

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

(Period covered: June 1, 2017 through May 31, 2018)

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]**

Executive Producer (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14A, 14B, 14C, 14D, 14E, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 32, 37, 56, 58, 61, 65, 69, 74, 87A, 87B, 87C, 90, 91, 94, 97A, 98, 99, 103, 120, 123, 124, 139)

[Hiree # 130]

Job #200XX/#8

Associate Producer (#1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 16, 18, 19, 20, 21, 23, 24, 26, 27, 28, 37, 56, 58, 65, 69, 87A, 90, 91, 94, 95, 97A, 97B, 98, 99, 103, 120, 124, 137, 138, 139)

[Hiree # 98]

Job #200AR

Director of Engineering (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 14E, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 37, 56, 62, 65, 69, 76, 83, 87A, 87B, 87C, 90, 91, 94, 97A, 97B, 99, 103, 107, 124, 134, 135, 136, 139, 140)

[Hiree #87C]

Job #200PI/#20

Producer/Director (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 37, 56, 59, 65, 69, 87A, 90, 91, 94, 95, 97A, 97B, 99, 103, 120, 124)

[Hiree # 28]

Job #200JM

Multimedia Journalist (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 32, 56, 62, 69, 87A, 90, 91, 94, 97A, 97B, 99, 103, 123, 124)

[Hiree # 87]

Job #200TT

Chief Investigative Reporter (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 53, 56, 58, 69, 87A, 90, 91, 94, 97A, 97B, 99, 103, 124, 139)

[Hiree # 86]

Job #200NB

Meteorologist (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87A, 90, 91, 94, 97A, 97B, 99, 103, 124, 139)

[Hiree #129]

Job #200MB/#12

System Administrator (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 56, 69, 87A, 90, 91, 94, 97A, 97B, 99, 103, 124, 128, 139)

[Hiree # 128]

Job #200KD

Executive Producer-Morning (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 37, 56, 58, 69, 87B, 87C, 90, 91, 94, 97A, 97B, 98, 99, 103, 124, 139)

[Hiree #87C]

Job #200SE/#7

Assignment & Digital Editor (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87A, 90, 91, 94, 97A, 97B, 99, 103, 124, 139)

[Hiree # 86]

Job #200MR

Associate Producer (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 15, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87B, 87C, 90, 91, 94, 97A, 97B, 99, 103, 124, 139)

[Hiree #124]

Job #200TL/#6

Associate Producer (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 14E, 15, 19, 20, 21, 23, 26, 27, 28, 69, 87B, 87C, 90, 91, 94, 97A, 97B, 99, 103, 124, 139)

[Hiree #87C]

Job #200TL/#24

Photographer I (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 14E, 15, 19, 20, 21, 23, 26, 27, 28, 56, 69, 87B, 87C, 90, 91, 94, 97A, 97B, 99, 103, 124, 139)

[Hiree #129]

Job #30

Account Executive (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 14A, 14B, 14C, 14D, 14E, 15, 19, 20, 21, 23, 26, 27, 28, 56, 58, 69, 87B, 87C, 90, 91, 94, 97A, 97B, 99, 103, 124, 139)

[Hiree #87C]

Job #21

Director of Finance (Exigent Circumstances)¹

[Hiree #86]

Job #39

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

66

¹ Candidate was specifically recruited by General Manager and was a previous employee of the station's Finance department.

TOTAL INTERVIEWS FROM REFERRAL SOURCES USED

#28 (2 people), #32 (3 people), #56 (5 people), #65 (1 person), #74 (1 person), #76 (2 people), #83 (2 people), #86 (16 people), #87A (12 people), #87C (8 people), #120 (1 person), #128 (3 people), #129 (2 people), #140 (8 people)

