

**Annual EEO Public File Report
For
WBNX-TV, Akron, Ohio**

**This EEO Public File Report Covers the One-Year Period
6/1/2022-5/31/2023**

This EEO Public File Report is filed in Station WBNX-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

VACANCY RECRUITMENT

During the one-year period beginning 6/1/2022 and ending on 5/31/2023, the station filled the following full-time vacancies:

Master Control Operator

The station interviewed a total of 14 people for the full-time vacancy during the period of this report.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Master Control Operator

Recruitment Source

That Referred Hiree:

Temporary part-time employee*

Date Vacancy Opened: 5/15/22, 6/2/22 (temp)
(2 positions)

Total # of Persons

Interviewed for the Vacancy: 14

Date Vacancy Filled: 11/1/22
(1 permanent full-time hire)

* Employee hired on a temporary part-time basis from widespread recruitment on 5/18/2022. Full-time permanent after 90 days. See below.

Of Interviews per Recruitment Source

The total number of interviewees referred by all sources for the period from June 1, 2022, to May 31, 2023, was 14. The number of interviewees referred by each source is as follows:

Name of Recruitment Source	Address	Contact Person	Telephone #	Total # of Interviewees by Source	Did Source Request Notification
CAREWORKS	Dublin, OH	Lisa Kirkland Vocational Specialist	FAX 855.643.0418 CELL 330.807.4753 EMAIL LISA.KIRKLAND@CAREWORKS.COM	0	Y
Indeed.com	Posting on indeed	n/a	n/a	8	N
HANDSHAKE	Posting on job board	n/a		1	N
Ohio Means jobs.com	Posting on OhioMeans.jobs.com	Sent online submission contact	OhioMeansJobs.com	0	N
Akron works.com	Sent notice as requested, fee to post \$99.		info@careermarketplace.com	0	Y
The University of Akron	The University of Akron Career Placement Services Schrank North Room 153 Akron, OH 44325-4306	Kim Beyer, ED. D	330-972-7747 career@uakron.edu using HANDSHAKE now not notices	0	Y
Ursuline College	Career Services Ursuline College 2550 Lander Rd. Pepper Pike, OH 44124	Donna Barberio 2017 Gerri Jenkins, MBA	440-646-8322 Gerri.Jenkins@ursuline.edu <i>Director of Counseling and Career Services</i>	0	Y
Akron Urban League, Inc.	Akron Urban League 250 East Market St. Akron, OH 44308	Stephanie Sheeler	330-434-3101 Fax: 330-434-2716 info@akronurbanleague.org	0	Y
Akron NAACP	NAACP 1419 Copley Ave. Akron, OH 44320	Ophelia Averitt	330-869-8955 Used online submission	0	Y

Stark State College	Career Services Office Stark State College 6200 Frank Ave. NW North Canton, OH 44720-7299 330-494-6170 Ext. 4572	Jodi Bush	They are not using notices anymore, but instructed me to now use online job board called College Central Network (CCN) \$195 http://www.starkstate.edu/employers	0	Y
Cleveland State Univ.	Cleveland State Univ. Rhodes Tower W. 1860 East 22 nd St. Rm 280 Cleveland, OH 44114	Bennett P. Morrison Dana Artonovich Student Employment Public Inquiries Assistant 216.687.2233	216-687-5190 careers@csuohio.edu d.arionovich@csuohio.edu	0	Y
John Carroll University	John Carroll University Career Services 20700 North Park Blvd. University Hts, OH 44118	Nikki Marzano, Assistant Director – Employer Relations,	216-397-1886 careerhelp@jcu.edu at nmarzano@jcu.edu or 216.397.4431. They are not using notices anymore, instructed me to USE HANDSHAKE TO POST JOBS	0	Y
Kent State University	Kent State University Career Services 261 Michael Schwartz CT. P.O Box 5190 Kent, OH 44242	Janet R. Watson	330-672-9953 career@kent.ed They are not using notices anymore, instructed me to USE HANDSHAKE TO POST JOBS	0	Y
Notre Dame College of Ohio	Notre Dame College Of Ohio Career Development	Katherine Krejci	216-381-1680 ext. 217	0	Y

	4545 College Rd. South Euclid, OH 44121		Jennifer Lowery Internship Coordinator jlowery@ndc.edu April Kennedy Job Shadowing Coordinator akennedy@ndc.edu		
Goodwill Industries Employment Resource Center	1040 E. Tallmadge Ave. Akron, OH 44310	Dee Wagner	330-630-4613 info@goodwillakron.org	0	Y
Patrick McGervey	Jobs 2004 161 Brookfield Avon Lake, OH 44012	Patrick McGervey	pjmgervey@al.com	0	Y
www.wbnx.com/careers	2690 State Rd. Cuyahoga Falls, OH 44223	Kerry DiFranco	440-843-5555	0	N
Production HUB	801 W. Fairbanks Ave. Winter Park, FL 32789	Lauren Memberg	800-629-4122 Productionhub.com Fax 4076298884 Used online submission they now charge to post jobs	0	Y
Tech Center Inc.	265 South Main St. Akron, OH 44308	Barbra Woods	330-762-6212 Fax 3307622035 mail@techcenterinc.com Disconnected 2021 Emails from this place bounce back as undeliverable, I researched online, looks like they have ceased operations	0	Y

