time, setting up, being personable to listeners and clients, taking artistic photos and videos for social media, tearing down and unloading station vehicles.

\* Other in-office tasks and projects to support all departments as needed during normal business hours.

You must be an outgoing, individual who fully understands that making a positive impression with listeners and clients is very valuable. You must be very friendly, personable, bubbly, neat, organized, and dependable. A willingness to serve in a very creative, flexible culture is a must.

**You must understand that Evening and weekend hours are the “NORM”.**

We're expecting to hire someone who is eager to learn, and someone who is a natural self-starter that possesses a magnetic personality.

Please respond if you understand that core values drive an organization's culture and mission. Rush your resume' and success stories to [jobs@riverradio.com](mailto:jobs@riverradio.com). No phone calls, please. CVCO, Inc. is an equal opportunity employer

Posted Mar 14

Filled May 14

#### Recruitment Sources Used

1. [www.1049theriver.com](http://www.1049theriver.com) (dated copies not retained)
2. Internal Posting via Email (dated copies not retained)
3. Employee Referral
4. Non Employee Referral
5. Internship Program

**EXHIBIT 5 – 2013 Internship Programs – Welcome email from OCMG to all 2013 Interns**

**From:** Mike Dorsey

**Sent:** Friday, April 19, 2013 8:13 AM

**To:** [joshuaevans@cedarville.edu](mailto:joshuaevans@cedarville.edu); Brian J Fanelli ([brianjfanelli@cedarville.edu](mailto:brianjfanelli@cedarville.edu)); [johnson.4419@osu.edu](mailto:johnson.4419@osu.edu); [kinleyhailey@aol.com](mailto:kinleyhailey@aol.com); [marrie.6@buckeyemail.osu.edu](mailto:marrie.6@buckeyemail.osu.edu); [emclaugh@capital.edu](mailto:emclaugh@capital.edu); Scott, Kayla ([ks192411@ohio.edu](mailto:ks192411@ohio.edu)); [ritter.1449@osu.edu](mailto:ritter.1449@osu.edu); [vogelmeier.6@buckeyemail.osu.edu](mailto:vogelmeier.6@buckeyemail.osu.edu)

**Cc:** Olivia Lomeli ([olomeli@RiverRadio.com](mailto:olomeli@RiverRadio.com)); Jessica R Knight <[jknight2@mail.mvnu.edu](mailto:jknight2@mail.mvnu.edu)> ([jknight2@mail.mvnu.edu](mailto:jknight2@mail.mvnu.edu)); Brittany Wagner ([wagner.779@buckeyemail.osu.edu](mailto:wagner.779@buckeyemail.osu.edu))

**Subject:** Intern Training Day Information and Internship Handbook

**Importance:** High

Hello everyone, we are so glad to have you on our team for this summer. We will be conducting an intern training day on Wednesday May 8<sup>th</sup> from 11am-12:30pm that will include a free lunch for you afterwards. At this training day you will learn how to set up and operate all of the equipment you will be asked to use throughout the course of your internship. You will also meet Dan Baughman President of the River, Todd Stach Chief Creative Officer of the River, and Andy Meyer Director of Brand Development at the River. This will be a great time to get to know our team, the other interns, and to ask any questions you may have about any part of the internship or the attached handbook. Please let us know ASAP if you are unable to attend on this particular date and time and we can make additional arrangements though we strongly encourage you to attend this day if possible. Also please make sure to bring your driver's licenses as we will need copies in order for you to drive our station vehicles.

Thanks and looking forward to working with you all.

**Mike Dorsey**

**Director of Community Relations**



881 East Johnstown Rd.

Gahanna, OH 43230

Office: 614-289-5705

Cell: 614-202-2215



**EXHIBIT 5 – 2014 Internship Programs – Verification for student involvement of 3 interns is below**

**From:** [sipes.42@osu.edu](mailto:sipes.42@osu.edu) [<mailto:sipes.42@osu.edu>]

**Sent:** Saturday, June 08, 2013 5:55 PM

**To:** Mike Dorsey

**Subject:** Verify OSU Student Internship

Dear Mike Dorsey,

Greetings from the School of Communication at The Ohio State University! My name is Lisa Sipes and I am the Internship Coordinator and instructor of COMM 4191 – Internship in Communication or Journalism.

