

WBNX-TV

Annual EEO Public File Report

6/1/08-5/31/09

During the one-year period ending on 5/31/09, the station filled the following full-time vacancies:

Video Editor (2 positions)

The station interviewed a total of 5 people for the full time vacancies during the period of this report. The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees by each:

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Video Editor – 2 positions
Recruitment Source That Referred Hiree: Morning Journal (Yahoo!Hotjobs.com) (2)

Date Vacancy Opened: January 5, 2009 (2)
Total # of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: February 9, 2009 (2)

of Interviews per Recruitment Source

Name of Recruitment Source	Address	Contact Person	Telephone #	Total # of Interviewees by Source	Did Source Request Notification?
Canton Repository	500 Market Ave. Canton, OH 44702	Cindy	330-580-8400	1	N
Morning Journal (Yahoo!hotjobs.com)	1657 Broadway Lorain, OH 44052	Gail Hite	800-765-6901 ext. 516	4	N
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	0	Y
Ursuline College	Career Services Ursuline College 2550 Lander Rd. Pepper Pike, OH 44124	Donna Barberio	440-646-8322	0	Y
Akron Urban	Akron Urban League	Stephanie	330-434-3101	0	Y

League, Inc.	250 East Market St. Akron, OH 44308	Sheeler			
Akron NAACP	NAACP 1419 Copley Ave. Akron, OH 44320	Ophelia Averitt	330-869-8955	0	Y
Portage Employment Center	Ohio Dept. of Job & Family Services 1081 W. Main ST. P.O Box 1207 Ravenna, OH 44266	Harry A. Carpenter	330-296-2841	0	Y
Specs Howard School Of Broadcasting	Specs Howard School Of Broadcasting 19900 W. Nine Mile Rd. Southfield, MI 48075	Kevin Seguin- Scollin	248-358-9000	0	Y
Stark State College	Stark State College 6200 Frank Ave. NW Canton, OH 44720	Rita Ridenbaugh	330-966-5459	0	Y
Cleveland State Univ.	Cleveland State Univ. Rhodes Tower W. 1860 East 22 nd St. Rm 280 Cleveland, OH 44114	Bennett P. Morrison	216-687-5190	0	Y
John Carroll University	John Carroll University Career Services 20700 North Park Blvd. University Hts, OH 44118	Sue Sande	216-397-1886	0	Y
Kent State University	Kent State University Career Services 261 Michael Schwartz Cnt. P.O Box 5190 Kent, OH 44242	Janet R. Watson	330-672-9953	0	Y
Notre Dame College of Ohio	Notre Dame College Of Ohio Career Development 4545 College Rd. South Euclid, OH 44121	Katherine Krejci	216-381-1680 ext. 217	0	Y

Ohio Center For Broadcasting	Ohio Center For Broadcasting 9000 Sweet Valley Dr. Valley View, OH 44125	Gary James	216-447-9117	0	Y
Career Development & Informational Research Cnt.	Career Development & Informational Research Ctr. P.O Box 21 North Springfield, PA 16430	Douglas Wheeler	814-922-7173	0	Y
I-TT Tech	I-TT 14955 Sprague Road Strongsville, OH 44136	Gary Cappy Dir.	440-239-2710	0	Y
Art Institute of Pittsburgh	Career Service Advisor The Art Institute of Pittsburgh 420 Boulevard Pittsburgh, PA 15219	Cynthia Flood	1-877-532-8941 ext.6531	0	Y
CGI Consulting	1301 East 9 th St. Suite 3000 Cleveland, OH 44114	Therese Gallagher & Mark Dzurec	216-687-1480	0	Y
National Television Academy Online Job Bank	NTA (NATAS) Office 3487 Center Rd.. Suite C Brunswick, OH 44212	Jackie Symons	330-220-7914	0	Y
Goodwill Industries Employment Resource Center	1040 E. Tallmadge Ave. Akron, OH 44310	Dee Wagner	330-630-4613	0	Y
Patrick McGervey	Jobs 2004 161 Brookfield Avon Lake, OH 44012	Patrick McGervey	pjmgervey@aol.com	0	Y
Illinois Center For Broadcasting	55 W. 22 nd Suite 240 Lombard, Illinois 60148	Mike Kendall	630-916-1700	0	Y
College of Wooster	1189 Beall Ave. Wooster, OH 44691	Lisa Kastor	330-263-2496	0	N

