

**WBNS TV, Columbus, Ohio
EEO PUBLIC FILE REPORT**

(Period covered: June 1, 2015 through May 31, 2016)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

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

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

Anchor/Reporter (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27, 28, 52, 57, 59, 61, 63, 65, 69, 87, 90, 91, 94, 97A, 97B, 98, 99, 103, 124)

[Hiree # 86]

Job #200KL

Anchor/Reporter (Weekend) (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 32]

Job #200JV

Sales Assistant (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 62, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 87]

Job #200VP

News Director (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 57, 58, 61, 63, 65, 69, 87, 90, 91, 94, 97A, 97B, 98, 99, 103, 124)

[Hiree # 86]

Job #200ET

Reporter (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 28]

Job #200DE

Weekend Evening Meteorologist/Reporter (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 32]

Job #200EE

Sports Reporter/Anchor (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 86]

Job #200BB

Special Projects Producer (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 56, 57, 59, 65, 69, 87, 90, 91, 94, 97A, 97B, 98, 99, 103, 124, 129)

[Hiree # 83]

Job #200MG

Digital Sales Support Coordinator (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 56, 57, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124, 129)

[Hiree # 129]

Job #200AA

News Photographer (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 38, 44, 56, 57, 59, 64, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 120, 124)

[Hiree # 86]

Job #200AW

Account Executive (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 56, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 87]

Job #200HC

Reporter (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 32]

Job #200TM

Administrative News Assistant (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 56, 57, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 56]

Job #200TT

Digital Account Executive (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 44, 56, 57, 65, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124, 129)

[Hiree # 56]

Job #200FF

Producer-Weekend Evenings (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 56, 59, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 86]

Job #200AK

Reporter (Exigent Circumstances)¹

[Hiree # 130]

Job #200JPP

¹ Candidate was specifically recruited by News Director, who previously worked with candidate and sought his specific on-air and other talents.

Associate Producer (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 87]

Job #200CR

Video Editor (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 87]

Job #200BK

News Photographer (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 38, 56, 57, 64, 65, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 124)

[Hiree # 38]

Job #200BW

Account Executive (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 37, 56, 57, 58, 65, 69, 87, 90, 91, 94, 97A, 97B, 99, 103, 120, 124)

[Hiree # 86]

Job #200JM

Director of Digital & Digital Strategy (Exigent Circumstances)²

[Hiree #130]

Job #200UU

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

80

TOTAL INTERVIEWS FROM REFERRAL SOURCES USED

#15 (1 person), #28 (8 people), #32 (10 people), #38 (1 person), #56 (7 people), #59 (1 person), #83 (5 people), #86 (19 people), #87 (22 people), #129 (4 people), #130 (2 people)

SUPPLEMENTAL OUTREACH ACTIVITIES

During the reporting period, members of the station's employment unit with substantial responsibility for hiring decisions participated in multiple job fairs **(FCC Menu Option 1)**:

- Joe Brackman, Production Supervisor and Marcia Blanchard, Human Resources Specialist, participated in The Ohio Media School career fair on June 24, 2015, held at The Ohio Media School's Columbus campus.
- On October 14, 2015, Chris Merkle, Account Team Manager and Marcia Blanchard, Human Resources Specialist, attended the Columbus Job Fair sponsored by Opportunities for Ohioans with Disabilities held at the Northland Performing Arts Center.

² Candidate, an employee of a previously-affiliated company, was specifically recruited due to her known digital skills.

- On March 7, 2016, J.R. VanWassenhove, Manager On-Air Promotions and Marcia Blanchard, Human Resources Specialist, attended the Buckeye Futures Fair sponsored by The Ohio State University.
- On April 6, 2016, the Ohio Media School sponsored a career event for current students and graduates at their Columbus campus. Attending were Wes Coleman, Broadcast Operations Manager and Marcia Blanchard, Human Resources Specialist.