Kyle Vogelmeier has submitted the COMM 4191 Internship Enrollment Application for Summer 2013, and has **identified you as their site supervisor for the internship**. Verification of the internship by you is required for the student to receive academic credit through COMM 4191 for this internship. Please visit the following link to verify and approve or deny the information the student has provided on the application. **Once clicked, the link will expire in 48 hours:**

[Review internship enrollment application for Kyle Vogelmeier](#)

On behalf of the School of Communication, I thank you for allowing an Ohio State student to participate in your internship program. I do request that you provide the student with a supervised and meaningful learning experience for the semester. In order for the intern to know how he/she is performing at the internship, I will ask that you complete an evaluation of the student at the middle and the end of the internship. You will also be asked to verify and approve or deny the student's time sheet. Emails will be sent at a later date to provide links for you to complete these items.

If there are any concerns or issues that I can assist you with during the semester, please do not hesitate to contact me.

Best wishes!

Lisa M. Sipes  
Academic Advisor  
School of Communication  
The Ohio State University  
3033 Derby Hall  
154 North Oval Mall  
Columbus, OH 43210  
(614) 292-8195  
[sipes.42@osu.edu](mailto:sipes.42@osu.edu)  
<http://www.comm.ohio-state.edu>

One Connection Media Group  
881 E. Johnstown Rd  
Gahanna, OH, 43230



[sipes.42@osu.edu](mailto:sipes.42@osu.edu)  
<http://www.comm.ohio-state.edu>

**From:** [jerele.2@osu.edu](mailto:jerele.2@osu.edu) [mailto:[jerele.2@osu.edu](mailto:jerele.2@osu.edu)]  
**Sent:** Friday, June 20, 2014 5:20 PM  
**To:** Brittany Wagner  
**Subject:** Verify OSU Student Internship

Dear Brittany Wagner,

Greetings from the School of Communication at The Ohio State University! My name is Lisa Jerele and I am the Internship Coordinator and instructor of COMM 4191 – Internship in Communication or Journalism.

Timi Ademodi has submitted the COMM 4191 Internship Enrollment Application for Summer 2014, and has **identified you as their site supervisor for the internship**. Verification of the internship by you is required for the student to receive academic credit through COMM 4191 for this internship. Please visit the following link to verify and approve or deny the information the student has provided on the application. **Once clicked, the link will expire in 48 hours:**

[Review internship enrollment application for Timi Ademodi](#)

On behalf of the School of Communication, I thank you for allowing an Ohio State student to participate in your internship program. I do request that you provide the student with a supervised and meaningful learning experience for the semester. In order for the intern to know how he/she is performing at the internship, I will ask that you complete an evaluation of the student at the middle and the end of the internship. You will also be asked to verify and approve or deny the student's time sheet. Emails will be sent at a later date to provide links for you to complete these items.

If there are any concerns or issues that I can assist you with during the semester, please do not hesitate to contact me.

Best wishes!

Lisa M. Sipes  
Academic Advisor  
School of Communication  
The Ohio State University  
3033 Derby Hall  
154 North Oval Mall  
Columbus, OH 43210  
(614) 292-8195  
[jerele.2@osu.edu](mailto:jerele.2@osu.edu)  
<http://www.comm.ohio-state.edu>

One Connection Media Group  
881 E. Johnstown Rd  
Gahanna, OH, 43230



From: [jerele.2@osu.edu](mailto:jerele.2@osu.edu) [mailto:[jerele.2@osu.edu](mailto:jerele.2@osu.edu)]  
Sent: Monday, June 30, 2014 9:56 AM  
To: Brittany Wagner  
Subject: OSU Intern Mid-Term Evaluation