WBNX.com	2690 State Rd. Cuyahoga Falls, OH 44223	Julie Wertheimer	440-843-5555	0	Y
Production HUB	801 W. Fairbanks Ave. Winter Park, FL 32789	Lauren Memberg	800-629-4122	0	Y
Southern Ohio College	1320 W. Maple St. NW North Canton, OH 44720	Barbara Hood	330-494-1214	0	Y
Brown Mackie College	1320 West Maple St. North Canton, OH 44720	Vickie St. George	330-494-1214	0	Y
Tech Center Inc.	265 South Main St. Akron, OH 44308	Barbra Woods	330-762-6212	0	Y
Malone College	2600 Cleveland Avenue NW, Canton OH 44709	Doug Reichenber ger	330-471-8322	0	Y
Akron Unemployme nt Bureau	150 E. Market St. Akron, OH 44308	Mary J. Langston	330-643-3703	0	Y
OAB	88 East Broad St. Suite 1150 Columbus, OH 43215	Chris Merrit	614-228-8133	0	N

Number Of Interviewees During Reporting Year

The total number of interviewees referred by each source for the period from June 1, 2008, to May 31, 2009, was 5. The number of interviewees referred by each source is as follows:

Name of Recruitment Source	Total # of Interviewees by Source
The University of Akron	0
Ursuline College	0
Akron Urban League, Inc.	0
Akron NAACP	0
Portage Employment Center	0
WOMEN	0
Specs Howard School Of Broadcasting	0
Stark State College	0
Cleveland State Univ.	0
John Carroll University	0
Kent State University	0

Notre Dame College of Ohio	0
Ohio Center For Broadcasting	0
Career Development & Informational Research Center	0
I-TT Tech	0
Art Institute of Pittsburgh	0
CGI Consulting	0
National Television Academy Online Job Bank	0
Goodwill Industries Employment Resource Center	0
Patrick McGervey	0
Morning Journal (Yahoo!hotjobs.com)	4
Canton Repository	1
College of Wooster	0
Southern Ohio College	0
Production HUB.com	0
Paralyzed Veterans of America - Buckeye Chapter	0
WBNX.com	0
Tech Center	0
Benson Productions	0
Word of Mouth	0
Resumes on file	0

MENU OPTIONS ACTIVITIES

WBNX-TV has engaged in the following outreach activities during the year June 1, 2008-May 31, 2009 covered by this report:

6/1/08-5/31/09	5	WBNX TV 2690 State Rd. Cuyahoga Falls, OH 44223	Broadcast Internship	Ongoing paid training by station to 3 members of the community to learn sign language music interpretation for on-air broadcast. WBNX makes the station facility available, pays for classes, books and manuals, class activities.
9/26/08	7	Ohio School of Broadcasting 9000 Sweet Valley Dr. Valley View, OH 44125	Scholarship	WBNX TV annual Scholarship Program in conjunction with the Ohio Center For Broadcasting. 1 full time student is awarded a \$500 scholarship towards tuition and books.
10/14/08 10A-11A	14	OAB EEO Teleconference	EEO Training	EEO compliance and how to increase diversity through EEO program. Attended by Assistant

				to the General Manager* and National Sales Manager.
1/22/09 12:00- 12:30PM	10	Innes Middle School	Career Day	Station staff spoke to students about different careers at a television station and what type of education and skills are needed to work at a local television station.
1/23/09 12:00- 12:30PM	10	Perkins Middle School	Career Day	Station staff spoke to students about different careers at a television station and what type of education and skills are needed to work at a local television station.
2/12/09 10:30A- 3:00P	1	Akron University Spring Career Fair 302 Buchtel Common. Akron, OH 44325	Job Fair	Assistant to the General Manager* accepted resumes at the Akron University Spring Career Fair and handed out careers in television pamphlets.
2/20/09 10A-1P	1	Notre Dame of Ohio Career Fair 4545 College Rd. South Euclid, OH 44121	Job Fair	Assistant to the General Manager* accepted resumes at the Notre Dame of Ohio Career Fair and handed out careers in television pamphlets.
2/26/09 10A-1P	1	ITT Tech Institute 14955 Sprague Rd. Strongsville, OH 44136	Job Fair	Assistant to the General Manager* accepted resumes at the ITT Tech Institute Career Fair and handed out careers in television pamphlets.

*The responsibilities of the Assistant to the General Manager include various HR duties including significant input into hiring decisions.

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 promote outreach generally (ie. 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 training programs 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 broadcast.

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 web sites 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.