During the reporting period, the station maintained an internship program for college students enrolled in a broadcast-related technical school. During the reporting period, 14 students from the following educational institutions participated: Capital University, The Ohio State University, Ohio University, Miami University, Kent State and Wilmington College. Staff members coordinating the program were Dan Gialluca, Digital Managing Editor; Jeff Pullin, News Producer; Paul Spohn, Sports Director and Shawn Dunagan, Sports Producer. **(FCC Menu Option 5)**

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

- Patrick Ingram, Director of Engineering and Marvin Hite, Transmitter Supervisor, attended the ATSC 3 seminar in Cleveland, Ohio on July 9, 2015. The seminar was an introduction to the FUTURECAST Universal Terrestrial Broadcasting System.
- Matthew Martens, Engineering Technician; John Biehl, Engineering Technician and Kenneth Moskal, Engineering Technician, completed their CDL Training Class B Licensing. This allows them to drive the station's satellite truck. Training was conducted at WBNS 10TV and licenses were received on September 10, 2015, September 18, 2015 and October 13, 2015.
- On Wednesday, September 23, 2015, employees from Engineering attended the Ohio Broadcast Engineering Conference held in Columbus, Ohio. Attending were Patrick Ingram, Director of Engineering; Jamie Caldwell, IS Manager; William Bobich, Maintenance Supervisor; Jason Knapp, Broadcast Maintenance/IS Tech; Marvin Hite, Transmitter Supervisor; Darryl Hill, Maintenance Supervisor and James Spickler, IS Tech. The conference included sessions on IP video formats, new platforms for audio and control and securing network sites.
- On October 14, 2015, Marcia Blanchard, Human Resources Specialist, attended an educational workshop titled Hot Topics in Recruiting a Diverse Workforce held at the Northland Performing Arts Center. The training covered topics related to hiring candidates with disabilities.
- On October 16, 2015, Jodi Andes, 10TV Investigates Supervisor, attended a Law and Media Conference sponsored by the Ohio State Bar Association held at the OSBA offices. This was a training session on the yearly updates and changes in Ohio's Public Record law as well as a briefing of major court decisions dealing with open records and Sunshine laws.

- Lindsay Warren, Digital Advertising Sales Specialist, participated in a webinar called Google AdWords Certification Training from November 16-20, 2015. The training covered Google AdWords and Google Display Network.
- Marcia Blanchard, Human Resources Specialist, participated in a webinar on January 5, 2016 called Fundamentals of a Compliant DOT D&A Testing Program hosted by J.J. Keller. The webinar discussed such things as random testing, drug and alcohol policies and testing cycles.
- On January 12, 2016, Marcia Blanchard, Human Resources Specialist, attended the Human Resources Association of Central Ohio's January meeting located at Confluence Park. The topic was Detecting Lies & Deception: Practical Skills for HR Professionals. How to detect when someone is lying during the interview process. Tips and signs to look for in discussion and body language.
- Diane Barnett, Sr. Credit Analyst; Beth Johnson, Programming Coordinator and Tammy Ellis, Sr. Accounts Receivable Billing Coordinator attended Excel Part 2 training to further their Excel program skills. Training was on January 22, 2016 through New Horizons at J.P Morgan in Columbus, Ohio.
- Teambuilding skills and training in regards to planning and developing the culture at WBNS was held at the Wigwam on February 10 and 11, 2016. Attendees were Harold Roudabush, Sr. Operations Tech and Master Control Supervisor; Rae Epps, Maintenance Tech; Karen Salajko, Assistant News Director; J.R. VanWassenhove, On-Air Promotions Manager; Scott Light, Anchor/Reporter; Nick Johnson, Sr. Accountant; Manuel Rodriguez, Maintenance Tech; Patrick Ingram, Director of Engineering; John Biehl, Engineering Tech; Jason Ryan, Account Executive; Kelly Frank, Director of News and Digital Content; Colby Crall, Account Team Manager; J.P. Clowes, Director; Jamie Caldwell, IS Manager; Wesley Coleman, Broadcast Operations Manager; Jonathan Polsdorfer, Sales Producer; John Cardenas, President and General Manager; Jason Knapp, Broadcast Maintenance and IS Tech; Patty Williams, Director of Finance; William Bobich, Maintenance Supervisor; Helen Eisenberg, Digital Advertising Sales Specialist; Dan Gialluca, Digital Managing Editor; Michael Moon, Senior Writer/Producer; Tracy Townsend, Anchor/Reporter; Jeff Morgan, Director; Carol Triplett, Traffic Manager; Angela An, Anchor/Reporter; Butch Moore, Director of Dispatch Group Marketing Sports; Bryant Somerville, Reporter; Franklin Freytag, Assignment Editor; Jacquie Sanborn, Engineering Tech; Michael Gravley, Assignment Manager-Interim; Angela Pace, Community Affairs Director; Gretchen Walsh, Executive Producer; Mary Posani, Associate Producer; Glenn McEntyre, Reporter; Ryan Hitchcock, Photographer; Joe Brackman, Production Supervisor; Paul Ballinger, Director of Sales and Nick Manukian, Production Assistant.
- On February 18 and 19, 2016, Patty Williams, Director of Finance; Nick Johnson, Sr. Accountant and Carol Triplett, Traffic Manager participated in report training in Landmark Analytics. Training was held at RadiOhio and was provided by Optimal Solutions Inc.
- The National Association of Broadcasters convention was held in Las Vegas on April 16 through April 21, 2016. NAB is the largest and most relevant educational program to media professionals. Attendees included William Bobich, Maintenance Supervisor; Jamie