Dear Brittany Wagner,

Greetings from the School of Communication at The Ohio State University! I hope that you have been enjoying your experience serving as the internship supervisor for Lydia Cheek. In order for the intern to know how he/she is performing at the internship, we ask that you complete an evaluation of the student midway through the semester. This evaluation and feedback is very important to the student's personal and professional development. It will also provide an opportunity for the student to improve his/her performance while under your supervision. Since summer semester is quite brief, I ask that you complete the evaluation by the end of business on Wednesday, July 9th, 2014. Please visit the following link to complete Lydia Cheek's mid-term evaluation. Once clicked, the link will expire in 48 hours:

<http://comminternships.osu.edu/employer/token/67ev6vlkfz4spzae62lh>

If there are any concerns or issues that I can assist you with, please do not hesitate to contact me directly at [jerele.2@osu.edu](mailto:jerele.2@osu.edu).

Best wishes!

Lisa M. Sipes  
Academic Advisor  
School of Communication  
The Ohio State University  
3033 Derby Hall  
154 North Oval Mall  
Columbus, OH 43210  
(614) 292-8195  
[jerele.2@osu.edu](mailto:jerele.2@osu.edu)  
[www.comm.ohio-state.edu](http://www.comm.ohio-state.edu)

One Connection Media Group  
881 E. Johnstown Rd  
Gahanna, OH, 43230



**EXHIBIT 5 Continued – Spot times attached documenting Media Sponsorship of Emploes & Employment Job Fair 2013 and 2014 job fairs.**

# INVOICE



Invoice #: CC-114045368  
 Invoice Date: 04/27/2014  
 Contract #: 1678  
 Page: 1  
 Net Amount Due: \$300.00

**Advertiser:** Empleos & Employment  
 P.O. Box 3832  
 Dublin, OH 43016

**Station(s):** WCVO-FM

**Advertiser:** Empleos & Employment  
**Product:** April 2014  
**Estimate #:**  
**Agency Client Code:**  
**Buyer Name:**

**Salesperson(s):** Paul Swatzell  
**Terms:** Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
SUN	04/27/14	07:30a	1	15	Job Fair	Job Fair	\$0.00
SUN	04/27/14	09:30a	1	15	Job Fair	Job Fair	\$0.00
SUN	04/27/14	11:32a	1	15	Job Fair	Job Fair	\$0.00
SUN	04/27/14	01:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	04/27/14	04:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	04/27/14	05:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	04/27/14	06:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	04/27/14	07:03p	1	15	Job Fair	Job Fair	\$0.00

Date	Ln	Ordered Ln Dates	Quantity	Rate	Amount	Line Remark
04/27/14	1	04/27/14 - 04/27/14	1		\$300.00	

**Spot Totals**

Total Spots: 8  
 Gross Amount: \$0.00  
 Agency Commission: \$0.00  
 Net Amount: \$0.00

**Alt Revenue Totals**

Gross Amount: \$300.00  
 Agency Commission: \$0.00  
 Net Amount: \$300.00

**Remit To:**  
 One Connection Media Group  
 881 E Johnstown Rd  
 Gahanna, OH 43230

**Invoice Totals**

Total Spots: 8  
 Gross Amount: \$300.00  
 Agency Commission: \$0.00  
 Net Amount Due: \$300.00

# INVOICE



Invoice #: CC-114055597  
 Invoice Date: 05/25/2014  
 Contract #: 1678  
 Page: 1  
 Net Amount Due: \$0.00

**Advertiser:** Emploes & Employment  
 P.O. Box 3832  
 Dublin, OH 43016

**Station(s):** WCVO-FM

**Advertiser:** Emploes & Employment  
**Product:** April 2014  
**Estimate #:**  
**Agency Client Code:**  
**Buyer Name:**

