WOIO, WUAB, WTCL, WOHZ-CD
EEO PUBLIC FILE REPORT
June 1, 2022- May 31, 2023

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
Digital Sales Assistant	1-18, 20-41, 43,51	51
MMJ/Reporter	1-18, 20-43, 49,52	52
Meteorologist	1-18,20-43, 52,58	52
Technical Media Producer	1-18, 20-41, 43	39
Technical Media Producer	1-18, 20-41, 43,49	49
Master Control/TMP Supervisor	1-18, 20-41, 43,48	48
News Producer	1-18,20-43,50,52,54	7
News Producer	1-18,20-43,50,52,54	50
News Producer	1-18,20-43,50,52,54	52
News Producer	1-18,20-43,50,52,54	54
Senior Producer	1-18, 20-43,52,54	54
Videographer/Editor	1-18, 20-43,54	39
MMJ/Reporter	1-18,20-43,49	49
Digital Content Manager	1-18,20-43,48	48
Technical Media Producer	1-18,20-39,41,43,49,50,52,54	49
News Producer	1-18,20-43,50,52,54	54
Videographer/Editor	1-18,20-43,49,50,52,54	49
Marketing Producer	1-18,20-43,49,50,52,54	49
Entry Level AE/Asst.	1-18,20-43,50,52,54	39
Morning EP	1-18,20-43,48,50,52,54	48
News Producer	1-18,20-43,50,52,54	43
Assignment Editor	1-18,20-43,50,52,54	54
Assignment Editor	1-18,20-43,50,52,53,54	39
Broadcast/IT Engineer	1-18,20-43,48,50,52,54	48
Account Executive	1-18,20-43,50,52,54	53
News Anchor/Reporter (Morning)	1-18,20,22-41,43,48,50,52,54	48
Technical Media Producer	1-18,20,22-41,43,48,50,52,54	48
News Producer	1-18,20,22-41,43,49,50,52,54	49
News Director	1-18,20,22-41,43,48,50,52,54	48
Assistant News Director	1-18,20,22-41,43,48,50,52,54	48
Producer (Morning)***	1-18,20,22-41,43,50,52,54	54
Executive Producer***	1-18,20,22-41,43,50,52,54	43

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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*Source Number	Organization	Contact Person	Mailing/Email Adress	Website/email	Phone Number	Entitled	Number of Interviews
1*	Lorain County Urban League	Jackie Smith	1530 West River Rd, Ste 300, Elyria OH 44035		440-323-3364	Y	
2*	Emma L. Bowen Foundation	Rahsaan Harris	30 Rockefeller Plaza, 1221 Ave of the Americas #28A42, New York, NY 10012	Rahsaan.Harris@nbcuni.com	212-664-3392	Y	
3*	New England Institute of Technology	Kathleen Dohoney	One New England Tech Blvd, East Greenwich, RI 02818-1258	kdohoney@neit.edu	401-739-5000	Y	
4	Ohio Civil Rights Commission	Rossi Hamby	615 Superior Ave, Cleveland, OH 44113	rossie.hamby@civ.ohio.gov	216-787-3150		
5	Spanish American Committee	Migdalia Cedeno	4407 Lorian Ave, Cleveland,OH 44113	juanm@spanishamerican.org	216-961-2100		
6*	Bryant & Stratton College	Debra Johns	12955 Snow Road, Parma, OH 44130	dmjohns@bryantstratton.edu	216-265-3151, 216-346-8806	Y	
7*	Ohio Center for Broadcasting	Lynda Leciejewski	9000 Sweet Valley Dr, Valley View, OH 44125	lleciejewski@beonair.com	216-447-9117	Y	1
8*	Ohio Dept of Jobs & Family Services/Employment Connection	Valerie King	11699 Brookpark Rd, Parma, OH 44130	Valerie.King@jfs.ohio.gov	216-664-2296	Y	
9*	Cleveland Brand NAACP		2131 Stokes Blvd, Cleveland, OH 44106	Clevelandnaacp@yahoo.com	216-231-6260	Y	
10*	Lutheran Metropolitan Ministry	Annie Holder	1468 W. 25th Street, Cleveland, Oh 44113-3102	aholden@lutheranMetro.org	216-658-4638	Y	
11	OSU- School of Journalism	Aaron Klen-wants email &Handshake	3016 Derby Hall\154 Oval Mall, Columbus, OH 43210	klein.795@osu,edu	614-292-3400		
12	Urban League of Gtr. Cleveland	Lelitia Leslie	1255 Euclid Ave, #205, Cleveland, OH 44115	lleslie@ulcleveland.org	216-622-0999		
13	Society of Professional Journalists	Jackie Mitchell	Cleveland Pro Chapter	spjcleveland@me.com			
14*	Ashland University	n/a handshake	401 College Ave, Ashland, OH 44805	handshake.com	419-289-5064		
15	Baldwin Wallace University	n/a handshake	Bonds Hall, 275 Eastland Rd, Berea, OH 44017-2088	handshake.com	440-826-2101		