Caldwell, IS Manager; John Cardenas, President and General Manager; Tim Moushey, News Operations Manager; Dan Gialluca, Digital Managing Editor; Kelly Frank, Director of News and Digital Content and Patrick Ingram, Director of Engineering.

- Chris Merkle, Account Team Manager, participated in Leadership Columbus, class of 2016. Leadership Columbus helps build diverse leaders through a training program. The program includes relationship building, problem-solving, civic engagement and personal growth.

During the reporting period, the station participated in six events related to career opportunities in broadcasting sponsored by educational institutions **(FCC Menu Option 10)**:

- Joe Brackman, Production Supervisor and Marcia Blanchard, Human Resources Specialist, participated in The Ohio Media Schools Career Fair on June 24, 2015, sponsored by The Ohio Center for Broadcasting at their Columbus campus.
- On September 23, 2016, Joe Brackman, Production Supervisor, spoke with students at the Ohio University Scripps College of Communication about his career path, how to get your first job, trends in TV production technology, and our internship opportunities at WBNS. The participants were with the WOUB-TV Student Professional Development group.
- Marcia Blanchard, Human Resources Specialist and Joe Brackman, Production Supervisor, participated in the Career and Internship Fair at Ohio University on September 23, 2015.
- On February 17, 2016, Dave Holmes, Sports Anchor/Reporter, spoke with aspiring sports journalists at a Careers In Sports event held at The Ohio State University. As a panelist participant, Dave spoke about his role in the sports industry.
- On March 7, 2016, J.R. VanWassenhove, Manager On-Air Promotions attended the Buckeye Futures Job Fair sponsored by The Ohio State University.
- On April 6, 2016, the Ohio Media School sponsored a career event for current students and graduates at their Columbus campus. Attending were Wes Coleman, Broadcast Operations Manager and Marcia Blanchard, Human Resources Specialist.

By way of a station initiative, station management was provided with training on methods of ensuring equal employment opportunity and preventing discrimination **(FCC Menu Option 14)**:

- Between the time period of April 19, 2016 and May 6, 2016, station management participated in an audio training presentation provided by Willis. The presentation was called Diversity: Legal Basics for Supervisors. Participants were Stephanie Slagle, Director of Digital and Digital Strategy; Harold Roudabush, Senior Operations Tech/Master Control Supervisor; John Cardenas, President and General Manager; Darryl Hill, Maintenance Supervisor; Wes Coleman, Broadcast Operations Manager; Mike Stone, Interactive Advertising Market Development Manager; Colby Crall, Account Team Manager; Kristi Hayes, Art Director; Carol Triplett, Traffic Manager; Paul Ballinger, Director of Sales; Jamie Caldwell, IS Manager; William Bobich,

Maintenance Supervisor; Chris Merkle, Account Team Manager; Nick Johnson, Sr. Accountant; Kelly Frank, Director of News and Digital Content; Rochelle Young, Executive Producer-Special Projects; Dan Gialluca, Digital Managing Editor; Gretchen Walsh, Executive Producer; Jodi Andes, 10TV Investigates Supervisor; Patrick Ingram, Director of Engineering; Tim Moushey, News Operations Manager; Joe Brackman, Production Supervisor and Michael Gravley, Assignment Manager-Interim and Karen Salajko, Assistant News Director.