**Salesperson(s):** Paul Swatzell  
**Terms:** Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
SUN	05/04/14	08:30a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/04/14	10:33a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/04/14	11:33a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/04/14	01:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/04/14	02:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/04/14	05:03p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/04/14	06:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/04/14	07:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/11/14	07:32a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/11/14	08:32a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/11/14	10:03a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/11/14	11:33a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/11/14	01:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/11/14	04:03p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/11/14	06:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/11/14	07:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/18/14	07:31a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/18/14	09:32a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/18/14	11:33a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/18/14	01:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/18/14	02:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/18/14	05:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/18/14	06:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/18/14	07:28p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/25/14	07:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/25/14	08:29a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/25/14	09:34a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/25/14	11:34a	1	15	Job Fair	Job Fair	\$0.00
SUN	05/25/14	01:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/25/14	03:29p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/25/14	04:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	05/25/14	06:00p	1	15	Job Fair	Job Fair	\$0.00
MON	04/28/14	10:00a	2	15	Job Fair	Job Fair	\$0.00

# INVOICE



Invoice #: **CC-114055597**  
Invoice Date: **05/25/2014**  
Contract #: **1678**  
Page: **2**  
Net Amount Due: **\$0.00**

Day	Date	Time	Ln	Length	Product	ISCI	Rate
MON	04/28/14	11:59a	2	15	Job Fair	Job Fair	\$0.00
MON	04/28/14	01:03p	2	15	Job Fair	Job Fair	\$0.00
MON	04/28/14	03:00p	2	15	Job Fair	Job Fair	\$0.00
MON	04/28/14	04:03p	2	15	Job Fair	Job Fair	\$0.00
MON	04/28/14	06:03p	2	15	Job Fair	Job Fair	\$0.00
MON	04/28/14	07:02p	2	15	Job Fair	Job Fair	\$0.00
MON	04/28/14	08:01p	2	15	Job Fair	Job Fair	\$0.00

Remit To:  
One Connection Media Group  
881 E Johnstown Rd  
Gahanna, OH 43230

**Invoice Totals**  
Total Spots: 40  
Gross Amount: \$0.00  
Agency Commission: \$0.00  
Net 30 Net Amount Due: \$0.00

# INVOICE



Invoice #: CC-114065808  
 Invoice Date: 06/29/2014  
 Contract #: 1678  
 Page: 1  
 Net Amount Due: \$0.00

Advertiser: Empleos & Employment  
 P.O. Box 3832  
 Dublin, OH 43016

Station(s): WCVO-FM

Advertiser: Empleos & Employment  
 Product: April 2014  
 Estimate #:  
 Agency Client Code:  
 Buyer Name:

Salesperson(s): Paul Swatzell  
 Terms: Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
SUN	06/01/14	06:30a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/01/14	08:32a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/01/14	09:31a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/01/14	10:36a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/01/14	01:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/01/14	01:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/01/14	04:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/01/14	05:57p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/08/14	07:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/08/14	08:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/08/14	09:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/08/14	12:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/08/14	01:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/08/14	02:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/08/14	03:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/08/14	05:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/15/14	08:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/15/14	01:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/15/14	02:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/15/14	02:30p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/15/14	03:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/15/14	05:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/15/14	06:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/15/14	07:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/22/14	10:33a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/22/14	01:03p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/22/14	02:03p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/22/14	03:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/22/14	04:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/22/14	05:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/22/14	06:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/22/14	07:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/29/14	09:28a	1	15	Job Fair	Job Fair	\$0.00

# INVOICE

Invoice #: CC-114065808  
Invoice Date: 06/29/2014  
Contract #: 1678  
Page: 2  
Net Amount Due: \$0.00



Day	Date	Time	Ln	Length	Product	ISCI	Rate
SUN	06/29/14	11:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	06/29/14	12:57p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/29/14	01:56p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/29/14	03:58p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/29/14	04:56p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/29/14	05:54p	1	15	Job Fair	Job Fair	\$0.00
SUN	06/29/14	06:55p	1	15	Job Fair	Job Fair	\$0.00

Remit To:  
One Connection Media Group  
881 E Johnstown Rd  
Gahanna, OH 43230

**Invoice Totals**  
Total Spots: 40  
Gross Amount: \$0.00  
Agency Commission: \$0.00  
Net 30 Net Amount Due: \$0.00

# INVOICE



Invoice #: **CC-114076014**  
 Invoice Date: **07/27/2014**  
 Contract #: **1678**  
 Page: **1**  
 Net Amount Due: **\$0.00**