SUPPLEMENTAL OUTREACH ACTIVITIES

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

- On October 3, 2017, Dave Holmes, Sports Anchor/Reporter, attended The Ohio State University *Careers in Sports* event held at The Ohio State University. Dave spoke with OSU students about working in journalism with an emphasis on sports journalism and participated in a panel Q&A session.
- On October 16, 2017, Jamie Caldwell, Information Technology Manager; Shawn Hoder, EP Special Projects and Tani Mann, VP of HR, attended the Columbus Job Fair & Employer Showcase sponsored by Opportunities for Ohioans with Disabilities at the Nationwide & Ohio Farm Bureau 4-H Center at The Ohio State University in Columbus, Ohio.
- DeLaina Crutcher, Executive Producer; Larry Watzman, Creative Services Director; Shawn Dunagan, Sports Photographer/Producer; Jenny Dolph, Writer/Producer and Tani Mann, VP of HR, attended the Ohio State University's 2018 Summer Internship & Opportunity Fair on January 23, 2018, held at The Ohio State University.
- Wes Coleman, Broadcast Operations Manager and Tani Mann, VP of HR, attended Kent State University's College of Information and Communication Career Expo at Kent State University on February 15, 2018.
- Shawn Dunagan, Sports Photographer/Producer, participated in The Ohio State University's Career Connections: Sports & Gaming event on April 18, 2018 at The Ohio State University. Shawn spoke and answered questions regarding working "behind the scenes" in sports journalism.

During the reporting period, the station maintained an internship program for college students. During the reporting period, 15 students from the following educational institutions participated: The Ohio State University, Ohio University, University of Missouri, Kent State University, Denison University, Bowling Green State University and Miami University. The staff members coordinating the program included Ashlee Baracy, Meteorologist; DeLaina Crutcher, Executive Producer; Shawn Dunagan, Sports Photographer/Producer; Jenny Dolph, Writer/Producer and Larry Watzman, Creative Services Director. **(FCC Menu Option 5)**

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

- William Bobich, Maintenance Supervisor; Jamie Caldwell, Information Technology Manager; Marvin Hite, Transmitter Supervisor; Jason Knapp, Maintenance/IT Tech; Brady Parks, System Administrator and Elizabeth Wolfe, Maintenance Tech, attended the Ohio Broadcast and Multimedia Technology Conference. The Conference was held on September 19, 2017 at the Greater Columbus Convention Center in Columbus, Ohio. The Conference was hosted by the Ohio Association of Broadcasters and focused on latest industry trends and technology.
- John Cardenas, President & General Manager; Paul Ballinger, Director of Sales and Pat Wise, National Sales Manager attended the TVB Forward Conference at Chelsea Piers in New York City, NY on September 28, 2017. The conference focused on the economic, political, technological and viewer/consumer challenges and opportunities for TV stations.
- Chris Merkle, Local Sales Manager, attended the Jim Doyle & Associates JDA Sales Managers High Performance Boot Camp on January 28, 29 and 30, 2018 in Tampa, Florida at the Tampa Renaissance Hotel.
- On February 7, 2018, Jacque Sanborn, Drone Specialist/Engineering Tech; Tim Moushey, News Operations Manager; Manuel Rodriguez, Maintenance Tech and Greg Casagrande, Helicopter Pilot attended a session hosted by the Central Ohio Pilots Association during which presenters from American Electric Power discussed use of drones in safety and marketing campaigns. The training was held at Lane Aviation in Columbus, Ohio.
- Anthony Weems, Director of Technology, and Robert Campbell, Facility Tradesperson, attended the “OSHA 30-Hour Compliance Course” seminar, offered by Career Track Seminars, from March 5 - 9, 2018 at the Hilton Garden Inn in Columbus, Ohio. The seminar provided an in-depth training to increase understanding of workplace safety initiatives and all of OSHA’s rules, regulations and guidelines.
- Stephanie Slagle, Director of Digital Strategy, participated in “Leadership Columbus”, class of 2018. Leadership Columbus helps build diverse leaders through an intense 9-month training program. The program includes relationship building, problem-solving, civic engagement and personal growth.
- On March 15, 2018 members of the management team participated in Session 1 of leadership development training hosted by Focus3, held at the Columbus Country Club in Columbus, Ohio. The training equipped leaders to respond to the everyday challenge of providing an exceptional leadership experience. Attendees were: John Cardenas, President & General Manager; DeLaina Crutcher, Executive Producer; Paul Ballinger, Director of Sales; Chris Merkle, Local Sales Manager; Carol Triplett, Traffic Manager; Larry Watzman, Creative Services Director; Michael Gravely, Assignment Manager; Tani Mann, VP of HR; Shawn Hoder, EP Special Projects; Jason Pumo, Sr. Executive Producer; Kelly Frank, Director of News and Digital Content; Jennifer Nickels, Assistant News Director; Tim Moushey, News Operations Manager; Helen Speiser, Digital Sales Manager; Paul Spohn, Sports Director; Daniel Gialluca, Sr. Digital Producer; William Bobich, Maintenance Supervisor; Harold Roudabush, Sr. Operations Tech/Master Control Supervisor; Stephanie Slagle, Director Digital Strategy; Joe Brackman, Production Supervisor, Jamie Caldwell,