During the reporting period, the station participated in one activity that the licensee has designated to further the goal of disseminating information about employment opportunities: **FCC Menu Option 16)**:

- Marcia Blanchard, Human Resources Specialist, participated on an employer panel held by New Directions in Columbus, Ohio. The panel was directed towards women entering the work force. Marcia spoke about the station's open positions, gave advice on what recruiters look for in a candidate, preparing for job interviews and answered questions. Panels were held September 1, 2015 and September 6, 2015.

The station's employment unit aired public service announcements from June 2015 through May 2016. The PSAs serve three purposes: to inform the public that the station is an equal opportunity employer; to offer organizations an opportunity to request the station's job vacancy listings; and to inform viewers that the station's job vacancy information is available via the station's website.

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EEO Public File
Referral Sources
Appendix A

No.	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
1	Cedarville University Career Services	Jeffrey Reep	*	251 N. Main St		Cedarville	OH	45314	career@cedarville.edu	(937) 766-7868
2	Columbus Speech and Hearing Center	Jamie Noon	*	510 E. North Broadway		Columbus	OH	43214	jnoon@columbusspeech.org	(614) 261-5772
2	Columbus Speech and Hearing Center	Gary Swingle	*	510 E. North Broadway		Columbus	OH	43214	gswingle@columbusspeech.org	(614)261-5776
3	Community Refugee and Immigration Services	Nancy Clarke	*	1925 E Dublin Granville Rd		Columbus	OH	43229	jobdeveloper@cris-ohio.org	(614) 987-1647
4	DeVry University Career Services	Roni Peyton	*	1350 Alum Creek Dr		Columbus	OH	43209	vpeyton@devry.edu	(614) 257-4711
5	Eastland-Fairfield Career & Technical Schools	Kelly Fuller	*	4300 Amalgamated Pl		Groveport	OH	43125	kfuller@efcts.us	(614) 836-4541 ext 1522
6	Employment for Seniors	Barb Stoltz	*	4500 East Broad		Columbus	OH	43213	jobs@employseniors.org	(614) 863-1219
7	Functional Training Services	Jennifer Bechtel	*	909 Oakland Park Ave		Columbus	OH	43224	jennifer.bechtel@ftsjobs4u.com	(614) 262-9669
8	Goodwill Columbus	Stephen Albright	*	1331 Edgehill Rd		Columbus	OH	43212	stephen.albright@gwcols.com	(614) 583-0103
8	Goodwill Columbus	Micki Church	*	1331 Edgehill Rd		Columbus	OH	43212	micki.church@gwcols.com	(614) 583-0136
9	Kent State University			Career Services Center	PO Box 5190, 261 Schwartz Ctr.	Kent	OH	44242	career@kent.edu	(330) 672-9953
10	Mount Vernon Nazarene University	Gary Swisher	*	Counseling and Career Services	800 Martinsburg Rd	Mount Vernon	OH	43050	gary.swisher@mvnu.edu	(740) 392-6868 ex:4618
10	Mount Vernon Nazarene University		*	Counseling and Career Services	800 Martinsburg Rd	Mount Vernon	OH	43050	career@mvnu.edu	(740) 392-6868
11	WMCO Muskingum University/Dept of Communication, Media & Theatre	Jeff Harman	*	163 Stormont St		New Concord	OH	43762	harman@muskingum.edu	(740) 826-8375
11	WMCO Muskingum University/Dept of Communication, Media, & Theatre	Lisa Marshall	*	163 Stormont St		New Concord	OH	43762	lisam@muskingum.edu	(740) 826-8189
12	Native American Indian Center of Central Ohio	Martina Necklace-Merida	*	PO Box 7705		Columbus	OH	43207	necklacemerida@gmail.com	(614) 443-6120
13	New Directions Career Center	Jami Phillips	*	199 E. Rich Street		Columbus	OH	43215	jphillips@newdirectionscc.org	(614) 849-0028 x 104