**Advertiser:** Empleos & Employment  
 P.O. Box 3832  
 Dublin, OH 43016

**Station(s):** WCVO-FM

**Advertiser:** Empleos & Employment  
**Product:** April 2014  
**Estimate #:**  
**Agency Client Code:**  
**Buyer Name:**

**Salesperson(s):** Paul Swatzell  
**Terms:** Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
SUN	07/06/14	11:32a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/06/14	12:58p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/06/14	02:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/06/14	03:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/06/14	04:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/06/14	05:03p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/06/14	06:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/06/14	07:03p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/13/14	08:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/13/14	09:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/13/14	10:33a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/13/14	11:33a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/13/14	01:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/13/14	03:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/13/14	05:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/13/14	05:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/20/14	07:29a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/20/14	09:29a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/20/14	11:34a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/20/14	01:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/20/14	03:03p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/20/14	04:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/20/14	06:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/20/14	06:58p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/27/14	07:31a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/27/14	08:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/27/14	09:32a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/27/14	11:34a	1	15	Job Fair	Job Fair	\$0.00
SUN	07/27/14	04:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/27/14	05:05p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/27/14	06:03p	1	15	Job Fair	Job Fair	\$0.00
SUN	07/27/14	07:03p	1	15	Job Fair	Job Fair	\$0.00

# INVOICE



**Invoice #:** CC-114076014  
**Invoice Date:** 07/27/2014  
**Contract #:** 1678  
**Page:** 2  
**Net Amount Due:** \$0.00

**Remit To:**  
One Connection Media Group  
881 E Johnstown Rd  
Gahanna, OH 43230

<b>Invoice Totals</b>	
Total Spots:	32
Gross Amount:	\$0.00
Agency Commission:	\$0.00
Net 30 Net Amount Due:	\$0.00

# INVOICE



**Invoice #:** CC-114086135  
**Invoice Date:** 08/17/2014  
**Contract #:** 1678  
**Page:** 1  
**Net Amount Due:** \$0.00

**Advertiser:** Empleos & Employment  
P.O. Box 3832  
Dublin, OH 43016

**Station(s):** WCVO-FM

**Advertiser:** Empleos & Employment  
**Product:** April 2014  
**Estimate #:**  
**Agency Client Code:**  
**Buyer Name:**

**Salesperson(s):** Paul Swatzell  
**Terms:** Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
SUN	08/03/14	07:32a	1	15	Job Fair	Job Fair	\$0.00
SUN	08/03/14	08:31a	1	15	Job Fair	Job Fair	\$0.00
SUN	08/03/14	09:48a	1	15	Job Fair	Job Fair	\$0.00
SUN	08/03/14	11:34a	1	15	Job Fair	Job Fair	\$0.00
SUN	08/03/14	01:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/03/14	02:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/03/14	03:59p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/03/14	06:00p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/10/14	07:31a	1	15	Job Fair	Job Fair	\$0.00
SUN	08/10/14	08:28a	1	15	Job Fair	Job Fair	\$0.00
SUN	08/10/14	02:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/10/14	04:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/10/14	05:01p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/10/14	06:04p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/10/14	07:02p	1	15	Job Fair	Job Fair	\$0.00
SUN	08/10/14	07:28p	1	15	Job Fair	Job Fair	\$0.00

**Remit To:**  
One Connection Media Group  
881 E Johnstown Rd  
Gahanna, OH 43230

**Invoice Totals**  
Total Spots: 16  
Gross Amount: \$0.00  
Agency Commission: \$0.00  
**Net 30** Net Amount Due: \$0.00

# INVOICE



**Invoice #:** IN-113041957  
**Invoice Date:** 04/28/2013  
**Contract #:** 515  
**Page:** 1  
**Net Amount Due:** \$500.00

**Advertiser:** Empleos & Employment  
P.O. Box 3832  
Dublin, OH 43016

**Station(s):** WCVO-FM

**Advertiser:** Empleos & Employment  
**Product:** April FYI  
**Estimate #:**  
**Agency Client Code:**  
**Buyer Name:**