Information Technology Manager; Anthony Weems, Director of Technology, and Wes Coleman, Broadcast Operations Manager.

- On April 3, 2018, Larry Watzman, Creative Services Director, attended the Columbus Blue Jackets Partner Summit, hosted by the Blue Jackets and held at Nationwide Arena in Columbus, Ohio. The seminar focused on the state of the NHL and amplifying your brand through best practices, integrating analytics and industry sponsorship.
- John Cardenas, President & General Manager; Tim Moushey, News Operations Manager; Jamie Caldwell, Information Technology Manager; Anthony Weems, Director of Technology and Jason Knapp, Maintenance/IT Tech, attended the National Association of Broadcasters Show in Las Vegas from April 7 through April 12, 2018. The National Association of Broadcasters Show focuses on the intersection of technology, media and entertainment.
- On April 16, 2018 members of the management team participated in Session 2 of leadership development training hosted by Focus3, held at the Hyatt Grandview Yard in Columbus, Ohio. Training equipped leaders to respond to the everyday challenge of providing an exceptional leadership experience. Attendees were: John Cardenas, President & General Manager; DeLaina Crutcher, Executive Producer; Paul Ballinger, Director of Sales; Chris Merkle, Local Sales Manager; Carol Triplett, Traffic Manager; Larry Watzman, Creative Services Director; Nick Johnson, Director of Finance; Tani Mann, VP of HR; Shawn Hoder, EP Special Projects; Jennifer Nickels, Assistant News Director; Tim Moushey, News Operations Manager; Helen Speiser, Digital Sales Manager; Butch Moore, Director of Dispatch Group Marketing Sports; Daniel Gialluca, Sr. Digital Producer; William Bobich, Maintenance Supervisor; Stephanie Slagle, Director Digital Strategy; Joe Brackman, Production Supervisor, Jamie Caldwell, Information Technology Manager; Anthony Weems, Director of Technology and Wes Coleman, Broadcast Operations Manager.
- On April 17, 2018, Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, attended the 2018 Risk Management and Cost Control Seminar, hosted by CareWorks Comp and held at the Bridgewater Banquet & Conference Center in Powell, Ohio on behalf of the station. The training concentrated on managed care, claims management best practices, safety strategy and unemployment claims management.
- On April 21, 2018, members of our news gathering team attended "Reporting on Race and Hate – Tools for Better Reporting" held at the Quest Conference Center in Columbus, Ohio and hosted by the Ohio Association of Broadcasters. The training provided information for journalists about understanding their community, covering protests, dissent and violence and new research on social inequity, trust and the news.
- On May 1, 2018, Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, attended The Columbus Commitment: Achieving Pay Equity conference, hosted by the City of Columbus and the Columbus Women's Commission and held at the Fawcett Center on the campus of The Ohio State University in Columbus, Ohio on behalf of the station. The training focused on building a corporate culture where everyone thrives, closing gender and race-based wage gaps and holding leaders accountable for inclusive leadership.