14A	Ohio & Illinois Center for Broadcasting - Columbus Campus	Alvis Moore	*	5300 E. Main Street, Ste. 200		Columbus	OH	43213	amoore@beonair.com	(614) 655-5250
14B	Ohio & Illinois Center for Broadcasting - Chicago Campus	Don Clark	*	Chicago Campus	530 South State Street	Chicago	IL	60605	dclark@beonair.com	(312) 884-8000
14C	Ohio & Illinois Center for Broadcasting - Cleveland Campus	Janice Hannah-Hardy	*	9885 Rockside Rd	Suite 160	Valley View	OH	44125	jhardy@beonair.com	(216) 503-5900 ex:145
14D	Ohio & Illinois Center for Broadcasting - Colorado Campus	Terry Cuff	*	404 South Upham Street		Lakewood	CO	80226	tcuff@beonair.com	(303) 937-7070 x 4106
15	The Ohio State University College of Arts and Sciences	Randy Dineen	*	100 Denney Hall	Annie & John Glenn Ave	Columbus	OH	43210	dineen.2@osu.edu	(614) 688-4522
15	The Ohio State University College of Arts and Sciences		*	100 Denney Hall	Annie & John Glenn Ave	Columbus	OH	43210	asccareer@osu.edu	(614) 688-4522
16	Ohio University, Scripps College of Communication	Karen Peters-Use Job Board		1 Ohio University		Athens	OH	45701	petersk@ohio.edu	(740) 593-9994
17	Ohio University/Zanesville Campus	Ken Collins-Use Job Board		1425 Newark Rd		Zanesville	OH	43701	collinsk@ohio.edu	(740) 453-0762
18	Otterbein University Center for Career & Professional Development	Ashley Strausser	*	1 South Grove St.		Westerville	OH	43081	astrausser@otterbein.edu	(614) 823-1456
19	The Bradford School	Lisa McGaughey	*	2469 Stelzer Rd.		Columbus	OH	43219	lmcgaughey@bradfordschoolcolumbus.edu	(614) 416-6229
20	Wittenberg University Career Services	Teresa Cantrell	*	Career Services	PO Box 720	Springfield	OH	45501	careers@wittenberg.edu	(937) 327-7521
21	American Broadcasting School	Michelle McConnell	+	712 N. Watson Rd.		Arlington	TX	76011	michelle@radioschool.com	(817) 695-2474
22	CCNMA: Latino Journalists of California	Julio Moran		ASU Walter Cronkite School of Journalism and Mass Communication	725 Arizona Ave, Ste 404	Santa Monica	CA	90401	ccnmainfo@ccnma.org	(424) 229-9482
23	Medialine	Rich Everitt	+	1209 Wood Valley Rd		Augusta	GA	30909	medialine@medialine.com	(706)364-7564
24	Southern Illinois University/Career Services	Matt Purdy	+	Student Services Building	Rm 0179, MC 4703	Carbondale	IL	62901	careerservices@siu.edu	(618) 453-7112
26	Specs Howard School of Media Arts	Kristen Burns	+	19900 W. Nine Mile Rd		Southfield	MI	48075	kburns@specshoward.edu	(248) 358-9000
26	Specs Howard School of Media Arts	Tony Sherock	+	19900 W. Nine Mile Rd		Southfield	MI	48075	tsherock@specshoward.edu	(248) 358-9000
26	Specs Howard School of Media Arts	Nancy Shiner	+	19900 W. Nine Mile Rd		Southfield	MI	48075	nshiner@specshoward.edu	(248) 358-9000