**Salesperson(s):** Paul Swatzell  
**Terms:** Net 30

Date	Ln	Ordered Ln Dates	Quantity	Rate	Amount	Line Remark
04/25/13	1	04/25/13 - 04/25/13	1 @	\$500.00	\$500.00	

**Remit To:**  
One Connection Media Group  
881 E Johnstown Rd  
Gahanna, OH 43230

**Invoice Totals**  
Gross Amount: \$500.00  
Agency Commission: \$0.00  
Net 30 Net Amount Due: \$500.00

# INVOICE



**Invoice #:** IN-113093046  
**Invoice Date:** 09/15/2013  
**Contract #:** 907  
**Page:** 1  
**Net Amount Due:** \$300.00

**Advertiser:** Empleos & Employment  
P.O. Box 3832  
Dublin, OH 43016

**Station(s):** WCVO-FM

**Advertiser:** Empleos & Employment  
**Product:** FYI's  
**Estimate #:**  
**Agency Client Code:**  
**Buyer Name:**

**Salesperson(s):** Paul Swatzell  
**Terms:** Net 30

Date	Ln	Ordered Ln Dates	Quantity	Rate	Amount	Line Remark
09/11/13	1	09/07/13 - 09/11/13	1		\$300.00	

**Remit To:**  
One Connection Media Group  
881 E Johnstown Rd  
Gahanna, OH 43230

**Invoice Totals**  
Gross Amount: \$300.00  
Agency Commission: \$0.00  
Net 30 Net Amount Due: \$300.00

One Connection Media Group  
881 E. Johnstown Rd  
Gahanna, OH, 43230



**Exhibit 5 Continued – Registration invoices to serve as documentation of involvement in the Cedarville University Job fairs in 2013 and 2014.**

Cedarville University



251 N. Main St., Cedarville, OH 45314

Receipt

DATE

February 13, 2013

**SOLD TO**

Bill Montgomery  
One Connection Media Group  
881 E Johnstown Rd  
Gahanna, OH 43230

**CHARGES**

DESCRIPTION	AMOUNT
Career Fairs: Spring Career Fair Registration Fee	\$75.00
Total Cost:	\$75.00

**PAYMENTS**

DATE	STATUS	METHOD	CHECK #	AMOUNT
February 12, 2013	PAID	Credit Card		\$75.00
Total Payments:				\$75.00

**BALANCE**

Balance Due:	\$0.00
--------------	--------

# Receipt - Career Fairs: Spring Career Fair 2014 - Cedarville University

<http://www.cedarville.edu/cf/events/receiptpage.cfm>

[Return to Career Services Homepage](#)

Please print this page out for your records. A confirmation has been sent by E-mail.

In order to complete your Registration, you must now *send a copy of this page and a check for \$100.00* to the address below.

Please make your check or money order payable to **Cedarville University**.

**Career Services  
Cedarville University  
251 N. Main St.  
Cedarville, OH 45314**

## General Registration

### Registrant Information

Contact First Name: *	<b>William</b>
Contact Last Name: *	<b>Montgomery</b>
Email Address : *	<b>bmontgomery@riverradio.com</b>
Job Title : *	<b>Chief Sales Officer</b>
Company Name : *	<b>One Connection Media Group</b>
Address One : *	<b>881 E Johnstown Rd</b>
City: *	<b>Gahanna</b>
State: *	<b>OH</b>
Zip: *	<b>43230</b>
Country :	<b>USA</b>
Phone Number	<b>614-289-5704</b>
[999-999-9999 x999] : *	
Fax Number	<b>614-289-5796</b>
[999-999-9999 x999] :	

Homepage URL :

**1049theriver.com**

YES, please reserve a place for me (choose a package below): **YES \***

## Packages (Choose one)

---

Yellow Jacket: **YES @ \$75.00**

## Additional Attendees

---

Number of additional attendees: **1 @ \$25.00**

First Name:

**Todd**

Last Name:

**Stach**

Email Address:

**todd@1049theriver.com**

## Miscellaneous Information

---

Short Description of job opportunities : **Radio Broadcasting & Station Operations**

## Payment Information

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Total Amount Due: **\$100.00**

