

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

(Period covered: June 1, 2016 through May 31, 2017)

**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]**

Creative Services Director (#1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 103, 124, 14A, 14B, 14C, 14D, 15, 16, 17, 18, 19, 20, 21, 23, 24, 25, 26, 27, 28, 32, 37, 44, 56, 57, 58, 69, 83, 87, 90, 91, 94, 97A, 97B, 98, 99)  
[Hiree # 57]  
Job #200DJ

Creative Content Producer (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 23, 24, 26, 27, 28, 29, 37, 142, 56, 57, 58, 69, 83, 87, 90, 91, 94, 99, 103, 124, 133, 14A, 14B, 14C, 14D, 97A, 97B)  
[Hiree # 86]  
Job #200JP

Meteorologist/Reporter (#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, 32, 56, 57, 58, 69, 83, 87, 90, 91, 94, 103, 124, 97A, 97B, 99)  
[Hiree # 87]  
Job #200JP

Executive 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, 56, 57, 58, 59, 61, 69, 74, 83, 87, 90, 91, 94, 97A, 97B, 98, 99, 103, 120, 124)  
[Hiree # 86]  
Job #200MM

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, 69, 83, 87, 90, 91, 94, 103, 124, 97A, 97B, 99)  
[Hiree # 86]  
Job #200AS

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, 32, 37, 56, 57, 59, 65, 69, 83, 87, 90, 91, 94, 95, 98, 99, 103, 120, 124, 97A, 97B)  
[Hiree #56]  
Job #200DS

Digital Advertising Strategist (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 103, 124, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 56, 57, 69, 87, 90, 91, 94, 97A, 97B, 99)  
[Hiree # 56]  
Job #200GG

EP-Special Projects & Investigative (#1, 2, 3, 4, 5, 6, 7, 8, 10, 11, 12, 13, 103, 124, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 56, 57, 69, 87, 90, 91, 94, 97A, 97B, 98, 99)  
[Hiree # 86]  
Job #200RY

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<sup>1</sup> Source #25 contacted station on June 1, 2015 and asked to be removed from recruitment list.

Digital Sales Support Coordinator (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 103, 124, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 44, 56, 57, 69, 87, 90, 91, 94, 97A, 97B, 99)  
[Hiree # 86]  
Job #200KD

Assignment & Digital Editor (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 103, 124, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 37, 56, 57, 58, 69, 87, 90, 91, 94, 95, 97A, 97B, 99)  
[Hiree # 86]  
Job #200TT

Sr. Producer Special Projects (Exigent Circumstance)<sup>2</sup>  
[Hiree #86]  
Job #200GG

Associate Producer (#1, 11, 12, 13, 103, 124, 14A, 14B, 14C, 14D, 2, 3, 4, 5, 6, 7, 8, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 69, 87, 90, 91, 94, 97A, 97B, 99)  
[Hiree # 87]  
Job #200AH

News Videographer (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 103, 124, 131, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 38, 56, 58, 64, 69, 87, 90, 91, 94, 95, 97A, 97B, 99)  
[Hiree # 86]  
Job #200BR

Assistant News Director (Exigent Circumstance)<sup>3</sup>  
[Hiree #86]  
Job #200DD

News Videographer (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 103, 124, 131, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 38, 56, 57, 58, 64, 69, 87, 90, 91, 94, 95, 97A, 97B, 99)  
[Hiree # 86]  
Job #200DDS

Graphic Artist (#1, 11, 12, 13, 103, 124, 14A, 14B, 14C, 14D, 2, 3, 4, 5, 6, 7, 8, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 57, 69, 83, 87, 90, 91, 94, 97A, 97B, 99)  
[Hiree # 86]  
Job #200JB

Creative Content Producer (#1, 11, 12, 13, 103, 124, 14A, 14B, 14C, 14D, 2, 3, 4, 5, 6, 7, 8, 15, 18, 19, 20, 21, 23, 24, 25, 26, 27, 28, 57, 69, 87, 90, 91, 94, 97A, 97B, 99)  
[Hiree # 87]  
Job #200ST

Producer (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 103, 123, 124, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 32, 56, 57, 58, 69, 87, 90, 91, 94, 97A, 97B, 99)  
[Hiree # 32]  
Job #200AP

Multimedia Journalist (#1, 2, 3, 4, 5, 6, 7, 8, 11, 12, 13, 103, 123, 124, 14A, 14B, 14C, 14D, 15, 18, 19, 20, 21, 23, 24, 26, 27, 28, 32, 56, 57, 62, 69, 83, 87, 90, 91, 94, 97A, 97B, 99)

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<sup>2</sup> Candidate came to attention of the station when she applied for a position for which the station had recruited broadly. Station was impressed with her qualifications and created a position for her.

<sup>3</sup> Position was not open to public view due to confidential circumstances with current employee.