WBNS 10TV staff participated in the following webinars and online training sessions during the reporting period:

- Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, participated in the webinar “How to Retain Top Performing Employees: Ceridian’s Pulse of Talent Survey” on October 24, 2017 on behalf of the station. Webinar was offered by Ceridian and focused on retention strategies.
- On February 14, 2018, members of the stations sales management team and staff participated in the webinar “Nuts and Bolts of Political Broadcasting” presented by the Ohio Association of Broadcasters. Participating were Paul Ballinger, Director of Sales; Chris Merkle, Local Sales Manager; Pat Wise, National Sales Manager and Ryan Hayes, Account Executive.
- On April 17, 2018, Paul Ballinger, Director of Sales, and Chris Merkle, Local Sales Manager, participated in the webinar “Ohio Advertising Rules and Regulations” presented by the Ohio Association of Broadcasters.
- On April 19, 2018, Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, participated in the webinar “PAID in Full: Examining the Framework, Benefits and Potential Risks of the DOL’s PAID Program” presented by the law firm of Seyfarth Shaw on behalf of the station.
- On May 17, 2018, Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, participated in the webinar “Become a Business of Choice for People with Disabilities” presented by the U.S. Business Leader Network on behalf of the station.

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

(FCC Menu Option 16)

- Marcia Blanchard, HR Specialist, who is responsible for human resources at WBNS 10TV, participated on an employer panel, on June 22, 2017, held by New Directions in Columbus, Ohio on behalf of WBNS 10TV. The panel was directed towards women entering or re-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.
- Tani Mann, VP of HR, who is responsible for human resources at WBNS 10TV, participated on two employer panels, one on September 28, 2017 and one on May 10, 2018, held by New Directions in Columbus, Ohio on behalf of WBNS 10TV. The panel was directed

towards women entering or re-entering the work force. Tani spoke about the station's open positions, gave advice on what recruiters look for in a candidate, preparing for job interviews and answered questions.

During the reporting period, the station's employment unit aired public service announcements from June 2017 through May 2018. The PSAs serve three purposes: to inform the public that the station is an equal opportunity employer; to offer organizations an opportunity to request the station's job vacancy listings; and to inform viewers that the station's job vacancy information is available via the station's website.

EEO Public File
Referral Sources for WBNS 10TV
(Period covered: June 1, 2017 through May 31, 2018)
Appendix A

#	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@columbuspeech.org	(614) 261-5772
2	Columbus Speech and Hearing Center	Gary Swingle	*	510 E. North Broadway		Columbus	OH	43214	gswingle@columbuspeech.org	(614)261-5776
3	Community Refugee and Immigration Services	Tara Dhungana	*	1925 E Dublin Granville Rd		Columbus	OH	43229	tdhungana@cris-ohio.org	(614) 456-1523
4	DeVry University Career Services	Krisna Murphy	*	1 West Court Square	Suite 100	Decatur	GA	30030	kpowersmurphy@devry.edu	404-270-2782
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	*	4300 East Broad St.		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	Micki Church	*	1331 Edgehill Rd		Columbus	OH	43212	micki.church@gwcols.com	(614) 583-0136
9	Kent State University	www.kent.edu		Career Exploration and Development	PO Box 5190, 261 Schwartz Ctr	Kent	OH	44242	career@kent.edu	(330) 672-2360
10	Mount Vernon Nazarene University	www.mvnu.edu		Career Development	800 Martinsburg Rd	Mount Vernon	OH	43050	www.cocjobline.org	(740) 392-6868
11	WMCO Muskingum University/Dept of Communication, Media & Theatre	Tom German	*	163 Stormont St		New Concord	OH	43762	tgerman@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	Masami Smith	*	PO Box 7705		Columbus	OH	43207	naicco1975@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