Malone College	2600 Cleveland Avenue NW, Canton OH 44709 upload internships and job opportunities anytime at https://www.collegecentral.com/malone/ for a fee\$\$	Doug Reichenberger	330-471-8322 css@malone.edu	0	Y
Akron Unemployment Bureau	150 E. Market St. Akron, OH 44308	Mary J. Langston	330-643-3703 Christine.Mars_hall@workforcearea2.org This employer does not wish to receive notices any longer 3/14/23	0	Y
OAB	88 East Broad St. Suite 1150 Columbus, OH 43215	Chris Merrit	614-228-8133 Posted on job board	0	N
Start Right Community Development Corp	startrightcdc@yahoo.com	Rev. Dr. Jimmie Hicks Jr. Executive Director	startrightcdc@yahoo.com	0	Y
PERI	PO Box 1292 Akron Ohio 44309	Belinda Duncan President	duncbj@gmail.com	0	Y
Ohio Media School	9885 Rockside Rd, Valley View OH 44125	Hoda Crable Lynda Leciejewski	2342032768 hcrable@beonair.com lleciejewski@beonair.com	2	Y
BW BGSU	Posted on Handshake			0	N
Word of Mouth				0	N
Temporary Part-Time Employee				3	N
Facebook Post		Kerry DiFranco	https://www.facebook.com/wbnxtv	0	N
Towpath Trail School	Dashua Holliday	She asked me in person to be notified 7/22,	Dashua.holliday@towpathtrailhigh.org	0	Y

MENU OPTIONS ACTIVITIES

WBNX-TV has engaged in the following outreach activities during the period covered by this report 6/1/2022-5/31/2023:

Date	Issue	Activity	Activity	Description
7/12/2022 11am-12pm	14	FCC EEO Rules Webinar OAB	Provision of training to management	Kerry DiFranco, HR Coordinator attended the webinar. OAB legal counsel led this hour-long webinar on the FCC's EEO rules latest EEO developments. Topics included: - Background and updates on the current EEO regulatory environment (including developments around EEO Form 395-B) - The FCC's general and specific EEO requirements - Recordkeeping and reporting - Practical considerations related to EEO programs
11/2/22 10am	14	OAB Annual Employment Law Webinar	Provision of training to management	Lori Bruch, General Manager and Kerry DiFranco, HR Coordinator attended the webinar. OAB's Ohio counsel presented an annual employment webinar providing information and practical advice on a variety of issues, including: • "The Great Resignation" and "Quiet Quitting" — legal issues arising from worker resignations and labor shortages • EEOC and OSHA updates on accommodating workers with long COVID and other chronic conditions
7/29/2022 12pm-2pm	15	Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.		Kerry DiFranco, HR Coordinator, met with a representative of The Towpath Trail High School in the Akron area whose job it is to help students find careers and also coach them after graduation. Towpath Trail, an independent nonprofit organization, is a unique high school serving students ages 16-21 who have found success in a non-traditional educational environment. They are committed to re-engaging youth and empowering them to make real, lasting changes in their lives. Kerry discussed careers available at a television station, and gave her brochures to keep at her

				school and contact information for the FCC job notification list, so that she can refer students who would be interested in jobs at the television station. She stated that she never knew about jobs in broadcasting and she is so excited to refer candidates to us for job openings.
11/18/2022 -5/31/2023	7	Scholarship Program	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	WBNX-TV is a Sponsor/Donor and WBNX-TV representative, Kerry DiFranco, is on the Selection Committee. WBNX-TV posts the scholarship information link on the wbnx.com website to promote the scholarship, and WBNX-TV runs spots on-air on its community bulletin board to promote the scholarship.
9/28/22 Noon - 3:00pm	1	Fall Great Lakes Colleges Association, GLCA, Virtual Career Fair participating institutions: Albion College, Allegheny College, Denison University, DePauw University, Kalamazoo College, Kenyon College, Oberlin College, College of Wooster, and Wabash College.	Job Fair Participation	Kerry DiFranco, HR Coordinator attended the Career Fair. She spoke to students one on one at this virtual Career Fair about careers in television and let them know about many opportunities in broadcasting and how they can find opportunities at WBNX or in the market.
10/25/22	1	The University of Akron Student Job Fair, Student Union, 240 Carroll Street, Akron, OH 44325	Job Fair Participation	Kerry DiFranco, HR Coordinator, attended the Career Fair. She spoke to students about careers in television and let them know about the many opportunities in broadcasting and how they can send resumes to WBNX or find other opportunities in the market. She spoke to students one-on-one and answered questions personally as well as answered messages and emails to follow up.
6/1/22- 5/31/2023	9	various	Establishment of a mentoring program for station personnel	JoElla Wayne, Director of Sales, is mentoring Steffanus Kostenko in Sales Assisting. Pamela Dourm, Chief Engineer and IT, and Tim Dourm, Engineer are mentoring Victoria McKiernan, Master Control Operator, for IT and Engineering.

				<p>Colleen Metheney Billing/Traffic Manager is training Lisa Baranowski, Commercial Traffic Coordinator to be a Contract Coordinator. And Colleen is also training Belinda Quintero– Traffic Department-Contract to be Assistant Billing Coordinator. Ana Cortes who is our Closed captionist, is being trained by Lisa Baranowski to be Commercial Traffic Coordinator. Vickie Murray was our security officer. We have been training her to view programs. Vickie was transferred to Traffic/Viewing Department effective Jan 3, 2023.</p>
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Every two years, employment units that are not located in a “smaller market” and have more than ten full-time employees must engage in at least four (4) of the initiatives on the menu.

For “Activity Classification” use numbers 1-16 in accordance with the following.

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.
2. Hosting of at least one job fair.
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues.
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
6. Participant in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., Outreach that is not primarily directed to providing notification of specific job vacancies.)
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.
8. Establishment of a training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.
9. Establishment of a mentoring program for station personnel.
10. Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
11. Sponsorship of at least 2 events in the community designed to inform and educate members of the public about employment opportunities in broadcasting.
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcasting employment and/or other career development assistance pertinent to broadcasting.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.
16. Participants in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.