

**WBNS-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2022 - May 20, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title                            | Recruitment Sources ("RS")<br>Used to Fill Vacancy  | RS Referring<br>Hiree |
|--------------------------------------|---|-----------------------|
| Meteorologist-11612                  | 1-2, 4, 6-19, 21, 25-33, 35-44                      | 36                    |
| Digital Sales Manager                | 1-2, 4, 6-19, 21, 24-33, 35-44                      | 36                    |
| Assignment and Digital Editor-011924 | 1-4, 6-23, 25-27, 29-33, 35-44                      | 36                    |
| Photojournalist -011966              | 1-4, 6-9, 11-19, 21, 23, 25-27, 29-44               | 36                    |
| 5pm Producer - 012042                | 1-4, 6-9, 11-19, 21, 25-27, 29-33, 35-44            | 36                    |
| Director - 012174                    | 1-4, 6-9, 11-19, 21, 26-27, 29-44                   | 34                    |
| Director - 012174                    | 1-4, 6-9, 11-19, 21, 26-27, 29-44                   | 36                    |
| Digital Content Producer-13012       | 1-4, 6-9, 11-19, 23, 26-27, 29-33, 35-44            | 23                    |
| Director-13021                       | 1-4, 6-9, 11-19, 26-27, 29-33, 35-44                | 36                    |
| Creative Manager-13266               | 1-4, 6-9, 11-20, 26-27, 29-33, 35-44                | 36                    |
| Marketing Producer-13272             | 1-4, 6-9, 11-19, 23, 26-27, 29-33, 35-44            | 36                    |
| Morning Meteorologist-13302          | 1-4, 6-9, 11-19, 23, 26-27, 29-33, 35-44            | 36                    |
| Digital Account Manager-13363        | 1-9, 11-19, 23, 26-27, 29-33, 35-44                 | 23                    |
| Editor-13378                         | 1-4, 6-9, 11-20, 26-27, 29-33, 35-44                | 36                    |
| Account Executive-13459              | 1-4, 6-9, 11-19, 26-27, 29-33, 35-44                | 36                    |
| Chief Meteorologist-13502            | 1-4, 6-9, 11-19, 23, 26-27, 29-33, 35-44            | 23                    |
| Producer - 13798                     | 1-4, 6-9, 11-19, 21, 23, 26-27, 29-33,<br>35-44     | 36                    |
| Photojournalist - 14007              | 1-4, 6-9, 11-13, 16-19, 21, 26-27, 29-<br>33, 35-44 | 36                    |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 1                | American Broadcasting School<br>4511 SE 29th St.<br>Del City, Oklahoma 73115<br>Phone : 405-672-6511<br>Email : michelle@radioschool.com<br>Michelle McConnell  | Y  | 0   |
| 2                | BSP Black Sports Professionals (Sports Diversity Group)<br>41 South High Street Suites 2800-3200<br>Columbus, Ohio 43215<br>Phone : 614-227-2034<br>Email : bwimbish@porterwright.com<br>Bruce Wimbish<br><br>Prong 2 Ended Date: 4/10/2023 | N  | 0   |
| 3                | Capital University<br>Dept of Communication 1 College & Main<br>Columbus, Ohio 43209<br>Phone : 614-236-6663<br>Email : srenkar@capital.edu<br>Sabrina Renkar   | N  | 0   |
| 4                | Career Builder<br>200 N. LaSalle St Suite 1100<br>Chicago, Illinois 60601<br>Phone : 773-527-3600<br>Career Services<br>Manual Posting  | N  | 1   |
| 5                | Career Fair   | N  | 1   |
| 6                | Cedarville University Career Services<br>251 N. Main St<br>Cedarville, Ohio 45314<br>Phone : 937-766-7868<br>Email : reepj@cedarville.edu<br>Jeffrey Reep<br><br>Prong 2 Ended Date: 10/31/2022   | N  | 0   |