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27	Talent Dynamics	Christina Hedding	+	600 E. Las Colinas Blvd.	Suite 100	Irving	TX	75039	hedding@talentdynamics.com	(214) 914-9797
28	TVJobs.com	Mark Holloway	+	P.O. Box 4116		Oceanside	CA	92052	admin@tvjobs.com	(800)374-0119
29	602 Communications	Sandy Lizik		4349 E Colter St		Phoenix	AZ	85018	slizik@602communications.com	(602) 954-8373
30	AAF Columbus (Advertising Federation of Columbus)	Karen Kaiser		P.O. Box 665		Reynoldsburg	OH	43068	administrator@aafcolumbus.org	(614) 866-9099
32	Agent									
33	AllAccess.com	N/A								
35	Media Financial Management Association	Amanda Herrell		Executive Plaza III	33150 McCormick Rd, Ste 101	Hunt Valley	MD	21301	customerservice@jobcontrolcenter.com	
37	Broadcasting and Cable	Zahra Majma		28 East 28th St	12th Floor	New York	NY	10016	zmajma@nbmedia.com	(781) 734-8441
38	B-Roll.net	Kevin Johnson		1623 D St NE		Washington	DC	20002	kev@b-roll.net	(202) 486-8842
39	careerbuilder.com	N/A								
41	Columbus Alive	Maureen Compton		5300 Crosswind Dr		Columbus	OH	43228	mcompton@dispatch.com	(614) 340-4241
42	Columbus College of Art & Design: CCAD Career Services	Tiffany Sperring		60 Cleveland Ave		Columbus	OH	43215	careers@ccad.edu	(614) 222-4045
43	Columbus Dispatch	Maureen Compton		5300 Crosswind Dr		Columbus	OH	43228	mcompton@dispatch.com	(614) 340-4241
44	columbusjobs.com/monster	N/A								
50	Human Resources Assoc. of Central Ohio	Nino Alivio		PO Box 3021		Dublin	OH	43016	hr6@associationcareernetwork.com	(614)760-0400
51	Inside Radio	Gene McKay		PO Box 567925		Atlanta	GA	31156	ads@insideradio.com	(800) 248-4242
52	Internal Posting	Marcia Blanchard		Dispatch Broadcast Group	770 Twin Rivers Dr.	Columbus	OH	43215	marcia.blanchard@10tv.com	(614) 460-2874
53	Investigative Reporters and Editors, Inc.	Sarah Hutchins		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	jobposting@nicar.org	(573) 882-8969
56	Linked In	N/A		2029 Steirlin Ct		Mountain View	CA	94043		
57	Mediabizjobs.com	Mr. John Stipe		PO Box 88396		Steilacoom	WA	98388	jstipe@mediabizjobs.com	(206) 331-3876
58	MediaRecruiter.com	Art Scott		Birschbach Recruiting Network DBA Media Recruiter	9457 So. University Blvd., #303	Highlands Ranch	CO	80126	art@mediarecruiter.com	(303) 881-5600
59	National Academy of Television Arts and Sciences-Ohio Valley Chapter	Cherie Housley		NATAS-Ohio Valley Chapter	PO Box 24796	Dayton	OH	45424	chousley@ohiovalleyemmy.org	(937) 233-3303
60	National Alliance of State Broadcasters Associations/CareerPage.org	Suzan Strong		2333 Wisconsin St NE		Albuquerque	NM	87110	suzanstrong@nmba.org	(505) 881-4444