[Hiree # 32]  
Job #200TT

Anchor/Reporter (Exigent Circumstance) <sup>4</sup>  
[Hiree #86]  
Job #200BB

Anchor/Reporter (Exigent Circumstance) <sup>5</sup>  
[Hiree #86]  
Job #200CC

#### **TOTAL INTERVIEWEES FOR FULL TIME POSITIONS**

67

#### **TOTAL INTERVIEWS FROM REFERRAL SOURCES USED**

# (1 person), #27 (3 people), #28 (6 people), #32 (3 people), #56 (8 people), #57 (1 person), #58 (1 person), #83 (3 people), #86 (18 people), #87 (23 people),

#### **SUPPLEMENTAL OUTREACH ACTIVITIES**

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

- On June 15, 2016 Dom Tiberi, Sports Anchor/Reporter and Paul Spohn, Sports Director attended The Ohio State University Student Athlete Job Fair, held at The Ohio State University. Dom and Paul spoke with OSU athletes about working in journalism with an emphasis on sports journalism.
- Wes Coleman, Broadcast Operations Manager, spoke with TV2 students at Kent State University on October 14, 2016 about broadcast production and management.
- October 14, 2016 Marcia Blanchard, Human Resources Specialist and Wes Coleman, Broadcast Operations Manager attended Kent State University's Fall Internship, Co-op & Career Fair.
- Jamie Caldwell, IS Manager and Marcia Blanchard, Human Resources Specialist, participated in the Collegiate Career Fair on October 21, 2016, held on the Ohio Dominican campus. The career fair was presented by Ohio Dominican, Capital University and Otterbein University.

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<sup>4</sup> Station pursued candidate, who was already known by and popular with viewers and had experience reporting in the community.

<sup>5</sup> Station pursued candidate, who was already known by and popular with viewers and had experience reporting in the community.

- On November 1, 2016, Carol Triplett, Traffic Manager and Marcia Blanchard, Human Resources Specialist, attended the Columbus Job Fair sponsored by Opportunities for Ohioans with Disabilities held at the DoubleTree in Columbus, Ohio.
- Marcia Blanchard, Human Resources Specialist and Cameron Keir, Producer, attended the Ohio State University's 2017 Summer Internship & Opportunity Fair on January 24, 2017, held at The Ohio State University.
- Shawn Dunagan, Sports Photographer & Producer, spoke on a panel at Ohio State University's Career in Sports event on February 21, 2017, held 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 enrolled in a broadcast-related technical school. During the reporting period, 18 students from the following educational institutions participated: The Ohio State University, Ohio University, University of Oklahoma, Kent State, Wittenberg University, Youngstown State and Xavier University. The staff members coordinating the program are Ashlee Baracy, Meteorologist; Cameron Kier, Producer; Shawn Dunagan, Producer/Sports Photographer and Larry Watzman, Creative Services Director. **(FCC Menu Option 5)**

During the reporting period the station participated in one general outreach via an Internet program. Marcia Blanchard, Human Resource Specialist, participated in a Lee Hecht Harrison Virtual Job Fair that took place October 20, 2016. **(FCC Menu Option 6)**

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)**

- Marvin Hite, Transmitter Supervisor, attended an "OSHA Compliance" seminar, offered by Fred Pryor Seminars, on June 24, 2016 at the Hilton Garden Inn in Columbus, Ohio. The seminar covered cost effective ways to make sure your company is following OSHA standards.
- Pat Ingram, Director of Engineering and Tim Moushey, News Operations Manager, attended the "News Technology Summit", hosted by New Bay Media, in Tampa Florida, September 27<sup>th</sup> and 28<sup>th</sup> of 2016. Sessions included new technology to use in the newsroom, the importance of social media and new advances in automation.
- On November 1, 2016, Marcia Blanchard, Human Resources Specialist, attended an educational workshop titled "Debunking Disguised Disabilities", hosted by Opportunities for Ohioans with Disabilities, held at a DoubleTree in Columbus, Ohio. The training covered topics related to hiring candidates with disabilities.
- Nick Johnson, Sr. Accountant, participated in "Leadership Columbus", class of 2017. Leadership Columbus helps build diverse leaders through a training program. The program includes relationship building, problem-solving, civic engagement and personal growth.