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|------------------|--|--|---|
| 7                | Collective Talent<br>5134 Sandy Beach Ave.<br>Sarasota, Florida 34242<br>Phone : 813-494-4555<br>Email : bille@michaelsmedia.com<br>Michael Bille<br><br>Prong 2 Ended Date: 10/31/2022                      | N  | 0   |
| 8                | Colorado Media School - Colorado Campus<br>404 South Upham Street<br>Lakewood, Colorado 80226<br>Phone : 303-937-7070 x 113<br>Email : dbyrd@beonair.com<br>Deborah Byrd<br><br>Prong 2 Ended Date: 4/7/2023 | N  | 0   |
| 9                | Columbus Speech and Hearing Center<br>510 E. North Broadway<br>Columbus, Ohio 43214<br>Phone : 614-263-5151<br>Email : jfelts@columbusspeech.org<br>Julia Felts  | N  | 0   |
| 10               | Columbus Speech and Hearing Center<br>510 E. North Broadway<br>Columbus, Ohio 43214<br>Phone : 614-261-5776<br>Email : gswingle@columbusspeech.org<br>Gary Swingle<br><br>Prong 2 Ended Date: 10/28/2022     | N  | 0   |
| 11               | Community Housing Network<br>1680 Watermark Dr.<br>Columbus, Ohio 43215<br>Phone : 614-487-6792<br>Email : efranklin@chninc.org<br>Elyshua Franklin  | Y  | 0   |

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|------------------|--|--|---|
| 12               | Community Refugee and Immigration Services<br>4645 Executive Drive<br>Columbus, Ohio 43220<br>Phone : 614-456-1523<br>Email : nnepal@cris-ohio.org<br>Narad Nepal<br><br>Prong 2 Ended Date: 4/10/2023             | N  | 0   |
| 13               | DeVry University Career Services<br>1 West Court Square Suite 100<br>Decatur, Georgia 30030<br>Phone : 404-270-2782<br>Email : kpowersmurphy@devry.edu<br>Krisna Murphy  | Y  | 0   |
| 14               | Eastland-Fairfield Career & Technical Schools<br>4300 Amalgamated Pl<br>Groveport, Ohio 43125<br>Phone : 614-836-4530 ext 1518<br>Email : cturner@efcts.us<br>Cherelle Turner<br><br>Prong 2 Ended Date: 11/3/2022 | N  | 0   |
| 15               | Employment for Seniors<br>4300 East Broad St.<br>Columbus, Ohio 43213<br>Phone : 614-863-1219<br>Email : barbstoltz@matureworks.org<br>Barb Stoltz   | Y  | 0   |
| 16               | Fairfield County Job & Family Services<br>239 West Main St<br>Lancaster, Ohio 43130<br>Phone : 740-652-7800<br>Email : amy.seesholtz@jfs.ohio.gov<br>Amy Seesholtz<br><br>Prong 2 Ended Date: 10/31/2022           | N  | 0   |

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|------------------|--|--|---|
| 17               | Functional Training Services<br>909 Oakland Park Ave<br>Columbus, Ohio 43224<br>Phone : 614-262-9669<br>Email : jennifer.bechtel@ftsjobs4u.com<br>Jennifer Bechtel<br><br>Prong 2 Ended Date: 10/31/2022 | N  | 0   |
| 18               | Goodwill Columbus<br>1331 Edgehill Rd<br>Columbus, Ohio 43212<br>Phone : 614-583-0136<br>Email : jenifer.garey@gwcols.com<br>Jenifer Garey<br><br>Prong 2 Ended Date: 10/31/2022                         | N  | 0   |
| 19               | Illinois Media School - Chicago Campus<br>Chicago Campus 530 South State Street<br>Chicago, Illinois 60605<br>Phone : 331-215-4733<br>Email : dclark@beonair.com<br>Don Clark                            | Y  | 0   |
| 20               | Indeed.com   | N  | 4   |
| 21               | Jewish Family Services<br>1070 College Ave.<br>Columbus, Ohio 43209<br>Phone : (614) 237-9675<br>Email : mstarr@jfscolombus.org<br>Melissa Starr<br><br>Prong 2 Ended Date: 2/6/2023                     | N  | 0   |
| 22               | Job Board  | N  | 1   |
| 23               | Linked In  | N  | 18  |
| 24               | LinkedIn<br>2029 Steirlin Ct<br>Mountain View, California 94043<br>Phone : 3170000000<br>Job Postings<br>Manual Posting  | N  | 1   |