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61	National Association of Black Journalists	Amanda Herrell		Executive Plaza III	11350 McCormick Rd Ste 101	Hunt Valley	MD	21031	customerservice@jobcontrolcenter.com	(888) 491-8833
62	National Association of Broadcasters	Amana Smith		1771 N Street NW		Washington	DC	20036	asmith@nab.org	(202) 429-5424
63	National Association of Hispanic Journalists	Kevin Olivas		1050 Connecticut Ave NW	10th Floor	Washington	DC	20036	nahj@nahj.org	(202) 662-7145
64	National Press Photographer's Association	Thomas Kenniff		3200 Croasdaile Dr.	Suite 306	Durham	NC	27705	tkenniff@nppa.org	(919) 383-7246 opt 0
65	Ohio Association of Broadcasters	Carrie Newton		17 S High St	Suite 1010	Columbus	OH	43215	cnewton@oab.com	(614) 228-4052
69	The Ohio State University Office of Diversity and Inclusion	Jackie Lipscomb	*	281 W Lane Ave		Columbus	OH	43210	cajfa@osu.edu	(614) 292-8236
72	Poynter Institute Job Board	Jacqueline Davies		801 3rd St S		St. Petersburg	FL	33701	jdavies@poynter.org	(727) 821-9494
74	Rick Gevers and Associates	Rick Gevers		355 E. Ohio St. #303		Indianapolis	IN	46204	rick@rickgevers.com	(317) 635-7912
75	Rick Scott and Associates	Rick Scott		39750 N. 100th St		Scottsdale	AZ	85262	rscott@sportsradio.com	(425) 709-3232 x 201
76	Society of Broadcast Engineers	Scott Jones		9102 N. Meridian	Suite 150	Indianapolis	IN	46260	kiones@sbe.org	(317) 846-9000
77	SpotsnDots	Emily McKay		SND Publishing LLC	1635 Old Highway 41 Ste. 112-238	Kennesaw	GA	30152	ads@spotsndots.com	(888) 884-2630 x 701
81	This Week Newspapers	Terri Tribbie		7801 N. Central Dr.		Lewis Center	OH	43035	ttribbie@dispatch.com	614-583-5760
83	Unknown									
85	WBNS Radio Talent Bank	Todd Markiewicz		RadiOhio Sales Department	605 S. Front St.	Columbus	OH	43215	todd.markiewicz@radiohio.com	(614) 460-2816
86	Word of Mouth									
87	www.dispatchbroadcast.com	Marcia Blanchard		Dispatch Broadcast Group	770 Twin Rivers Dr.	Columbus	OH	43215	marcia.blanchard@10tv.com	(614) 460-2874
90	Fairfield County Job & Family Services	C. Michael Miller	*	239 West Main St		Lancaster	OH	43130	cmiller@co.fairfield.oh.us	(740) 652-7803
91	Jewish Family Services	Lynn Aspey	*	1070 College Ave.		Columbus	Oh	43209	laspey@jpscolumbus.org	614-559-0117
94	Opportunities for Ohioans with Disabilities	Kelly Jordan	*	4300 E Broad St., Suite 200		Columbus	OH	43213	kelly.jordan@ood.ohio.gov	614-914-2492
95	Broadcastcareers.net	c/o beyond.com Network		1060 First Ave, Ste. 100		King of Prussia	PA	19406	employer@beyond.com	(610)878-2800
97A	Ohio Department of Job and Family Services, Veteran Program	Jay Mendoza,	*	1111 E Broad St.		Columbus	OH	43205	jay.mendoza@ifs.ohio.gov	(614)559-6056