16	Bowling Green State University	n/a handshake	Bowling Green, OH 43403-0001	handshake.com	419-372-2531		
17	Case Western Reserve	n/a handshake	10900 Euclid Ave, Cleveland, OH 44106	handshake.com	216-368-4446	Y	
18*	Cleveland State University	n/a handshake	2121 Chester Ave, Cleveland, OH 44113	handshake.com	216-687-2233	Y	1
19	Central State University	n/a handshake	1400 Brush Row Road, Wilberforce, OH 45384	handshake.com	216-687-2233		
20*	Cuyahoga Comm. College	Martin Kinsella	11000 Pleasant Valley #G201, Parma, OH 44130	handshake.com	216-273-1075	Y	
21	Edinboro University	n/a handshake	Center for Career Development, Edinboro, PA 16444	handshake.com	814-732-2781		
22*	Hiram College	Career Office	PO Box 67, Hiram, OH 44234	handshake.com	330-569.5131	Y	
23*	John Carroll University	n/a handshake	1 John Carool Blvd, Univ Heights, OH 44118	handshake.com	216-397-4237	Y	
24	Kent State University	n/a handshake		handshake.com			1
25	Lorain Community College	Marci Field	Career Services Center, 1005 Abbe Rd. N, Elyria, OH 44035	handshake.com	440-366-7563		
26	Miami University	n/a handshake	501 E. High St, Oxford, OH 45056	handshake.com	513-529-3831		
27	Notre Dame College of OH	n/a handshake	4545 College Rd, So. Euclid, OH 44141	handshake.com	216-373-5216		
28	Ohio Northern University	n/a handshake	525 South Main St, Ada, OH 45810	handshake.com	419-772-2145		
29	OHIO University	n/a handshake	45425 National Road W, St. Clairsville, OH 43950	handshake.com	740-695-1720		
30	The College of Wooster	n/a handshake	1189 Beall Ave, Wooster, OH 44691	handshake.com	330-263-2496		
31	The Ohio State University	n/a handshake	05 Brown Hall/ 190 W 17th St, Columbus, OH 43210	handshake.com	614-292-1255		
32	University of Akron	n/a handshake	Student Union Rm 211, Akron Oh 44325	handshake.com	330-972-7747		
33	University of Cincinnati	n/a handshake	Steger Student Life Center, p.O. Box 210115, Cincinnati, OH 45221	handshake.com	513-556-2667		
34	University of Dayton	n/a handshake	300College Park Ave, Dayton, OH 45409	handshake.com	937-229-2045		
35	University of Kentucky	n/a handshake	Lexington, Ky	handshake.com	859-257-2746		
36	University of Toledo	n/a handshake	Toledo, Ohio	handshake.com	800-586-5336		
37	Wright State University	n/a handshak	Dayton, OH	handshake.com	937-775-2556		

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38	Youngstown State University	n/a handshake	Youngstown, Ohio	handshake.com	330-941-3515		
39	Indeed Jobs	Gray Jobs posts		www.indeed.com			9
40	TVJobs	n/a		www.tvjobs.com			
41	OAB-OHIO Association of Broadcasters			www.oab.org			
42	Radio Television Digital News Foundation	website-News jobs		https://rtdna.site-ym.com/page/PostaJob			
43	Gray TV Website			https://gray.tv/career#currentopenings			23
44	Broadcast and Cable	Zahra Majma	810 Seventh Ave, 27th FL, New York, NY 10019	zmaja@nbmedia.com	212-378-0400x517		
45	Northeast Ohio Media Group-(Cleveland.com)	Classified Dept	1801 Superior Ave, Cleveland, OH 44114		216-999-3783		
46	Akron Beacon Journal (Monster.com)	Classified Dept	44 E. Exchange St, Akron, OH 44328		330-996-3600		
47	Monster.com			monster.com			
48	Internal Promotion/Hire						15
49	Gray Media employee transfer						9
50	WOIO/WUAB Employee Referral						6
51	Gray Media Employee Referral						4
52	Former Employee						6
53	Misc. External Referrals/Market Referrals						2
54	Sites that pull from our posting						12
55	Outside Internet Source						
56	Confidential Hire						
57	Other- no source listed						8
					TOTAL		97

WOIO, WUAB, WTCL, WOHZ-CD

RECRUITMENT INITIATIVES FORM

June 1, 2022- May 31, 2023

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Date	Brief Description of Activity & Scope of Broadcaster's Participation *(where applicable, include job title(s) of station staff involved in the activity)*
1.	Outreach Promotion Event Designed to Disseminate Information About Broadcast Careers	Ongoing	During the year, we broadcast on-air announcements on both WOIO and WUAB encouraging viewers to refer to our web site, www.cleveland19.com for information on our current employment opportunities and information on becoming one of the local companies that would like to post our positions for local, diversified recruitment. These :20 and :30 second spots typically run twice a month on WUAB and WOIO. *For current job opening at Cleveland's CBS 19 and CLE43 WUAB, please check our website at www.Cleveland19.com.* *If your organization would like to be notified about employment opportunities at our stations, please contact the Human Resources Department at the phone numbers listed above.*
2.	EEO Training for Management Level Personnel	July 7, 2022	Our Programing Manager and EEO Coordinator participated in a webinar on the FCC's EEO Rules conducted by Elizabeth Spainhour and Patrick Cross of the OAB's FCC Council of Brooks, Pierce, McLendon, Humphrey and Leonard, LLP
3.	EEO Training for Management Level Personnel	June 15, 2022 June 23, 2022	Our New Director, Creative Services Director, and Director of Technology & Engineering participated in the OAB's "Cultivating an Inclusive Work Environment" training webinar conducted by Sharon Fitzpatrick of the Fitzpatrick Group
4.	Internship Program	June-Aug 2022	Our SEU hosted two interns for the Summer through our Future Focus Internship program. The students worked in the Creative Services Department and were students at Cleveland State University and Youngstown State University
5.	Attended a Job Fair	August 1, 2022	Our Director of Technology & Engineering attended a job fair at Ohio Media School. Received several resumes and we actually hired one of the graduates.
6.	EEO Training	4/20/23	Our Business Office Coordinator attended a webinar on the FCC's EEO Rules and Regulations provided by Wiley Rein LLP.
7.	Internship Program	May, 2023	Our SEU hosted two interns through the Future Focus Internship Program. One intern worked in Creative Services, the other worked in News.