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|------------------|---|--|---|
| 25               | MedialineTalent.com (formerly Medialine)<br>2515 Sparrow Crest Dr.<br>Katy, Texas 77494<br>Phone : 913-217-0685<br>Email : jobs@medialinetalent.com<br>Rick Iler  | N  | 0   |
| 26               | Native American Indian Center of Central Ohio<br>PO Box 7705<br>Columbus, Ohio 43207<br>Phone : 614-443-6120<br>Email : naicco1975@gmail.com<br>Masami Smith<br><br>Prong 2 Ended Date: 4/4/2023  | N  | 0   |
| 27               | New Directions Career Center<br>2760 Airport Drive B<br>Columbus, Ohio 43219<br>Phone : 614-849-0028 x 104<br>Email : jphillips@newdirectionscc.org<br>Jami Philips<br><br>Prong 2 Ended Date: 4/10/2023                                    | N  | 0   |
| 28               | Ohio Department of Job and Family Services, Veteran Program-Office of Workforce Development<br>4020 East 5th Ave.<br>Columbus, Ohio 43219<br>Phone : (614) 644-0898<br>Email : robert.okeefe@jfs.ohio.gov<br>Robert O'Keefe                 | Y  | 0   |
| 29               | Ohio Means Jobs Licking County<br>Ohio Department of Job and Family Services 998 East Main St.<br>Newark, Ohio 43055<br>Phone : 740-670-8866<br>Email : Mark.Pellegrino@jfs.ohio.gov<br>Mark Pellegrino<br><br>Prong 2 Ended Date: 4/5/2023 | N  | 0   |

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|----------------------|---|--|---|
| 30                   | Ohio Media School - Cincinnati Campus<br>Cincinnati, Ohio<br>Phone : 513-342-3512<br>Email : mchappell@beonair.com<br>Melinda Chappell  | Y  | 0   |
| 31                   | Ohio Media School - Columbus Campus<br>5330 E. Main Street, Ste 200<br>Columbus, Ohio 43213<br>Phone : 614-230-0461<br>Email : lwagner@beonair.com<br>Lee Wagner<br><br>Prong 2 Ended Date: 4/10/2023               | N  | 0   |
| 32                   | Ohio Media School- Cleveland Campus<br>9885 Rockside Rd Suite 160<br>Valley View, Ohio 44125<br>Phone : 234-203-2768<br>Email : lleciejewski@beonair.com<br>Lynda Leciejewski<br><br>Prong 2 Ended Date: 4/7/2023   | N  | 0   |
| 33                   | Opportunities for Ohioans with Disabilities<br>4300 E Broad St Suite 200<br>Whitehall, Ohio 43213<br>Phone : 330-239-0158<br>Email : julie.lasher@ood.ohio.gov<br>Julie Lasher<br><br>Prong 2 Ended Date: 4/10/2023 | N  | 0   |
| 34                   | Self Referral   | N  | 4   |
| 35                   | Talent Dynamics<br>2390 E Camelback Rd. Suite 130<br>Phoenix, Arizona 85016<br>Phone : 214-640-3180<br>Email : pumphrey@talentdynamics.com<br>Julie Pumphrey<br><br>Prong 2 Ended Date: 4/4/2023                    | N  | 0   |