Payment Type: **POSTAL**

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SITE RESOURCES 

One Connection Media Group  
881 E. Johnstown Rd  
Gahanna, OH, 43230



**EXHIBIT 5 Continued – Insert Explorer Club Program Roster for Sept 2012 – Nov 2012 evidencing involvement.**

Report #: 0105 v6.10  
 Date : 11/01/2012  
 Time : 12:08:27

Roster

Post 2889

District: Post 2889  
 21 Exploring N County: Franklin  
 Term: 16 Expire Date: 12/31/2013

104.9 The River Code Executive Officer  
 881 E Johnstown Rd 224 William Brian Montgomery Top Leader Trained Y  
 Gahanna, OH 43230-1851 2166 Barnet Ct  
 Lewis Center, OH 43035-9676 Tenure 16 Months  
 (740) 879-3425 Quality Post N

Special Interest:  
 0501 BROADCASTING

Meeting Place:

Frequency:  
 Day:

Position Name	Position Trained	Person ID	Address	Stat	Birth Date	Sex	Phone
Explorer Post Advisor Michael Carr Dorsey	Y	12-959151	8112 Cherry Laurel St Blacklick, OH 43004-8296	N	10/03/1983	M	H (614) 202-2215 B (614) 287-5705
Exploring YPT(Y03) Completed Date: 03/09/2012							
Post Committee Chairman Mary Elizabeth Harris	Y	12-959092	5419 Roscommon Rd Dublin, OH 43017-1049	N	06/20/1982	F	H (614) 975-0226
Exploring YPT(Y03) Completed Date: 03/22/2012							
Post Committee Member Andrew Ronald Meyer	Y	12-959267	5681 Kean Rd Westerville, OH 43082-9625	N	04/13/1972	F	H (904) 742-6862 B (614) 289-5730
Exploring YPT(Y03) Completed Date: 03/22/2012							
Post Committee Member Todd Robert Stach	Y	12-959212	61 Dartmouth Dr Mansfield, OH 44904-9343	N	09/08/1972	M	H (419) 581-6026 B (614) 289-5700
Exploring YPT(Y03) Completed Date: 03/09/2012							

Adults Printed: 4

Report #: 0105 v6.10  
 Date : 11/01/2012  
 Time : 12:08:27

## Roster

Post 2329

## Youth Participants

Name	Person ID	Address	Rank	Stat	Birth Date	Grade	Sex	Phone
Elise Rose Adelmann	12795980	7419 Hampsted Sq S New Albany, OH 43054-8603		N	10/31/1996	10	F	H (614) 329-6038
Ashley Virginia Bolin	12795972	3867 Lexmont Rd S Columbus, OH 43228-3521		N	10/07/1995	11	F	H (614) 420-6055
Lydia Elaine Brooks	127959502	8654 Kirkland Dr Lewis Center, OH 43035-9390		N	11/03/1996	10	F	H (740) 546-0888
Ryan Joseph Brun	107590523	PO Box 94 Ostrander, OH 43061-0094		N	09/10/1995	11	M	H (740) 666-3058
Alana Nicole Chiles	127960088	10190 Waterloo Eastern Rd Canal Winchester, OH 43110-9283		N	10/07/1996	10	F	H (614) 857-5678
Callie Anne Deas	127959538	4991 Pegasus Ct Hilliard, OH 43026-9532		N	12/23/1996	10	F	H (614) 787-1911
Mahesh Dhulipala	127886909	5506 Baneberry Ave Columbus, OH 43235-7399		M	04/02/1997	10	M	H (614) 602-9320
TeJah B Green	127961387	3720 Conway Dr Columbus, OH 43227-3323		N	12/15/1995	11	F	H (708) 285-0797
Travis Scot Hilt	127960149	6575 Hemmingford Dr Canal Winchester, OH 43110-8457		N	12/14/1996	10	M	H (614) 886-6575
Maura Helen Hoover	127959857	9 Tabilore Loop Delaware, OH 43015-9173		N	07/15/1997	10	F	H (614) 707-6071
Jose Luis Jariol Lacar	127960982	6329 Melrose Dr Lewis Center, OH 43035-8120		N	01/03/1997	10	F	H (614) 323-0633
Brianna Cherie Lewis	127960644	5879 Ballymead Blvd Dublin, OH 43016-4114		N	07/21/1997	10	F	H (740) 974-5493
Alexander E Marcum	112377671	6464 Saylor St Canal Winchester, OH 43110-9055		N	12/14/1995	11	M	H (614) 920-0548
Travis Jordan McBride	127959922	9186 Tahoma St Columbus, OH 43240-6032		N	12/10/1995	11	M	H (615) 971-0312
Malakea Rian Owens	127959432	5944 Alturas Way Hilliard, OH 43026-7985		N	06/11/1997	11	F	H (614) 623-1380
Morgan Nickolle Pennington	127961140	385 Clemson St Columbus, OH 43230-2811		N	03/04/1997	10	F	H (614) 337-9931
Samantha Kaye Piroška	127961286	120 Homestead Ln Delaware, OH 43015-1310		N	07/27/1997	10	F	H (740) 513-8258
Maxwell Grant Wagner	127960724	2296 Lewis Center Rd Lewis Center, OH 43035-9206		N	08/30/1996	10	M	H (614) 354-3824

