

# Annual EEO Public File Report For WBX-TV, Akron, Ohio

## This EEO Public File Report Covers the One-Year Period 6/1/17-5/31/18

This EEO Public File Report is filed in Station WBX-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 ending on 5/31/18, the station filled the following full-time vacancies:

#### Receptionist

The station interviewed a total of 3 people for the full-time vacancy during the period of this report. The following are the recruitment sources used during the period covered by this report and the number of interviewees by each:

### FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Receptionist

**Recruitment Source  
That Referred Hiree:** wbnx.com

**Date Vacancy Opened:** September 11, 2017

**Total # of Persons  
Interviewed for the  
Vacancy:** 3

**Date Vacancy Filled:** September 25, 2017

### # of Interviews per Recruitment Source

Name of Recruitment Source	Address	Contact Person	Telephone #	Total # of Interviews by Source	Did Source Request Notification?
Cleveland.com	Posting on Cleveland.com jobs	Beth Fielding	866-204-9210	1	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 <a href="mailto:career@uakron.edu">career@uakron.edu</a>	0	Y
Ursuline College	Career Services Ursuline College 2550 Lander Rd. Pepper Pike, OH 44124	Donna Barberio 2017 Gerri Jenkins, MBA	440-646-8322 <a href="mailto:Gerri.Jenkins@ursuline.edu">Gerri.Jenkins@ursuline.edu</a> <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 DISCONNECT 17 Contact field on website <a href="http://www.akronurbanleague.org/about-us/contact-us/">http://www.akronurbanleague.org/about-us/contact-us/</a>	0	Y
Akron NAACP	NAACP 1419 Copley Ave. Akron, OH 44320	Ophelia Averitt	330-869-8955 Fax 330-836-7558 DISCONNECT 17	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  Fax: 330-297-3439	0	Y
Stark State College	Stark State College 6200 Frank Ave. NW Canton, OH 44720	Rita Ridenbaugh	330-966-5459 Fax: 330-497-6313 2017 Mandy McNamee Director of Career Development 330-494-6170 ext. 4271 <a href="mailto:amcnamee@starkstate.edu">amcnamee@starkstate.edu</a>  Lena Tucker Career Development Specialist 330-494-6170 ext. 4110 <a href="mailto:ltucker@starkstate.edu">ltucker@starkstate.edu</a>  Stan Williams Career Development Specialist 330-494-6170 ext. 4029 <a href="mailto:swilliams3@starkstate.edu">swilliams3@starkstate.edu</a>	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 Dana Aritonovich Student Employment Public Inquiries Assistant 216.687.2233	216-687-5190 careers@csuohio.edu d.aritonovich@csuohio.edu	0	Y
John Carroll University	John Carroll University Career Services 20700 North Park Blvd. University Hts, OH 44118	Sue Sande	216-397-1886 <a href="mailto:careerhelp@jcu.edu">careerhelp@jcu.edu</a> Nikki Marzano, Assistant Director – Employer Relations, at <a href="mailto:nmarzano@jcu.edu">nmarzano@jcu.edu</a> or 216.397.4431.	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 career@kent.edu	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 Jennifer Lowery Internship Coordinator <a href="mailto:jlowery@ndc.edu">jlowery@ndc.edu</a>  April Kennedy Job Shadowing Coordinator <a href="mailto:akennedy@ndc.edu">akennedy@ndc.edu</a>	0	Y
CGI Consulting CGI Technologies and Solutions	1301 East 9 <sup>th</sup> St. Suite 3000 Cleveland, OH 44114	Therese Gallagher & Mark Dzurec	216-687-1480 1001 Lakeside Avenue Suite 800 Cleveland OH 44114 Tel: +1 216-687-1480 Fax: +1 216-687-1488  <a href="mailto:gregory.robinson@cgi.com">gregory.robinson@cgi.com</a>	0	Y
Goodwill Industries Employment Resource Center	1040 E. Tallmadge Ave. Akron, OH 44310	Dee Wagner	330-630-4613 <a href="mailto:info@goodwillakron.org">info@goodwillakron.org</a>	0	Y
Patrick McGervey	Jobs 2004 161 Brookfield Avon Lake, OH 44012	Patrick McGervey	<a href="mailto:pjmgervey@aol.com">pjmgervey@aol.com</a> 2017 cannot find current contact info	0	Y

College of Wooster	1189 Beall Ave. Wooster, OH 44691	Lisa Kastor <u>Ashleigh Musyt Best.</u>	330-263-2496 abest@wooster.edu	0	N
WBNX.com	2690 State Rd. Cuyahoga Falls, OH 44223	Kerry DiFranco	440-843-5555	2	Y
Production HUB	801 W. Fairbanks Ave. Winter Park, FL 32789	Lauren Memberg	800-629-4122 Productionhub.com Fax 4076298884	0	Y
Southern Ohio College	1320 W. Maple St. NW North Canton, OH 44720	Barbara Hood	330-494-1214  Fax 330-494-8112	0	Y
Brown Mackie College	1320 West Maple St. North Canton, OH 44720 Not THERE now, 2017 IS NOW A MEDICAL COLLEGE	Vickie St. George	330-494-1214  AKRON fax: 330.869.3650	0	Y
Tech Center Inc.	265 South Main St. Akron, OH 44308	Barbra Woods	330-762-6212  Fax 3307622035 mail@techcenterinc.com	0	Y
Malone College	2600 Cleveland Avenue NW, Canton OH 44709	Doug Reichenberger	330-471-8322 <u>css@malone.edu</u> <u>careerdevelopment@malone.edu</u>	0	Y
Akron Unemployment Bureau	150 E. Market St. Akron, OH 44308	Mary J. Langston	330-643-3703 <u>Christine.Marshall@workforcearea2.org</u>	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 Revised 2/6/18	9885 Rockside Rd, Valley View OH 44125	Jennifer Anatra	2342032768 (revised 2/6/18) janatra@beonair.com fax 2342032768	0	Y 2/2/18

