

# WBNX-TV

## Annual EEO Public File Report

### 6/1/10-5/31/11

During the one-year period ending on 5/31/11, the station filled the following full-time vacancies:

Security Guard  
Janitor/Housekeeping

The station interviewed a total of 8 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

<b>Job Title of Vacancy:</b>	Security Guard	<b>Recruitment Source That Referred Hiree:</b>	WBNX TV Breakroom Bulletin Board
<b>Date Vacancy Opened:</b>	August 16, 2010	<b>Total # of Persons Interviewed for the Vacancy:</b>	3
<b>Date Vacancy Filled:</b>	August 30, 2010		

#### # of Interviews per Recruitment Source

Name of Recruitment Source	Address	Contact Person	Telephone #	Total # of Interviewees by Source	Did Source Request Notification?
Cleveland Plain Dealer	1801 Superior Ave., Cleveland, OH 44114	Derrelle Richardson	216-999-3748	2	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 League, Inc.	Akron Urban League 250 East Market St. Akron, OH 44308	Stephanie Sheeler	330-434-3101	0	Y

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 <sup>nd</sup> 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	Ohio Center For Broadcasting	Gary James	216-447-9117	0	Y

Broadcasting	9000 Sweet Valley Dr. Valley View, OH 44125				
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 <sup>th</sup> 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	<a href="mailto:pjmcgervey@aol.com">pjmcgervey@ aol.com</a>	0	Y
Illinois Center For Broadcasting	55 W. 22 <sup>nd</sup> 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	Julie Wertheimer	440-843-5555	0	Y

	44223				
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 Reichenberger	330-471-8322	0	Y
Akron Unemployment 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
WBNX TV Breakroom Bulletin Board	2690 State Rd. Cuyahoga Falls, OH 44223	Julie Wertheimer	330-922-5500	1	N

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Janitor/Housekeeping      **Recruitment Source That Referred Hiree:** Cleveland Plain Dealer

**Date Vacancy Opened:** 1/28/11      **Total # of Persons Interviewed for the Vacancy:** 5

**Date Vacancy Filled:** 2/21/11

**# of Interviews per Recruitment Source**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone #</b>	<b>Total # of Interviewees by Source</b>	<b>Did Source Request Notification?</b>
Cleveland Plain Dealer	1801 Superior Ave., Cleveland, OH 44114	Derrelle Richardson	216-999-3748	5	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 League, Inc.	Akron Urban League 250 East Market St. Akron, OH 44308	Stephanie Sheeler	330-434-3101	0	Y
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 <sup>nd</sup> 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 <sup>th</sup> 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	1040 E. Tallmadge	Dee	330-630-4613	0	Y

Industries Employment Resource Center	Ave. Akron, OH 44310	Wagner			
Patrick McGervey	Jobs 2004 161 Brookfield Avon Lake, OH 44012	Patrick McGervey	<a href="mailto:pjmcgervey@aol.com">pjmcgervey@aol.com</a>	0	Y
Illinois Center For Broadcasting	55 W. 22 <sup>nd</sup> 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 Reichenberger	330-471-8322	0	Y
Akron Unemployment 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
WBNX TV Breakroom Bulletin Board	2690 State Rd. Cuyahoga Falls, OH 44223	Julie Wertheimer	330-922-5500	0	N

### Number Of Interviewees During Reporting Year

The total number of interviewees referred by all sources for the period from June 1, 2010, to May 31, 2011, was 8.  
The number of interviewees referred by each source is as follows:

<b>Name of Recruitment Source</b>	<b>Total # of Interviewees by Source</b>
The University of Akron	0
Ursuline College	0
Akron Urban League, Inc.	0
Akron NAACP	0
Portage Employment Center	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
Illinois Center For Broadcasting	0
Brown Mackie College	0
Malone College	0
OAB.org	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
Akron Unemployment Bureau	0
Patrick McGervey	0
Cleveland Plain Dealer	7
College of Wooster	0
Southern Ohio College	0
Production HUB.com	0
WBNX.com	0
Tech Center	0
Word of Mouth	0
Resumes on file	0
WBNX bulletin board	1

### MENU OPTIONS ACTIVITIES

WBNX-TV has engaged in the following outreach activities during the year June 1, 2010-May 31, 2011 covered by this report:

<b>Date &amp; Time</b>	<b>Activity Classification</b>	<b>Address</b>	<b>Type of Activity</b>	<b>Brief Description</b>
9/24/10	7	Ohio School For 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.
9/28/10 10:00AM-11:00AM	14	WBNX TV 2690 State Rd. Cuyahoga Falls, OH 44223	EEO Training	OAB Human Resource Webinar what stations should do-and not do-with regards to the hiring, pay, promotion, and discharge of employees. General Sales Manager and Assistant to the General Manager attended.
3/24/11 10:00AM-2:00PM	1	Cuyahoga Community College 2900 Community College Ave. Cleveland, OH	Job Fair	Accepted resumes at the Cuyahoga Community College Career Fair and handed out careers in television pamphlets.
3/29/11 2:00PM-6:00PM	1	The University Center Kent State University at Stark 6000 Frank Ave. NW North Canton, OH 44270	Job Fair	Accepted resumes at the Cuyahoga Community College Career Fair and handed out careers in television pamphlets.
5/11/11 8:30AM-10:15AM	10	Elmwood Elementary School 5275 Turney Road Garfield Hts, Ohio	Career Day	Spoke to students about different careers at a television station 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.