- On February 10, 2017 John Cardenas, General Manager; Kelly Frank, Director of News and Digital Content; Larry Watzman, Creative Services Director and Stephanie Slagle, Director Digital and Digital Strategy participated in a training presented by Metcalf & Associates. Training included defining specific goals, our vision and overall leadership in today's workforce. Training was done at the offices of RadiOhio.
- Josh Waibel, Broadcast Maintenance/IS Technician, took part in a VMware class, offered by VMware Education Services, starting February 27, 2017 through March 3, 2017. The class was on installing, configuring and managing VMware VSphere 6.0.
- Jamie Caldwell, IS Manager, attended the "Technology Leadership Summit" March 8<sup>th</sup> through March 9<sup>th</sup>, 2017. The summit was hosted by New Bay Media and held in Charlotte, North Carolina. The agenda included workshops on new technologies, key trends to watch for in 2017 and new developments in TV production.
- On March 15, 2017, the news department hosted a seminar, conducted by attorney Marion Little, Esq., onsite at WBNS 10TV that educated the news team in civil and criminal laws related to news gathering. Attendees were: Kayla Anderson, Sports Reporter; Mackenzie Bart, Weather Producer/Fill-In; Aly Boucher, Sr. Producer; Chris Bradley, Chief Meteorologist; Jeff Cordle, Editor; Shawn Dunagan, Producer/Sports Photographer; Tim Flaherty, Photographer; Michael Gravely, Assignment Desk Manager; David Holmes, Anchor/Reporter; Brooks Hooley, Editor; Cameron Keir, Producer; Scott Kelly, Chief/Lead Editor; Marcus Nichols, Photographer; Jennifer Nichols, Assistant News Director; Craig Pollock, Photographer; William Price, Photographer; Jerome Revish, Anchor/Reporter; Paul Spohn, Sports Director; Dom Tiberi, Anchor/Reporter; Richard Yedlicka, Photographer; Angela An, Anchor/Reporter; Nathan Baca, Investigative Reporter; Bradley Bader, Digital Producer; Ashlee Baracy, Meteorologist; Brittany Begley, Traffic/GA Reporter; Chris Blake, Photographer; Jeff Booth, Meteorologist; Laura Borchers, Reporter; Andrew Bray, Photographer; Joel Chow, investigative Unit Manager; Shelby Croft, Reporter; Michael Davis, Meteorologist; Dorian DiBartolomeo, Sr. Producer Special Projects; Scott Doelling, Photographer; Robert Donnelly, Photographer; Katherine Doup, Producer; Stephanie Eisenberg, Executive Producer; Franklin Freytag, Assignment & Digital Editor; Dan Gialluca, Sr. Digital Producer; Angelite Gould, Producer; Ryan Greenlese, Photographer; Ryan Hitchcock, Photographer; Shawn Hoder, EP Special Projects 10 Investigate; Jeff Hogan, Anchor/Reporter; Jonathan Keilholz, Producer; Chris Kettler, Photographer; Maureen Kocot, Reporter; Trent Lammers, Associate Producer; Kevin Landers, Reporter; Taylor LaPuma, Associate Producer; Scott Light, Anchor/Reporter; Meghan Matthews, Reporter; Glen McEntyre, Reporter; Tim Moushey, News Operations Manager; Ross Musick, Assignment & Digital Editor; Karina Nova, Anchor/Reporter; Stephanie O'Grady, producer; William Oldani, Photographer; Mary Posani, Producer; Chris Poturalski, Photographer; Jeff Pullin, Producer; Tino Ramos, Reporter; Pete Scalia, Anchor/Reporter; Jeff Sheerer, Photographer; Bryant Somerville, Reporter; Tracy Townsend, Anchor/Reporter; Chris Walsh, Editor; Valencia Wicker, Reporter; Ben Yaussy, Editor; Damon Young, Photographer and Carl Todhunter, Photographer.
- On April 21st and May 10, 2017 members of the management team participated in training hosted by Focus 3 and held at the Wigwam in Columbus, Ohio. Training covered how to be an effective manager. Attendees were John Cardenas, General Manager; Nick Johnson,

Sr. Accountant; Patricia Williams, Director of Finance; Paul Ballinger, Director of Sales; Butch Moore, Director of Dispatch Group Marketing Sports; Pat Wise, National Sales Manager; Chris Merkle, Account Team Manager; Colby Crall, Account Team Manager; Carol Triplett, Traffic Manager; James VanWassenhove, Manager On-Air Promotions; Larry Watzman, Creative Services Director; Michael Gravely, Assignment Manager; Shawn Hoder, EP Special Projects 10 Investigate; Stephanie Eisenberg, Executive Producer; Kelly Frank, Director of News and Digital Content; Jennifer Nickels, Assistant News Director; Tim Moushey, News Operations Manager; Paul Spohn, Sports Director; Daniel Gialluca, Sr. Digital Producer; Darryl Hill, Maintenance Supervisor; William Bobich, Maintenance Supervisor; Harold Roudabush, Sr. Operations Tech/Master Control Supervisor; Stephanie Slagle, Director Digital & Digital Strategy; Joe Brackman, Production Supervisor, Jamie Caldwell, IT Manager and Wes Coleman, Broadcast Operations Manager.

- John Cardenas, President General Manager; Kelly Frank, Director of News & Digital Content; Tim Moushey, News Operations Manager; Jamie Caldwell, IS Manger; Stephanie Slagle, Director Digital and Digital Strategy and William Bobich, Maintenance Supervisor, attended the National Association of Broadcasters Show in Las Vegas from April 23 through April 26, 2017. The National Association of Broadcasters Show focuses on the intersection of technology, media and entertainment.