### Number of Interviewees During Reporting Year

The total number of interviewees referred by all sources for the period from June 1, 2017, to May 31, 2018, was 3. 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
Stark State College	0
Cleveland State Univ.	0
John Carroll University	0
Kent State University	0
Notre Dame College of Ohio	0
Brown Mackie College	0
Malone College	0
OAB.org	0
CGI Consulting	0
Goodwill Industries Employment Resource Center	0
Akron Unemployment Bureau	0
Patrick McGervey	0
College of Wooster	0
Southern Ohio College	0
Production HUB.com	0
WBNX.com	2
Cleveland.com ad	1
Tech Center	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, 2017-May 31, 2018 covered by this report:**

10/18/17 1pm-4pm	1	Ashland University 401 College Ave. Ashland, OH 44805	Job Fair	Kerry DiFranco, Administrative Assistant and EEO Officer attended the Ashland University Career Fair. Accepted resumes and handed out careers in television pamphlets.
10/24/17 11:30am-1:30pm	1	Malone University Career Fair 2600 Cleveland Ave, NW Canton, Ohio 44709	Job Fair	Kerry DiFranco, Administrative Assistant and EEO Officer attended the Career Fair. Accepted resumes and handed out careers in television pamphlets.
11/14/17 11am-2pm	1	University of Akron Student Union, Rm 211 302 E Buchtel Ave, Akron, OH 44325	Job Fair	Kerry DiFranco, Administrative Assistant and EEO Officer attended the University of Akron Career Fair. Accepted resumes and handed out careers in television pamphlets.
11/8/17 10am-11am EST	14	OAB Employment Law Update Webinar	Training to mgt. EEO	Lori Bruch, General Manager participated in this webinar training reviewing a number of employment issues.
10/4/17	14	OAB Legal Webinar	Training to mgt. EEO	Lori Bruch, General Manager attended “Six Things That Keep Managers Up at Night”. This session—which is directed to various levels of managers, including General Managers, Department Heads, and supervisory employees—addresses a series of high risk legal issues, primarily from a regulatory standpoint. The six areas that will be covered in the webinar are: <ul style="list-style-type: none"> <li>• FCC record keeping</li> <li>• technical issues • sales</li> <li>• intellectual property</li> <li>• station marketing/promotion</li> <li>• <b>employment</b></li> </ul>
2/2/18 2:30pm-4:00pm	1	Ohio Media School 9885 Rockside Rd. Valley View OH 44125 Suite 160	Job Fair	Kerry DiFranco, Administrative Assistant /EEO Officer and Patty Armstrong, Marketing Director and Sales Assistant attended the Career Fair. Accepted resumes and handed out careers in television pamphlets.
2/1/2018	7	CAB PO Box 15294, Cleveland, OH 44115	Scholarship	Cleveland Association of Broadcasters Scholarship Sponsor and WBNX-TV representative, Cori McGowan, is on the Selection Committee.
2/7/18	8	Vorys Professional Development Columbus, OH	Webinar	Kerry DiFranco, Administrative Assistant attended the EEO Vorys webinar, What to Know and What to Do in the #metoo Era

2/19/18 3pm-4pm	10, 4, 16	WBNX-TV Studios, 2690 State Road, Cuyahoga Falls, OH 44223	Station tour and info session	Jenny Anatra, Career Services Director Ohio Media School wanted to tour WBNX-TV studios, she is new to the school and had never been to WBNX-TV and wanted to see what career opportunities are at the station and WBNX offered her tour of the entire station including the studio, master control and production facilities. She met with employees who described their roles and demonstrated some of their work. Kerry DiFranco, Administrative Assistant and EEO Officer and Patty Armstrong, Promotions Director gave the tour and Jenny met with department heads for info.
2/23/18 12:15PM- 1:00P	10	Independence Primary School 7600 Hillside Rd. Independence, OH	Career Day	Kerry DiFranco, Administrative Assistant and EEO Officer and Patty Armstrong, Promotions Director spoke to 4th grade students at Independence Primary School about different careers in broadcasting and handed out careers in television puzzle.
4/8-4/12/18 Various times	8	Las Vegas Convention Center 3150 Paradise Road Las Vegas, NV 89109	NAB Show	Timothy Dourm, WBNX-TV Master Control operator, attended multi-day educational sessions regarding to training in broadcast engineering.

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 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 a 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.