Youth Printed: 18

Paid Adults: 4  
 Paid Youths: 17

Report #: 0105 v6.10  
Date : 11/01/2012  
Time : 12:08:27

Roster

-- End of Report --

EXHIBIT 5 Continued - Explorer Club Program Acknowledgement 2013

**From:** Ashley Thomas [<mailto:Ashley.Thomas@lflmail.org>]  
**Sent:** Friday, November 15, 2013 3:07 PM  
**Subject:** Exploring Year End Celebration/ Re-Chartering

Exploring Advisors:

Congratulations on a successful year with your Explorers! I would like to personally take the time to recognize you for your leadership and participation with the program. Mark your calendars! On Thursday, December 5<sup>th</sup> you are invited to the Exploring Year End Celebration, which will take place at the Simon Kenton Council, BSA located 807 Kinnear Rd 43212. We will start promptly by 5:30 p.m. and conclude by 7:00 p.m. Dinner will be provided. At this year-end celebration you'll have the opportunity to meet all post advisors, review post programs highlights, youth awards, post award (National Excellence) and share ideas to enhance the quality of our programs year round.

Also during this time we will complete the re-chartering process for your post program and update your post rosters. Please email me your current roster by **Wednesday, November 20<sup>th</sup>** so that we can update all youth applicants to your program files.

In order to prepare for the re-charter process of your post program, please prepare the following:

- 1.) Email your student roster to Ashley Thomas at [Ashley.thomas@lflmail.org](mailto:Ashley.thomas@lflmail.org) by Wednesday, November 20<sup>th</sup>
- 2.) Bring new adult/youth applications to the Year End Celebration
- 3.) Review the attached Exploring Membership Increase Memo

You must register online to attend the Year End Celebration at:

<https://docs.google.com/spreadsheets/viewform?formkey=dEJ4TXNQNVBUOUEwVXBmQVZhWFZDM3c6MA>

If you are not available to attend, please suggest an alternate day/time that best meets your calendar. I look forward to seeing you! Please contact me directly with any questions or concerns via email at [ashley.thomas@lflmail.org](mailto:ashley.thomas@lflmail.org).

Best,

**Ashley Thomas** | Workforce Development Executive

**LEARNING FOR LIFE | EXPLORING**

**Simon Kenton Council**

One Connection Media Group  
881 E. Johnstown Rd  
Gahanna, OH, 43230



807 Kinnear Road

Columbus, OH 43212

P 614.310.1566 | F 614.436-7917

**Local Exploring website:** [ohexploring.org](http://ohexploring.org)

**National Exploring website:** [exploring.learningforlife.org](http://exploring.learningforlife.org)

**Online Career Interest Survey:** [exploringyourcareer.org](http://exploringyourcareer.org)

**Facebook:** [facebook.com/ohexploring](https://facebook.com/ohexploring)