97A	Ohio Department of Job and Family Services, Veteran Program	John Whitaker	*	1111 E Broad St.		Columbus	OH	43205	john.whitaker@ifs.ohio.gov	(614)559-5161
97A	Ohio Department of Job and Family Services, Veteran Program	Robert OKeefe	*	1111 E Broad St.		Columbus	OH	43205	robert.okeefe@ifs.ohio.gov	(614)559-6058
97B	Ohio Means Jobs Licking County	Mark Pellegrino	*	Licking County Opportunity Links	998 East Main St.	Newark	OH	43055	Mark.Pellegrino@ifs.ohio.gov	(740) 670-8866
98	Media Bistro	Peter Hopkinson		475 Park Avenue South	4th Floor	New York	NY	10016	peter.hopkinson@mediabistro.com	424-234-1842
99	Collective Talent	Michael Bille	*	1721 Richardson Place		Tampa	FL	33606	bille@michaelsmedia.com	(813) 254-9695
100	Production Hub	Katrina Deleon		1806 Hammerlin Ave		Winter Park	FL	38927	kdeleon@productionhub.com	(877) 629-4122
101	American Meteorological Society	Melissa Petersons		c/o Job Target	225 State Street	New London	CT	6320	billing@jobtarget.com	(860) 437-5700
102	Fan Club Email Notification	Jay Taylor		605 S Front St Ste. 300		Columbus	OH	43215	jay.taylor@radiohio.com	(614) 460-3829
103	BSP Black Sports Professionals (Sports Diversity Group)**	Bruce Wimbish	*	155 W. Nationwide Blvd.	Suite#125	Columbus	OH	43215	bwimbish@columbusports.org	(614) 221-6178
104	OSU Engineering Career Services	Amy Franklin		199 Hitchcock Hall	2050 Neil Ave	Columbus	OH	43210	franklin.210@osu.edu	(614) 292-5380
105	Buckeye Job Board	OSU Alumni Association		2200 Olentangy River Rd		Columbus	OH	43210	osuaa@osu.edu	(614) 292-3314
106	Ebay Classifieds	N/A								
107	ZipRecruiter.com	Tom Padin		1453 Third Street Promenade		Santa Monica	CA	90401	tom@ziprecruiter.com	310-694-9779
108	Glassdoor.com	N/A								
109	Geebo.com	Greg Collier		1350 Beverly Rd	Ste. 115-218	McLean	VA	22101	greg@geebo.com	(888) 439-3113
110	Jobs2Careers.com	Elly Barrett		3945 Freedom Circle	Ste. 320	Santa Clara	CA	95054	services@jobs2careers.com	(512) 514-6950
111	TipTopJob.com	N/A								
112	DiversityJobs.com	N/A								
113	JustJobs.com	N/A								
114	SalesBlogCast.com	Jim Drivers		Job Thread Inc.	511 Avenue of the Americas # 235	New York	NY	10011	jdriver@jobthread.com	(646) 706-7121
115	RadiOnline.com	N/A								
116	Radio Business Report: RBR.com	April McLynn		PO Box 6633		Woodbridge	VA	22195	amclynn@rbr.com	(703) 490-3099
117	WorkinSports.com	Member Support		7010 E Chauncey Ln	Ste. 115-218	Phoenix	AZ	85054	CustomerCare@WorkinSports.com	(480) 905-7221
118	SportsCareers.com	Member Support		7010 E Chauncey Ln	Ste 115-218	Phoenix	AZ	85054	CustomerCare@WorkinSports.com	(480) 905-7221

119	JobsinSports.com	Barney Stanner		106 W. Calendar Ave #184		LaGrange	IL	60525	barney@jobsinsports.com	(312) 296-6961
120	Tvand RadioJobs.com	N/A								
121	Jobvertise.com	Sam Roseman		2280 Woodland Ln North		Riverwoods	IL	60015	jvsupport4@jobvertise.com	
122	FindaJobAlready.com	N/A								
123	Radio Television Digital News Association	Derrick Hinds		The National Press Building	529 14th Street NW, Suite 1240	Washington	DC	20045	derrickh@rtdna.org	(202) 495-8730
124	Capital University	Betsy Pike	*	Dept. of Communication	1 College & Main	Columbus	OH	43209	bpike@capital.edu	(614) 236-6318
125	Ad Week	Megan Klehr		Adicio, Inc	One Carlsbad Research Center, 2382 Faraday Ave Ste. #350	Carlsbad	CA	92008	mklehr@careercast.com	(760) 692-4179
126	Mashable	Alicia Lawrence		5993 Avenida Encinas	Suite 100	Carlsbad	CA	92008	alawrence@careercast.com	(760) 692-4174
127	Traffic Directors Guild of America	Larry Keene		26000 Avenida Aeropuerto	Bldg. 114	San Juan Capistrano	CA	92675	tdga@cox.net	(949) 429-7063- Voicemail Only
128	Dice	N/A								
129	Indeed.com	N/A								
130	Other	N/A								
Note: * Indicates organizations located in Ohio requesting FT vacancies (last two columns on list indicate when organization requested vacancies and/or provided updated contact information)										
Note: + Indicates organizations located outside the state of Ohio requesting FT vacancies (last two columns on list indicate when organization requested vacancies and/or provided updated contact information)										
March 2016 - Referral source list was audited. Sources that are no longer active have been moved to a "retired sources" sheet. The numbers associated with those sources will not be used unless a retired source becomes active in the future.										
10/23/14 -removed + from CCNMA- no longer accepting postings via email										
6/1/2015-Separated out the different campuses by noting sub letters (14A-14D)										
5/2/16-Separated out the two locations (97A and 97B)										
Kent State removed as a required source on 10/8/2015-Job Board										
Ohio University, Scripps College of Communication and Ohio University/ Zanesville were removed as a required source 2/26/16-Job Board										