

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

**This EEO Public File Report Covers the One-Year Period
6/1/2023-5/31/2024**

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 on 6/1/2023 and ending on 5/31/2024, the station did not fill any full-time vacancies.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: NONE

**Recruitment Source
That Referred Hiree:**

Date Vacancy Opened:

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

Date Vacancy Filled:

Of Interviews per Recruitment Source

The total number of interviewees referred by all sources for the period from June 1, 2023, to May 31, 2024, was 0. The station's current list of recruitment sources is as follows:

Name of Recruitment Source	Address	Contact Person	Telephone #	Total # of Interviewees by Source	Did Source Request Notification
Indeed.com	Posting on indeed	n/a	n/a	0	N
HANDSHAKE	Posting on job board	n/a		0	N
www.wbnx.com/careers	2690 State Rd. Cuyahoga Falls, OH 44223	Kerry DiFranco	440-843-5555	0	N
Ohio Means jobs.com	Posting on OhioMeans.jobs.com	Sent online submission contact	OhioMeansJobs.com	0	N
OAB	88 East Broad St. Suite 1150 Columbus, OH 43215	Chris Merrit	614-228-8133 Posted on job board	0	N
BW BGSU	Posted on Handshake			0	N
Word of Mouth				0	N
Temporary Part-Time Employee					N
Facebook Post		wbnx	https://www.facebook.com/wbnxtv	0	N
Akron works.com	Sent notice as requested, fee to post \$99.		info@careermarketplace.com	0	Y
CAREWORKS	Dublin, OH	Lisa Kirkland Vocational Specialist	Fax 855.643.0418 Cell 330.807.4753 email lisa.kirkland@careworks.com	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 Director of Counseling and Career Services	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
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
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 posting to Handshake	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.edu They are not using notices anymore, and instructed me to USE HANDSHAKE TO POST JOBS	0	Y
Cleveland State Univ.	Cleveland State Univ. Rhodes Tower W. 1860 East 22nd St. Rm 280	Bennett P. Morrison Dana Aritonovich	216-687-5190 careers@csuohio.edu	0	Y

	Cleveland, OH 44114	Student Employment Public Inquiries Assistant 216.687.2233	d.aritonovich@ csuohio.edu		
Goodwill Industries Employment Resource Center	1040 E. Tallmadge Ave. Akron, OH 44310	Dee Wagner	330-630-4613 info@goodwill akron.org	0	Y
Patrick McGervey	Jobs 2004 161 Brookfield Avon Lake, OH 44012	Patrick McGervey	pjmcgervey@a ol.com	0	Y
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
Malone College	2600 Cleveland Avenue NW, Canton OH 44709 In the past there has been a fee to post	Doug Reichenberge r	330-471-8322 css@malone.ed u no response from this email. Researched 2024 they now have a google form: https://www.m alone.edu/acad emics/academi c- resources/cente r-for-student- success/hiremal one/	0	Y
Start Right Community Development Corp	startrightcdc@yahoo.c om	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@beona ir.com lleciejewski@b eonair.com	2	Y
Towpath Trail School	Dashua Holliday	She asked in person to be notified	Dashua.hollida y@towpathtrail high.org	0	Y
Brian Essince Collins / Royal Heir Entertainment	Brian Essince Collins, a professor at Ohio Media School /CEO Royal Heir	asked in person to be notified	essince@gmail. com		Y

MENU OPTIONS ACTIVITIES

WBNX-TV has engaged in the following outreach activities during the period covered by this report 6/1/2023-5/31/2024:

Date	Issue	Activity	Activity	Description
10/24/23 10am-11am	14	OAB Annual Employment Law Webinar	Provision of training to management	Lori Bruch, President and General Manager, and Kerry DiFranco, HR Coordinator attended the webinar. Conducted by the OAB's outside Ohio counsel, The webinar discussed several topics in employment law, including the potential impact on employers of the U.S. Supreme Court's recent ruling regarding affirmative action, changes in religious accommodation requirements and accommodation requirements for pregnant workers and new mothers, as well as some updates for employee handbooks.
5/1/2024-5/31/2024	7	Scholarship Program	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	WBNX-TV55 is a Sponsor/Donor and WBNX-TV55 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. Information is made available at the station as well.
9/26/23 11am-2pm	1	Fall Great Lakes Colleges Association, GLCA, Virtual Career Fair	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. Participating institutions: Albion College, Allegheny College, Denison University, DePauw University, Kalamazoo College, Kenyon College, Oberlin College, College of Wooster, and Wabash College
2/29/24 11am-2pm	1	Great Lakes Colleges Association, GLCA, Virtual Career Fair	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. Participating institutions: Albion College, Allegheny College, Denison University, DePauw University, Kalamazoo College, Kenyon College, Oberlin College, College of Wooster, and Wabash College.

2/27/24 11am-2pm	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.
6/1/2023-5/31/2024	9	Mentoring program	Establishment of a mentoring program for station personnel	<p>“WBNX has established a formal mentorship program through which more junior team members acquire guidance and feedback from more senior team members, as well as training to develop and increase skills necessary to qualify for higher positions Pamela Dourm, Chief Engineer and IT, and Tim Dourm, Engineer are mentoring Victoria McKiernan, Master Control Operator, for IT and Engineering.</p> <p>Colleen Metheney Billing/Traffic Manager is training Lisa Baranowski, Commercial Traffic Coordinator to be a National Contract Coordinator.</p> <p>And Colleen is also training Belinda Quintero– Traffic Department-Contract to be Assistant Billing Coordinator.</p> <p>Ana Cortes who is our Closed captionist, is being trained by Lisa Baranowski to be Commercial Traffic Coordinator. Vickie Murray who views programs is training to be an Assistant Viewing Coordinator. Tammy Kennell-Senior Traffic Logger and Viewing Coordinator-Being trained to be Assistant Billing Coordinator.</p>
1/5/24	15	Provision of training to an outside career services professional regarding broadcast employment opportunities and applicants, provided on-site at the station	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.	Brian Essince Collins, a professor at Ohio Media School and CEO of Royal Heir Entertainment wanted to tour WBNX-TV studios, he had never been to WBNX-TV studios and we were able to show him what career opportunities are at the station and WBNX offered a tour of the entire station including the studio, master control and production facilities. He met with employees who described their roles and demonstrated some of their work. He wanted to be placed on the list when we notify of Jobs here at the station and develop a relationship. We were able to give him a better sense of the types of candidates that the station would be in the market for.

9/28/23 8am-4pm	8	Midwest Broadcast & Multimedia Technology Conference. Greater Columbus Convention Center 400 N. High St., Columbus, OH 43215	Establishment of a training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	Victoria McKiernan, Master Control Operator for WBNX-TV attended this conference for more training in engineering. The conference featured a full day of panel and breakout discussions, including regulatory and compliance developments, cybersecurity, ATSC 3.0, audio processing, station safety and more! She learned how to switch between the Main and backup antenna
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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.