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

- Marcia Blanchard, Human Resources Specialist, took part in “CareWorksComp 2-Hour Safety Training” webinar on June 29, 2016.
- Marcia Blanchard, Human Resources Specialist, participated in a webinar on August 10, 2016 called “Implementing New Overtime Rules-Implications for Broadcast Stations”.
- Marcia Blanchard, Human Resources Specialist, participated in a webinar on January 19, 2017 called “Fundamentals of a Compliant DOT D&A Testing Program”.
- Marcia Blanchard, Human Resources Specialist, participated in a webinar on May 10, 2017 called “Local Sales Recruitment-How do I find the New Sellers?”.

During the reporting period, the station participated in two activities 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, on August 30, 2016, 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.
- Marcia Blanchard, Human Resources Specialist, participated on an employer panel, on November 8, 2016, 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.

During the reporting period, the station's employment unit aired public service announcements from June 2016 through May 2017. 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.

WBNS TV  
EEO Public File  
Referral Sources  
(Period covered: June 1, 2016 through May 31, 2017)  
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	<a href="mailto:career@cedarville.edu">career@cedarville.edu</a>	(937) 766-7868
2	Columbus Speech and Hearing Center	Jamie Noon	*	510 E. North Broadway		Columbus	OH	43214	<a href="mailto:jnoon@columbusspeech.org">jnoon@columbusspeech.org</a>	(614) 261-5772
2	Columbus Speech and Hearing Center	Gary Swingle	*	510 E. North Broadway		Columbus	OH	43214	<a href="mailto:gswingle@columbusspeech.org">gswingle@columbusspeech.org</a>	(614)261-5776
3	Community Refugee and Immigration Services	Nancy Clarke	*	1925 E Dublin Granville Rd		Columbus	OH	43229	<a href="mailto:jobdeveloper@cris-ohio.org">jobdeveloper@cris-ohio.org</a>	(614) 987-1647
4	DeVry University Career Services	Roni Peyton	*	1350 Alum Creek Dr		Columbus	OH	43209	<a href="mailto:vpeyton@devry.edu">vpeyton@devry.edu</a>	(614) 257-4711
5	Eastland-Fairfield Career & Technical Schools	Kelly Fuller	*	4300 Amalgamated Pl		Groveport	OH	43125	<a href="mailto:kfuller@efcts.us">kfuller@efcts.us</a>	(614) 836-4541 ext 1522
6	Employment for Seniors	Barb Stoltz	*	4500 East Broad		Columbus	OH	43213	<a href="mailto:jobs@employseniors.org">jobs@employseniors.org</a>	(614) 863-1219
7	Functional Training Services	Jennifer Bechtel	*	909 Oakland Park Ave		Columbus	OH	43224	<a href="mailto:jennifer.bechteln@ftsjobs4u.com">jennifer.bechteln@ftsjobs4u.com</a>	(614) 262-9669
8	Goodwill Columbus	Stephen Albright	*	1331 Edgehill Rd		Columbus	OH	43212	<a href="mailto:stephen.albright@gwcols.com">stephen.albright@gwcols.com</a>	(614) 583-0103
8	Goodwill Columbus	Micki Church	*	1331 Edgehill Rd		Columbus	OH	43212	<a href="mailto:micki.church@gwcols.com">micki.church@gwcols.com</a>	(614) 583-0136
9	Kent State University	<a href="http://www.kent.edu">www.kent.edu</a>		Career Services Center	PO Box 5190, 261 Schwartz Ctr	Kent	OH	44242	<a href="mailto:career@kent.edu">career@kent.edu</a>	(330) 672-9953
10	Mount Vernon Nazarene University	Gary Swisher		Counseling and Career Services	800 Martinsburg Rd	Mount Vernon	OH	43050	<a href="mailto:gary.swisher@mvnu.edu">gary.swisher@mvnu.edu</a>	(740) 392-6868 ex:4618
10	Mount Vernon Nazarene University	<a href="http://www.mvnu.edu">www.mvnu.edu</a>		Counseling and Career Services	800 Martinsburg Rd	Mount Vernon	OH	43050	<a href="http://www.cocjobline.org">www.cocjobline.org</a>	(740) 392-6868
11	WMCO Muskingum University/Dept of Communication, Media & Theatre	Jeff Harman	*	163 Stormont St		New Concord	OH	43762	<a href="mailto:harman@muskingum.edu">harman@muskingum.edu</a>	(740) 826-8375
11	WMCO Muskingum University/Dept of Communication, Media, & Theatre	Lisa Marshall	*	163 Stormont St		New Concord	OH	43762	<a href="mailto:lisam@muskingum.edu">lisam@muskingum.edu</a>	(740) 826-8189