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|------------------|---|--|---|
| 36               | TEGNA Inc.<br>8350 Broad Street Suite 200<br>Tysons, Virginia 22102<br>Career Page<br>Manual Posting  | N  | 57  |
| 37               | The Ohio State University College of Arts and Sciences<br>100 Denney Hall Annie & John Glenn Ave<br>Columbus, Ohio 43210<br>Phone : 614-688-4522<br>Email : cox.1195@osu.edu<br>Jessamyn Cox                                  | Y  | 0   |
| 38               | The Ohio State University Office-Diversity & Inclusion<br>154 W. 12th Avenue Room 84<br>Columbus, Ohio 43210<br>Phone : 614-292-8236<br>Email : odicareer@osu.edu<br>Jackie Lipscomb<br><br>Prong 2 Ended Date: 4/5/2023      | N  | 0   |
| 39               | TVJobs.com<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Email : admin@tvjobs.com<br>Mark Holloway   | Y  | 0   |
| 40               | WBNS 10TV<br>770 Twin Rivers Dr<br>Columbus, Ohio 43215<br>Phone : 317-655-5613<br>Cherilyn Stephens<br>Manual Posting  | N  | 0   |
| 41               | WMCO Muskingum University/Dept of Communication,<br>Media & Theatre<br>163 Stormont St<br>New Concord, Ohio 43762<br>Phone : 740-826-8375<br>Email : tgerman@muskingum.edu<br>Tom German<br><br>Prong 2 Ended Date: 4/10/2023 | N  | 0   |



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|--|---|--|---|
| 42   | WMCO Muskingum University/Dept of Communication,<br>Media, & Theatre<br>163 Stormont St<br>New Concord, Ohio 43762<br>Phone : 740-826-8189<br>Email : lisam@muskingum.edu<br>Lisa Marshall                      | Y  | 0   |
| 43   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| 44   | Ydiversity.com<br>5807 Pebble Beach Place<br>Westerville, Ohio 43082<br>Phone : 614-207-2397<br>Email : meadorm1@aol.com<br>Mark Meador<br><br>Prong 2 Ended Date: 4/10/2023                                    | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>87</b>   |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                         | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b> |
|---|-------------|--|---|-------------------------------------|--------------------------|
| 1 | 6/24/2022   | Establishment of training programs for station personnel                       | This was the second of Secure TEGNA's quarterly training modules focused on social engineering. This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential information.   | 98                                  | Various                  |
| 2 | 8/16/2022   | Establishment of training programs for station personnel                       | TEGNA hosted an Innovation Summit for select employees in content from across the country. The session allowed participants to brainstorm new content ideas for shows, segment pilots and to discuss how to have better working newsrooms. Topics covered also included: greater audience involvement; how to get station talent noticed; how to gain audience trust; and how to report hard issues without being too negative. Many pilot projects that are in full swing came from ideas generated at the Innovation Summit.  | 1                                   | Digital Content Producer |
| 3 | 8/22/2022   | Establishment of an intern program designed to assist members of the community | WBNS-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, WBNS-TV hired and trained 2 interns for three-month assignments. | 2                                   | Intern<br>Intern         |
| 4 | 9/23/2022   | Establishment of training programs for station personnel                       | TEGNA launched a mandatory Q3 cybersecurity training across all stations. This Internet Security and You segment is intended to not only increase employee awareness of cybersecurity threats that can compromise the company's data and networks, but how to safeguard against them as well.   | 98                                  | Various                  |