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
14A	Ohio Media School - Columbus Campus	Joe Barker	*	5330 E. Main Street, Ste 200		Columbus	OH	43213	jbarker@beonair.com	(614) 230-0461
14B	Illinois Media School - Chicago Campus	Don Clark	*	Chicago Campus	530 South State Street	Chicago	IL	60605	dclark@beonair.com	(331) 215-4733
14C	Ohio Media School- Cleveland Campus	Jennifer Anatra	*	9885 Rockside Rd	Suite 160	Valley View	OH	44125	janatra@beonair.com	(216) 503-5900 ex:179
14D	Colorado Media School - Colorado Campus	Terry Cuff	*	404 South Upham Street		Lakewood	CO	80226	tcuff@beonair.com	(303) 937-7070 x 4106
14E	Ohio Media School - Cincinnati Campus ²	Alexandria Powell	*			Cincinnati	OH		apowell@beonair.com	513-342-3512
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	General E-mail	*	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	Schoonover Center, 108	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 ³	Taylor Sutton		1 South Grove St.		Westerville	OH	43081	http://www.otterbein.edu/public/CampusLife/ServicesAndResources/Career/Employers/PostJobs.aspx	(614) 823-1522
19	The Bradford School	Lisa Martin	*	2469 Stelzer Rd.		Columbus	OH	43219	lmartin@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	+	4511 SE 29th St.		Del City	OK	73115	michelle@radioschool.com	(405) 672-6511
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	Rick Iler	+	2515 Sparrow Crest Dr.		Katy	TX	77494	medialine@medialine.com	(913) 217-0685

² Source #14E was added to the list during the reporting period on August 15, 2017.

³ Source #18 was removed by their request as a required source after being notified they no longer accept emails on July 5, 2017.

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
24	Southern Illinois University/Career Services ⁴	Michelle Garrett		Student Services Building	Rm 0179, MC 4703	Carbondale	IL	62901	careerservices@siu.edu but handshake account to post jobs	(618) 453-7112
26	Specs Howard School of Media Arts	Kristin Burns	+	19900 W. Nine Mile Rd		Southfield	MI	48075	kburns@specshoward.edu	(248) 358-9000
26	Specs Howard School of Media Arts	Brent Carey	+	19900 W. Nine Mile Rd		Southfield	MI	48075	Bcarey@specshoward.edu	(248) 358-9000
27	Talent Dynamics	Julie Pumphrey	+	600 E. Las Colinas Blvd.	Suite 100	Irving	TX	75039	pumphrey@talentdynamics.com	(214) 640-3180
28	TVJobs.com	Mark Holloway	+	P.O. Box 4116		Oceanside	CA	92052	admin@tvjobs.com	(800)374-0119
29	602 Communications	Theodema Maliza							tmaliza@602communications.com	919-400-9980
30	AAF Columbus (Advertising Federation of Columbus)	Kelly O'Brien		629 N. High Street	4th Floor	Columbus	OH	43215	aafcolumbus@aafcolumbus.org	(614) 866-9099
32	Agent	N/A								
33	AllAccess.com	www.allaccess.com							-	
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	Charlie Weiss		28 East 28th St	12th Floor	New York	NY	10016	cweiss@nbmedia.com	(212) 378-0400
38	B-Roll.net	Kevin Johnson		2302 Monroe St. NE		Washington	DC	20018	kev@b-roll.net	(202) 486-8842
39	careerbuilder.com	www.careerbuilder.com							-	
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	www.columbusjobs.com/monster							-	
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

⁴ Source #24 was removed as a required source after being notified that they no longer accept emails August 9, 2017.

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
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	www.linkedin.com		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
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	nmann@nab.org	(202) 429-5300
63	National Association of Hispanic Journalists	Yaneth Guillen-Diaz		1050 Connecticut Ave NW	5th Floor	Washington	DC	20036	nahj@nahj.org	(202) 853-7760
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	www.oab.com		17 S High St	Suite 1010	Columbus	OH	43215	-	(614) 228-4052
69	The Ohio State University Office of Diversity and Inclusion	Jackie Lipscomb	*	154 W. 12th Avenue	Room 84	Columbus	OH	43210	odicareer@osu.edu	(614) 292-8236
72	Poynter Institute Job Board			801 3rd St S		St. Petersburg	FL	33701	marketing@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		10041 E Sonoran Vista Circle		Scottsdale	AZ	85255	rscott@sportsradio.com	(425) 709-3232 x 201
76	Society of Broadcast Engineers	Scott Jones		9102 N. Meridian	Suite 150	Indianapolis	IN	46260	kjones@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