12	Native American Indian Center of Central Ohio	Martina Necklace-Merida	*	PO Box 7705		Columbus	OH	43207	<a href="mailto:necklacemerida@gmail.com">necklacemerida@gmail.com</a>	(614) 443-6120
13	New Directions Career Center	Jami Phillips	*	199 E. Rich Street		Columbus	OH	43215	<a href="mailto:jphillips@newdirectionscc.org">jphillips@newdirectionscc.org</a>	(614) 849-0028 x 104
14A	Ohio & Illinois Center for Broadcasting - Columbus Campus	Alvis Moore	*	5300 E. Main Street, Ste 200		Columbus	OH	43213	<a href="mailto:amoore@beonair.com">amoore@beonair.com</a>	(614) 655-5250
14B	Ohio & Illinois Center for Broadcasting - Chicago Campus	Don Clark	*	Chicago Campus	530 South State Street	Chicago	IL	60605	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	(312) 884-8000
14C	Ohio & Illinois Center for Broadcasting - Cleveland Campus	Janice Hannah-Hardy	*	9885 Rockside Rd	Suite 160	Valley View	OH	44125	<a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a>	(216) 503-5900 ex:145
14D	Ohio & Illinois Center for Broadcasting - Colorado Campus	Terry Cuff	*	404 South Upham Street		Lakewood	CO	80226	<a href="mailto:tcuff@beonair.com">tcuff@beonair.com</a>	(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	<a href="mailto:dineen.2@osu.edu">dineen.2@osu.edu</a>	(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	<a href="mailto:asccareer@osu.edu">asccareer@osu.edu</a>	(614) 688-4522
16	Ohio University, Scripps College of Communication	Karen Peters-Use Job Board		1 Ohio University		Athens	OH	45701	<a href="mailto:petersk@ohio.edu">petersk@ohio.edu</a>	(740) 593-9994
17	Ohio University/Zanesville Campus	Ken Collins-Use Job Board		1425 Newark Rd		Zanesville	OH	43701	<a href="mailto:collinsk@ohio.edu">collinsk@ohio.edu</a>	(740) 453-0762
18	Otterbein University Center for Career & Professional Development	Ashley Strausser	*	1 South Grove St.		Westerville	OH	43081	<a href="mailto:astrausser@otterbein.edu">astrausser@otterbein.edu</a>	(614) 823-1456
19	The Bradford School	Lisa McGaughey	*	2469 Stelzer Rd.		Columbus	OH	43219	<a href="mailto:lmcgaughey@bradfordschoolcolumbus.edu">lmcgaughey@bradfordschoolcolumbus.edu</a>	(614) 416-6229
20	Wittenberg University Career Services	Teresa Cantrell	*	Career Services	PO Box 720	Springfield	OH	45501	<a href="mailto:careers@wittenberg.edu">careers@wittenberg.edu</a>	(937) 327-7521
21	American Broadcasting School	Michelle McConnell	+	712 N. Watson Rd.		Arlington	TX	76011	<a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a>	(817) 695-2474
22	CCNMA: Latino Journalists of California	Julio Moran		ASU Walter Cronkite School of Journalism and Mass Com	725 Arizona Ave, Ste 404	Santa Monica	CA	90401	<a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	(424) 229-9482
23	Medialine	Rich Everitt	+	1209 Wood Valley Rd		Augusta	GA	30909	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	(706)364-7564