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|---|-------------|---|--|-------------------------------------|--|
| 5 | 10/4/2022   | Participation in events sponsored by organizations representing the community | The News Director participated in The Ohio State Bar Association's 2022 Law & Media Conference in Columbus hosted by the Ohio Association of Broadcasters. This conference brought together lawyers, journalists, broadcast professionals, and students to discuss the latest hot topics in media law. The conference explored the state of the media industry as well as latest judicial and legislative updates to Ohio's Sunshine Laws.   | 1                                   | News Director  |
| 6 | 10/5/2022   | Provision of training to management   | One member of the newsroom participated in a training workshop hosted by Poynter, Transforming Crime Reporting into Public Safety Journalism, focused on improving crime coverage. In many communities, coverage of crime amplifies existing inequity and harms underrepresented communities. This workshop focused on investing existing resources in documenting trends and holding law enforcement accountable, as well as some immediate steps journalists can take to improve coverage. | 1                                   | Assistant News Director  |
| 7 | 10/25/2022  | Establishment of training programs for station personnel                      | TEGNA's Diversity, Equity and Inclusion team arranged training for WBNS's leaders on Defining DEI, implicit bias, and microaggressions training hosted by Tim'M West and Jenna Ortiz - Senior Equity, Diversity, Inclusion Consultant for the National Civil and Human Rights Commission. The two hour virtual training focused on understanding diversity, equity and inclusion, spotting microaggressions, and understanding perspectives.   | 9                                   | President and General Manager<br>Creative Manager<br>Reporter<br>Audience Engagement Manager |
| 8 | 10/28/2022  | Participation in events sponsored by organizations representing the community | The Head of Technology attended the Ohio Broadcast and Multimedia Conference Inovonics to learn about the newest technologies surrounding essential radio broadcast signal monitoring, audio processing, and RDS Encoding - AM/FM/HD Radio/DAB+ /Internet Radio.   | 1                                   | Head of Technology   |

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|----|-------------|---|---|-------------------------------------|--|
| 9  | 11/15/2022  | Participation in events sponsored by organizations representing the community | Director of Community Affairs, Marketing Director, Broadcast Operations Manager, Head of Technology and Operations, and Digital Content Director participated in Ohio Association of Broadcasters virtual Diversity, Equity, and Inclusion's workshop to discuss how to broaden efforts in journalism to make a more inclusive impact to the community. | 5                                   | Director of Community Affairs<br>Head of Technology and Operations<br>Broadcast Operations Manager<br>Marketing Director |
| 10 | 12/16/2022  | Establishment of training programs for station personnel                      | This is the final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help employees to recognize risks and increase understanding of the ever-changing threat landscape.                             | 98                                  | Various  |
| 11 | 1/3/2023    | Establishment of training programs for station personnel                      | Community Affairs Director was a round-table participant for TEGNA's Black History Month series. TEGNA showcased the contributions and triumphs of the African Americans in the US. TEGNA celebrated some of our very own TEGNA employees and heard from them on a wide range of topics like quiet quitting, mental health and Black joy.               | 1                                   | Community Affairs Director   |
| 12 | 1/16/2023   | Participation in events sponsored by organizations representing the community | Anchor served as an emcee for the 2023 Westerville Dr. Martin Luther King Jr. Breakfast Celebration in Westerville, Ohio where she spoke about her career path to attendees.  | 1                                   | Anchor   |
| 13 | 1/17/2023   | Participation in Job Fairs  | Broadcast Operations Manager participated in the Eighteenth Annual Ohio State University Spring Career Fair in Columbus, Ohio. Potential applicants were told about the station, job opportunities currently available, and the application process.  | 1                                   | Broadcast Operations Manager   |

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|----|-------------|---|---|-------------------------------------|--------------------------|
| 14 | 1/23/2023   | Participation in events sponsored by organizations representing the community | Anchor acted as Master of Ceremonies for Westerville Area Chamber of Commerce Annual Awards luncheon where she spoke to participants about her career in broadcast media.   | 1                                   | Anchor                   |
| 15 | 1/31/2023   | Participation in events or programs sponsored by educational institutions     | Anchor participated in the JAMC 4800, Journalism Capstone Editorial Board at Otterbein University where she served as a mentor to students as they produced a multi-faceted story package. She offered industry advice and pointers to class participants and spoke about career paths in journalism.   | 1                                   | Anchor                   |
| 16 | 2/4/2023    | Establishment of training programs for station personnel                      | Code of Ethics Training: Our Shared Purpose, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlines the risks that remote work and online communications with competitors can present and offers guidance on how to navigate complex situations.                                | 98                                  | Various                  |
| 17 | 2/26/2023   | Participation in events sponsored by organizations representing the community | Anchor spoke at the community conference for 300+ teen girls, girl moms, and female mentors organized by ROX (Ruling Our eXperiences), The Center for Family Safety & Healing, and the "I Matter" crew located in Columbus, Ohio. She spoke about education, empowerment of women, and her career in broadcast.   | 1                                   | Anchor                   |
| 18 | 2/27/2023   | Participation in events or programs sponsored by educational institutions     | Anchor spoke to a group of fourth grade students at Huber Ridge Elementary School in Westerville, Ohio. She was invited to speak to the students about her path in the broadcast media industry as a female person of color during Black History Month. She discussed the importance of developing a well rounded education and how that is beneficial in seeking any career. | 1                                   | Anchor                   |

