

WSNY-FM, WVMX-FM, WLVQ-FM, WNND-FM, WNNP-FM
Franklin Communications, Inc., Columbus, OH
EEO Public File Report
Period Covered: June 1, 2024 – May 31, 2025

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Director of Sales (all stations)	#1-20	5
Digital Content Manager (all stations)	#1-20	7
Full-Time On-Air Personality (WNND/WNNP)	#1-20	20
Morning Show Producer (WLVQ)	#1-20	9
Media Advisor (all stations)	#1-20	19
Media Advisor (all stations)	#1-20	15
Media Advisor (all stations)	#1-20	15
Media Advisor (all stations)	#1-20	14
Media Advisor (all stations)	#1-20	14
Media Advisor (all stations)	#1-20	14

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	www.Radio-online.com	N	0
2	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, OH 43215 614-228-4052 www.OAB.org	N	0
3	Ohio Media School/Columbus 5330 E. Main Street Suite 200 Whitehall, Ohio 43213 614-423-4945 www.BeOnAir.com Contact: Lee Wagner, Career Services LWagner@beonair.com	N	0
4	Saga Communications, Inc. Sagacom.com/careers 73 Kercheval Avenue Suite 201 Grosse Pointe Farms, MI 48236 313-886-7070	N	3
5	www.INSIDERADIO.COM	N	0
6	www.RADIOINSIGHT.COM	N	1
7	www.SUNNY95.COM	N	2
8	www.MYMIX1079.COM	N	0
9	www.QFM96.COM	N	0
10	www.REWINDCOLUMBUS.COM	N	3
11	www.COLUMBUSRADIOGROUP.COM/ www.CBUSMEDIAGROUP.COM	N	0
12	Handshake https://app.joinhandshake.com/	N	0

13	On-Air Recruiting Commercial	N	1
14	Employee Referral	N	9
15	Non-Employee Referral	N	5
16	Internal posting	N	4
17	Internal transfer/promotion	N	0
18	Word of mouth	N	4
19	www.Linkedin.com*	N	2
20	www.Indeed.com*	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

**We do not directly post job opening to these websites. They pick up and post them from our other sources.*

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III. Recruitment Initiatives

Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Station Participants	Participant Title(s)
November 6 th , 2024	Provision of training to management level personal as to methods of ensuring equal opportunity and preventing discrimination	Participation in the OAB's Annual Employment Law Webinar that took place on Wednesday, November 6th, 2024, at 10am. Presented by Attorney Jackie Ford, a partner at Vorys. The session will provide information and practical advice on a variety of issues, including <i>The FTC noncompete ruling and the subsequent litigation.</i> <i>Religious accommodation in light of the Supreme Court's decision in Groff v Dejoy.</i> <i>New requirements for pregnancy accommodation under Pregnant Workers Fairness Act.</i>	1	Business Manager
April 17 th , 2024	Participation in an event/ program sponsored by an educational institution relating to career opportunities in broadcasting	The Hyatts Middle School, located at 6885 Sawmill Parkway, Powell, OH 43065) Broadcast News and Podcasting Dept. (Eagle News) came to our studios from 10am-Noon for a tour of the facility and to discuss future careers within the broadcast industry with members of our staff. Approx. 50 students attended as well as 2 teachers from the Middle School.	3	Asst. PD, Promotion Coordinators
June 1 st , 2024 - May 31 st , 2025	On-Air Announcements (General Recruitment)	<i>All stations also ran <u>randomly scheduled on-air announcements</u> advising listeners in the community of the opportunity to become a referral source for the station, as well as to inform the community that Franklin Communications, Inc. is an Equal Opportunity Employer.</i>		