24	Southern Illinois University/Career Services	Matt Purdy	+	Student Services Building	Rm 0179, MC 4703	Carbondale	IL	62901	<a href="mailto:careerservices@siu.edu">careerservices@siu.edu</a>	(618) 453-7112
26	Specs Howard School of Media Arts	Kristen Burns	+	19900 W. Nine Mile Rd		Southfield	MI	48075	<a href="mailto:kburns@specshoward.edu">kburns@specshoward.edu</a>	(248) 358-9000
26	Specs Howard School of Media Arts	Tony Sherock	+	19900 W. Nine Mile Rd		Southfield	MI	48075	<a href="mailto:tsherock@specshoward.edu">tsherock@specshoward.edu</a>	(248) 358-9000
26	Specs Howard School of Media Arts	Nancy Shiner	+	19900 W. Nine Mile Rd		Southfield	MI	48075	<a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a>	(248) 358-9000
27	Talent Dynamics	Christina Hedding	+	600 E. Las Colinas Blvd.	Suite 100	Irving	TX	75039	<a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a>	(214) 914-9797
28	TVJobs.com	Mark Holloway	+	P.O. Box 4116		Oceanside	CA	92052	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	(800)374-0119
29	602 Communications	Sandy Lizik		4349 E Colter St		Phoenix	AZ	85018	<a href="mailto:slizik@602communications.com">slizik@602communications.com</a>	(602) 954-8373
30	AAF Columbus (Advertising Federation of Columbus)	Karen Kaiser		P.O. Box 665		Reynoldsburg	OH	43068	<a href="mailto:administrator@aafcolumbus.org">administrator@aafcolumbus.org</a>	(614) 866-9099
32	Agent	N/A								
33	AllAccess.com	<a href="http://www.allaccess.com">www.allaccess.com</a>								
35	Media Financial Management Association	Amanda Herrell		Executive Plaza III	33150 McCormick Rd, Ste 101	Hunt Valley	MD	21301	<a href="mailto:customerservice@jobcontrolcenter.com">customerservice@jobcontrolcenter.com</a>	
37	Broadcasting and Cable	Zahra Majma		28 East 28th St	12th Floor	New York	NY	10016	<a href="mailto:zmajma@nbmedia.com">zmajma@nbmedia.com</a>	(781) 734-8441
38	B-Roll.net	Kevin Johnson		1623 D St NE		Washington	DC	20002	<a href="mailto:kev@b-roll.net">kev@b-roll.net</a>	(202) 486-8842
39	careerbuilder.com	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>								
41	Columbus Alive	Maureen Compton		5300 Crosswind Dr		Columbus	OH	43228	<a href="mailto:mcompton@dispatch.com">mcompton@dispatch.com</a>	(614) 340-4241
42	Columbus College of Art & Design: CCAD Career Services	Tiffany Sperring		60 Cleveland Ave		Columbus	OH	43215	<a href="mailto:careers@ccad.edu">careers@ccad.edu</a>	(614) 222-4045
43	Columbus Dispatch	Maureen Compton		5300 Crosswind Dr		Columbus	OH	43228	<a href="mailto:mcompton@dispatch.com">mcompton@dispatch.com</a>	(614) 340-4241
44	columbusjobs.com/monster	<a href="http://www.columbusjobs.com/monster">www.columbusjobs.com/monster</a>								
50	Human Resources Assoc. of Central Ohio	Nino Alivio		PO Box 3021		Dublin	OH	43016	<a href="mailto:hr6@associationcareernetwork.com">hr6@associationcareernetwork.com</a>	(614)760-0400
51	Inside Radio	Gene McKay		PO Box 567925		Atlanta	GA	31156	<a href="mailto:ads@insideradio.com">ads@insideradio.com</a>	(800) 248-4242
53	Investigative Reporters and Editors, Inc.	Sarah Hutchins		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	<a href="mailto:jobposting@nicar.org">jobposting@nicar.org</a>	(573) 882-8969
56	Linked In	<a href="http://www.linkedin.com">www.linkedin.com</a>		2029 Steirlin Ct		Mountain View	CA	94043		
57	Mediabizjobs.com	Mr. John Stipe		PO Box 88396		Steilacoom	WA	98388	<a href="mailto:jstipe@mediabizjobs.com">jstipe@mediabizjobs.com</a>	(206) 331-3876

58	MediaRecruiter.com	Art Scott		Birschbach Recruiting Network DBA Media Recruiter	9457 So. University Blvd., #303	Highlands Ranch	CO	80126	<a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a>	(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	<a href="mailto:chousley@ohiovalleyemmy.org">chousley@ohiovalleyemmy.org</a>	(937) 233-3303
60	National Alliance of State Broadcasters Associations/CareerPage.org	Suzan Strong		2333 Wisconsin St NE		Albuquerque	NM	87110	<a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a>	(505) 881-4444
61	National Association of Black Journalists	Amanda Herrell		Executive Plaza III	11350 McCormick Rd Ste 101	Hunt Valley	MD	21031	<a href="mailto:customerservice@jobcontrolcenter.com">customerservice@jobcontrolcenter.com</a>	(888) 491-8833
62	National Association of Broadcasters	Amana Smith		1771 N Street NW		Washington	DC	20036	<a href="mailto:asmith@nab.org">asmith@nab.org</a>	(202) 429-5424
63	National Association of Hispanic Journalists	Kevin Olivas		1050 Connecticut Ave NW	10th Floor	Washington	DC	20036	<a href="mailto:nahj@nahj.org">nahj@nahj.org</a>	(202) 662-7145
64	National Press Photographer's Association	Thomas Kenniff		3200 Croasdaile Dr	Suite 306	Durham	NC	27705	<a href="mailto:tkenniff@nppa.org">tkenniff@nppa.org</a>	(919) 383-7246 opt 0
65	Ohio Association of Broadcasters	Carrie Newton		17 S High St	Suite 1010	Columbus	OH	43215	<a href="mailto:cnewton@oab.com">cnewton@oab.com</a>	(614) 228-4052
69	The Ohio State University Office of Diversity and Inclusion	Jackie Lipscomb	*	281 W Lane Ave		Columbus	OH	43210	<a href="mailto:caifsa@osu.edu">caifsa@osu.edu</a>	(614) 292-8236
72	Poynter Institute Job Board	Jacqueline Davies		801 3rd St S		St. Petersburg	FL	33701	<a href="mailto:jdavies@poynter.org">jdavies@poynter.org</a>	(727) 821-9494
74	Rick Gevers and Associates	Rick Gevers		355 E. Ohio St. #303		Indianapolis	IN	46204	<a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>	(317) 635-7912
75	Rick Scott and Associates	Rick Scott		39750 N. 100th St		Scottsdale	AZ	85262	<a href="mailto:rscott@sportsradio.com">rscott@sportsradio.com</a>	(425) 709-3232 x 201
76	Society of Broadcast Engineers	Scott Jones		9102 N. Meridian	Suite 150	Indianapolis	IN	46260	<a href="mailto:kjones@sbe.org">kjones@sbe.org</a>	(317) 846-9000
77	SpotsnDots	Emily McKay		SND Publishing LLC	1635 Old Highway 41 Ste 112-238	Kennesaw	GA	30152	<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	(888) 884-2630 x 701
81	This Week Newspapers	Terri Tribbie		7801 N. Central Dr		Lewis Center	OH	43035	<a href="mailto:ttribbie@dispatch.com">ttribbie@dispatch.com</a>	614-583-5760
83	Unknown	N/A								
86	Word of Mouth	N/A								
87	<a href="http://www.dispatchbroadcast.com">www.dispatchbroadcast.com</a>	Marcia Blanchard		Dispatch Broadcast Group	770 Twin Rivers Dr	Columbus	OH	43215	<a href="mailto:marcia.blanchard@10tv.com">marcia.blanchard@10tv.com</a>	(614) 460-2874
90	Fairfield County Job & Family Services	C. Michael Miller	*	239 West Main St		Lancaster	OH	43130	<a href="mailto:cmmiller@co.fairfield.oh.us">cmmiller@co.fairfield.oh.us</a>	(740) 652-7803