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|----|-------------|---|---|-------------------------------------|---|
| 19 | 3/6/2023    | Establishment of training programs for station personnel                      | This was the first Secure TEGNA quarterly training module for 2023, Find the Phish. This interactive exercise offers you an opportunity to sharpen your cyber skills and reminds you of the common methods criminals use to access confidential information.  | 98                                  | Various   |
| 20 | 3/11/2023   | Participation in events sponsored by organizations representing the community | Anchor emceed Sigma Gamma Rho Sorority Inc. - Iota Nu Sigma Chapter Youth Symposium held in Columbus, Ohio where she spoke to a group of middle school students about social media. She spoke about her career in broadcast media and the importance of using social media responsibly in her role.   | 1                                   | Anchor  |
| 21 | 3/15/2023   | Establishment of training programs for station personnel                      | HR business partner is hosting monthly training sessions, Ohio Leaders Connect, for TEGNA leaders to enhance their communication style, to deliver quality feedback to their teammates, and to assist in their professional growth. This training is built around author Kim Scott's, Radical Candor. | 9                                   | President and General Manager<br>Director of Sales<br>Director of Marketing<br>Creative Manager |
| 22 | 3/30/2023   | Participation in events or programs sponsored by educational institutions     | Director of Marketing and Broadcast Operations Manager met with a group of 27 Ohio Media School students in Columbus to discuss professionalism, deadlines, and quality of work. Both shared stories on their career paths and the roles available at WBNS-TV.  | 2                                   | Broadcast Operations Manager<br>Marketing Director  |
| 23 | 3/31/2023   | Provision of training to management   | TEGNA's recruiting team and HR business partner presented recruitment strategies and best practices to recruit a diverse candidate pool.  | 15                                  | President and General Manager<br>Director of Sales<br>Executive Producer<br>Executive Producer  |
| 24 | 4/5/2023    | Participation in events or programs sponsored by educational institutions     | Local Sales Manager spoke to a group of students at The Ohio State University College of Food, Agricultural and Environmental Sciences about careers in sales/media.  | 1                                   | Local Sales Manager   |

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**May 21, 2022 - May 20, 2023**

**III. RECRUITMENT INITIATIVES**

|    | <b>Date</b>   | <b>Type of Recruitment Initiative (Menu Selection)</b>                        | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>   |
|----|---------------|---|---|-------------------------------------|--|
| 25 | 4/15/2023     | Participation in events sponsored by organizations representing the community | Anchor participated as emcee for Annual Dreams on Horseback Walk, Trot, and Decanter Gala hosted in Columbus, Ohio. She spoke to attendees about her broadcast media career journey.  | 1                                   | Anchor   |
| 26 | Ongoing Event | Provision of training to management   | Three members of the station participated in TEGNA's Inclusive Journalism Leadership Cohort. It's a four-month, Poynter-led program for newsroom middle managers. The goal of the cohort is to expand the tools and people leadership skills newsroom leaders can use to engage their team to further goals to enhance diversity, equity and inclusion. | 3                                   | Assistant News Director<br>Executive Producer<br>Managing Editor |