

**WSNY-FM, WVMX-FM, WLWQ-FM, WNND-FM, WNNP-FM**  
**Franklin Communications, Inc., Columbus, OH**  
**EEO Public File Report**  
**Period Covered: June 1, 2025 – May 31, 2026**

**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
Full-Time Afternoon Drive Personality (WLWQ-FM)	#1-4, and #7-22	#23
Human Resource Specialist (Corporate Office)	#4, #5, #6, and #16	#16
Media Advisor (all stations)	#1-4, and #7-22	#21
Digital Campaign Manager (all stations)	#1-4, and #7-22	#19
General Manager (all stations)	#1-4, and #7-22	#19
Director of Sales (all stations)	#1-4, and #7-22	#19

**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
<b>1</b>	<a href="http://www.Radio-online.com">www.Radio-online.com</a>	N	0
<b>2</b>	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, OH 43215 614-228-4052 <a href="http://www.OAB.org">www.OAB.org</a>	N	0
<b>3</b>	Ohio Media School/Columbus	N	0

	5330 E. Main Street Suite 200 Whitehall, Ohio 43213 614-423-4945 <a href="http://www.BeOnAir.com">www.BeOnAir.com</a> Contact: Lee Wagner, Career Services <a href="mailto:LWagner@beonair.com">LWagner@beonair.com</a>		
<b>4</b>	Saga Communications, Inc. Sagacom.com/careers 73 Kercheval Avenue Suite 201 Grosse Pointe Farms, MI 48236 313-886-7070	N	0
<b>5</b>	Society for Human Resource Management -SHRM 55 E Long Lake Rd PO Box #506 Troy, MI 48085 <a href="mailto:clientserv@yourmembership.com">clientserv@yourmembership.com</a> 860-437-5700	N	2
<b>6</b>	NFP Insurance Agent 400 W. Fourth St. STE 300 Royal Oak, MI 48067 Contact: Jon Pope 248-743-4327	N	3
<b>7</b>	<a href="http://www.OutsideRadio.com">www.OutsideRadio.com</a>	N	0
<b>8</b>	<a href="http://www.Radioinsight.com">www.Radioinsight.com</a>	N	0
<b>9</b>	<a href="http://www.Sunny95.com">www.Sunny95.com</a>	N	0
<b>10</b>	<a href="http://www.MyMix1079.com">www.MyMix1079.com</a>	N	0
<b>11</b>	<a href="http://www.Qfm96.com">www.Qfm96.com</a>	N	1
<b>12</b>	<a href="http://www.RewindColumbus.com">www.RewindColumbus.com</a>	N	0
<b>13</b>	<a href="http://www.CbusMediaGroup.com">www.CbusMediaGroup.com</a>	N	0
<b>14</b>	Handshake <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
<b>15</b>	On-Air Recruiting Commercial	N	0

<b>16</b>	Employee Referral	N	0
<b>17</b>	Non-Employee Referral	N	0
<b>18</b>	Internal posting	N	1
<b>19</b>	Internal transfer/promotion	N	3
<b>20</b>	Word of mouth	N	1
<b>21</b>	Social Media Post (Meta, etc.) WSNY/WVMX/WNND/WLVQ	N	1
<b>22</b>	www.Linkedin.com	N	1
<b>23</b>	www.Indeed.com*	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			13

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

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**Menu Option Activities**

**Stations WSNY/WLVQ/WVMX/WNND/WNNP have engaged in the following outreach activities during the year covered by this report:**

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>	<b>Participating Employees</b>
14	Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination	<p>OAB Annual Employment Law Webinar <b>Wednesday, Oct. 29 at 10 a.m.</b> <i>Presented in partnership with: Vorys, Sater, Seymour, and Pease, LLP</i></p> <p>Ohio employers face a host of challenges created by fast-moving compliance requirements. To keep our members updated on employment law-related issues, the OAB’s Ohio counsel of Vorys, Sater, Seymour, and Pease, LLP presents an annual employment webinar. This year’s webinar, scheduled for <b>Wednesday, Oct. 29, 2025, at 10 a.m.</b>, will be presented by attorney Jackie Ford, a partner at Vorys. The session will provide information and practical advice on a variety of issues, including:</p> <p><b>DEI programs and related issues:</b> Potential legal challenges for private employers, and additional pitfalls for employers who receive federal money. <b>Religion at work:</b> Updates on requirements for accommodating employees’ religious practices <b>PWFA (Pregnant Workers Fairness Act):</b> Examples of cases we’re seeing from the first full year of enforcement of new accommodation requirements. <b>Columbus and Cleveland pay transparency laws:</b> Prohibiting employers from asking job applicants about their compensation history.</p>	Sandra Anderson, Business Manager

10	Participation in an event/ program sponsored by an educational institution relating to career opportunities in broadcasting	On April 13 <sup>th</sup> , 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. 43 students attended as well as 2 teachers from the Middle School.	Programming Assistant and Promotion Coordinator
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\* For "Activity Classification" use numbers "1" through "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. Participation 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 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 four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two 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 broadcast 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. Participation 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.