91	Jewish Family Services	Lynn Aspey	*	1070 College Ave.		Columbus	Oh	43209	<a href="mailto:laspey@jfs.columbus.org">laspey@jfs.columbus.org</a>	614-559-0117
94	Opportunities for Ohioans with Disabilities	Kelly Jordan	*	4300 E Broad St., Suite 200		Columbus	OH	43213	<a href="mailto:kelly.jordan@ood.ohio.gov">kelly.jordan@ood.ohio.gov</a>	614-914-2492
95	Broadcastcareers.net	c/o beyond.com Network		1060 First Ave, Ste 100		King of Prussia	PA	19406	<a href="mailto:employer@beyond.com">employer@beyond.com</a>	(610)878-2800
97A	Ohio Department of Job and Family Services, Veteran Program	Robert OKeefe	*	1111 E Broad St.		Columbus	OH	43205	<a href="mailto:robert.okeefe@jfs.ohio.gov">robert.okeefe@jfs.ohio.gov</a>	(614)559-6058
97B	Ohio Means Jobs Licking County	Mark Pellegrino	*	Licking County Opportunity Links	998 East Main St.	Newark	OH	43055	<a href="mailto:Mark.Pellegrino@jfs.ohio.gov">Mark.Pellegrino@jfs.ohio.gov</a>	(740) 670-8866
98	Media Bistro	Peter Hopkinson		475 Park Avenue South	4th Floor	New York	NY	10016	<a href="mailto:peter.hopkinson@mediabistro.com">peter.hopkinson@mediabistro.com</a>	424-234-1842
99	Collective Talent	Michael Bille	*	1721 Richardson Place		Tampa	FL	33606	<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	(813) 254-9695
100	Production Hub	Katrina Deleon		1806 Hammerlin Ave		Winter Park	FL	38927	<a href="mailto:kdeleon@productionhub.com">kdeleon@productionhub.com</a>	(877) 629-4122
101	American Meteorological Society	Melissa Petersons		c/o Job Target	225 State Street	New London	CT	6320	<a href="mailto:billing@jobtarget.com">billing@jobtarget.com</a>	(860) 437-5700
103	BSP Black Sports Professionals (Sports Diversity Group)**	Bruce Wimbish	*	155 W. Nationwide Blvd.	Suite#125	Columbus	OH	43215	<a href="mailto:bwimbish@columbusports.org">bwimbish@columbusports.org</a>	(614) 221-6178
104	OSU Engineering Career Services	Amy Franklin		199 Hitchcock Hall	2050 Neil Ave	Columbus	OH	43210	<a href="mailto:franklin.210@osu.edu">franklin.210@osu.edu</a>	(614) 292-5380
105	Buckeye Job Board	OSU Alumni Association		2200 Olentangy River Rd		Columbus	OH	43210	<a href="mailto:osuaa@osu.edu">osuaa@osu.edu</a>	(614) 292-3314
106	Ebay Classifieds	<a href="http://www.columbusoh.ebayclassifieds.com">www.columbusoh.ebayclassifieds.com</a>								
107	ZipRecruiter.com	Tom Padin		1453 Third Street Promenade		Santa Monica	CA	90401	<a href="mailto:tom@ziprecruiter.com">tom@ziprecruiter.com</a>	310-694-9779
108	Glassdoor.com	N/A								
109	Geebo.com	Greg Collier		1350 Beverly Rd	Ste 115-218	McLean	VA	22101	<a href="mailto:grea@geebo.com">grea@geebo.com</a>	(888) 439-3113
110	Jobs2Careers.com	Elly Barrett		3945 Freedom Circle	Ste 320	Santa Clara	CA	95054	<a href="mailto:services@jobs2careers.com">services@jobs2careers.com</a>	(512) 514-6950
111	TipTopJob.com	<a href="http://www.tiptopjob.com">www.tiptopjob.com</a>								
112	DiversityJobs.com	<a href="http://www.diversityjobs.com">www.diversityjobs.com</a>								
113	JustJobs.com	<a href="http://www.justjobs.com">www.justjobs.com</a>								
114	SalesBlogCast.com	Jim Drivers		Job Thread Inc	511 Avenue of the Americas # 235	New York	NY	10011	<a href="mailto:jdriver@jobthread.com">jdriver@jobthread.com</a>	(646) 706-7121