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
83	Unknown	N/A								
86	Word of Mouth	N/A								
87A	www.dispatchbroadcast.com	Tani Mann		Dispatch Broadcast Group	770 Twin Rivers Dr	Columbus	OH	43215	tmann@tdpcompany.com	(614) 460-2874
87B	Careers	Tani Mann		770 Twin Rivers Dr		Columbus	OH	43215	tmann@10tv.com	(614) 469-6229
87C	WBNS 10TV	Tani Mann		770 Twin Rivers Dr		Columbus	OH	43215	tmann@10tv.com	(614) 469-6229
87D	97.1 The Fan	Tani Mann		770 Twin Rivers Dr		Columbus	OH	43215	tmann@10tv.com	(614) 469-6229
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@jfsolumbus.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-Office of Workforce Development	Robert OKeefe	*	4020 East 5th Ave.		Columbus	OH	43219	robert.okeefe@jfs.ohio.gov	(614) 644-9315
97B	Ohio Means Jobs Licking County	Mark Pellegrino	*	Licking County Opportunity Links	998 East Main St.	Newark	OH	43055	Mark.Pellegrino@jfs.ohio.gov	(740) 670-8866
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
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	The Ohio State Alumni Career Connection	OSU Alumni Association		2200 Olentangy River Rd		Columbus	OH	43210	www.go.osu.edu/AlumniCareerConnection	(614) 292-3314
106	Ebay Classifieds	www.columbusoh.ebayclassifieds.com								

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
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	www.tiptopjob.com								
112	DiversityJobs.com	www.diversityjobs.com								
113	JustJobs.com	www.justjobs.com								
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	www.radionline.com								
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	TvandRadioJobs.com	www.tvandradijobs.com								
121	Jobvertise.com	Jobvertise.com		2280 Woodland Ln North		Riverwoods	IL	60015		
122	FindaJobAlready.com	www.findajob.com								
123	Radio Television Digital News Association (RTDNA)	www.rtdna.org		The National Press Building	529 14th Street NW, Suite 1240	Washington	DC	20045		
124	Capital University	Betsy Pike	*	Dept of Communication	1 College & Main	Columbus	OH	43209	bpike@capital.edu	(614) 236-6318
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	www.dice.com								
129	Indeed.com	www.indeed.com							www.indeed.com	
130	Other	N/A								

#	Organization	Contact	Requesting FT Vacancies	Address 1	Address 2	City	State	Zip	Email	Phone
131	TV Storytellers Website	tvnewsstorytellers.com								
132	Online News Association	www.journalists.org							http://journalists.org	
133	Alliance for Women In Media	allwomeninmedia.org							http://allwomeninmedia.org	
134	TV Technology c/o NewBay	Michele Inderrieden		28 E. 28th Street	12th Floor	New York	NY	10016	mInderrieden@nbmedia.com	(212) 378-0400 x-523
135	Society of Motion Picture & Television Engineers	www.smpte.org							http://careercentral.smpte.org/jobs	
136	NewsCheck Media	www.tvnewscheckmedia.com							www.mediajobcenter.com	
137	Northwestern University	www.northwestern.edu							https://northwestern-csm.symplicity.com/employers	
138	University of Missouri	missouri.edu							http://missouri.edu/	
139	Community Housing Network ⁵	William Palmer	*	1680 Watermark Dr.		Columbus	OH	43215	bpalmer@chninc.org	(614)-487-6792
140	Media Staffing Network	Patty Kincaid							patty@mediastaffingnetwork.com	(602) 971-9382

⁵ Source #139 was added to the list during the reporting period on June 1, 2017.