115	RadiOnline.com	<a href="http://www.radionline.com">www.radionline.com</a>								
116	Radio Business Report: RBR.com	April McLynn		PO Box 6633		Woodbridge	VA	22195	<a href="mailto:amclynn@rbr.com">amclynn@rbr.com</a>	(703) 490-3099
117	WorkinSports.com	Member Support		7010 E Chauncey Ln	Ste 115-218	Phoenix	AZ	85054	<a href="mailto:CustomerCare@WorkInSports.com">CustomerCare@WorkInSports.com</a>	(480) 905-7221
118	SportsCareers.com	Member Support		7010 E Chauncey Ln	Ste 115-218	Phoenix	AZ	85054	<a href="mailto:CustomerCare@WorkInSports.com">CustomerCare@WorkInSports.com</a>	(480) 905-7221
119	JobsinSports.com	Barney Stanner		106 W. Calendar Ave #184		LaGrange	IL	60525	<a href="mailto:barney@jobsinsports.com">barney@jobsinsports.com</a>	(312) 296-6961
120	Tvand RadioJobs.com	<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>								
121	Jobvertise.com	Sam Roseman		2280 Woodland Ln North		Riverwoods	IL	60015	<a href="mailto:jvsupport4@jobvertise.com">jvsupport4@jobvertise.com</a>	
122	FindaJobAlready.com	<a href="http://www.findajob.com">www.findajob.com</a>								
123	Radio Television Digital News Association (RTDNA)	Derrick Hinds		The National Press Building	529 14th Street NW, Suite 1240	Washington	DC	20045	<a href="mailto:derrickh@rtdna.org">derrickh@rtdna.org</a>	(202) 495-8730
124	Capital University	Betsy Pike	*	Dept of Communication	1 College & Main	Columbus	OH	43209	<a href="mailto:bpike@capital.edu">bpike@capital.edu</a>	(614) 236-6318
126	Mashable	Alicia Lawrence		5993 Avenida Encinas	Suite 100	Carlsbad	CA	92008	<a href="mailto:alawrence@careercast.com">alawrence@careercast.com</a>	(760) 692-4174
127	Traffic Directors Guild of America	Larry Keene		26000 Avenida Aeropuerto	Bldg. 114	San Juan Capistrano	CA	92675	<a href="mailto:tdga@cox.net">tdga@cox.net</a>	(949) 429-7063-Voicemail Only
128	Dice	<a href="http://www.dice.com">www.dice.com</a>							-	
129	Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>							<a href="http://www.indeed.com">www.indeed.com</a>	
130	Other	N/A							-	
131	TV Storytellers Website	<a href="http://tvnewsstorytellers.com">tvnewsstorytellers.com</a>							-	
132	Online News Association	<a href="http://www.journalists.org">www.journalists.org</a>							<a href="http://journalists.org">http://journalists.org</a>	
133	Alliance for Women In Media	<a href="http://allwomeninmedia.org">allwomeninmedia.org</a>							<a href="http://allwomeninmedia.org">http://allwomeninmedia.org</a>	
134	TV Technology	Michele Inderrieden							<a href="mailto:mInderrieden@nbmedia.com">mInderrieden@nbmedia.com</a>	
135	Society of Motion Picture & Television Engineers	<a href="http://www.smppte.org">www.smppte.org</a>							<a href="http://careercentral.smppte.org/jobs">http://careercentral.smppte.org/jobs</a>	
136	NewsCheck Media	<a href="http://www.tvnewscheckmedia.com">www.tvnewscheckmedia.com</a>							<a href="http://www.mediajobcenter.com">www.mediajobcenter.com</a>	
137	Northwestern University	<a href="http://www.northwestern.edu">www.northwestern.edu</a>							<a href="https://northwestern-csm.symplicity.com/employers">https://northwestern-csm.symplicity.com/employers</a>	
138	University of Missouri	<a href="http://missouri.edu">missouri.edu</a>							<a href="http://missouri.edu/">http://missouri.edu/</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-Seperated out the different campuses by noting sub letters (14A-14D)

5/2/16-Seperated 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 on 2/26/16-Job Board

Mount Vernon Nazarene University was removed as a required source on 6/1/16-Job Board

#94 Also known as Rehabilitation Services Commission

Removed #25 on 6/1/2015-No longer with SIU and was directed by SIU to use source #24