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EEO PUBLIC FILE REPORT

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II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

*Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	List of Interviews
COMMUNITY SOURCES						
*1	Adrian College	Career Services Center	110 S. Madison St. Adrian, MI 49221	Handshake.com	517-265-5161	0
2	Asian American Journalist Assoc.			https://jobs.aaaja.org		0
3	Central State University	Career Services Center	P.O. Box 1004 Wilberforce, OH 45384		937-376-6011	0
*4	Bluffton College	Ms. Jacqui Singer	1 University Dr. Bluffton, OH 45817 career@bluffton.edu		419-358-3030	0
*5	Bowling Green State University	Career Center	318C Math Sciences Building Bowling Green, OH 43403	https://bgsu-csm.symlicity.com//employers	419-372-2356	0
6	Central Michigan University	Career Services Center		Handshake.com		0
*7	City of Toledo Human Resources Dept.		1 Government Cntr. Suite 1920 Toledo, OH 43604		419-245-1500	0
*8	Defiance College	Ms. Laura Hartpence	701 N. Clinton Defiance, OH 43512 tarmey@defiance.edu		419-783-2349	0
9	Eastern Michigan University	Career Services Center		Handshake.com		0
10	Heidelberg University		310 E. Market St. Tiffin, OH 44883	http://www.collegecentral.com/heidelberg	419-448-2330	0
*11	IBEW Local 245	Mr. Larry Tscheme	705 Lime City Road Rossford, OH 43460		419-666-3350	0
*12	James C. Caldwell Community Center	Mr. James Caldwell	3201 Stickney Ave. Toledo, OH 43608		419-729-4654	0
*13	Jerusalem Baptist Church	Rev. H.M. Crenshaw	445 Dorr Street Toledo, OH 43603		419-248-2139	0
14	Lourdes University	Ms. Kay Bishop	6832 Convent Blvd. Sylvania, OH 43560	http://www.collegecentral.com/lourdes	419-824-3704	0
*15	Lucas County Department of Planning & Development/The Source	Mr. Lewis Huerta	1 Government Center 8th Floor Toledo, Oh 43604		419-213-3300	0
16	Manpower	Ms. Patty Bernal	316 W. Dussel Drive Maumee, OH 43537		419-893-4413	0
17	Miami University	Dr. Bruce Drushel	501 W. High Street Oxford, OH 45056	Handshake.com	513-529-1809	0
18	Monroe County Community College	Mr. Barry Kinsey	1555 South Raisinville Rd. Monroe, MI 48161	http://www.collegecentral.com/monroeccc	734-242-7300	0
19	National Association of Hispanic Journalists			http://nahjcareercenter.com		0
20	Native American Journalist Assoc.	Rebecca Landsbury	rebeccalandsberry@naaja.com	http://naaja.org		0
21	Northwest State Community College	Ms. Kristan Clady	22600 St. Rt. 34 Archbold, OH 43502 mjacobs@northweststate.edu		419-267-5511	0

22	Ohio Media School		5330 East Main St , Columbus, OH 43213 jdixon@beonair.com, manderson@beonair.com		614-655-5250	0
23	Ohio Northern University	Ms. Priscilla West	525 S. Main St. Ada, OH 45810	http://onu.csm.symplicity.com/employers	419-772-2000	0
24	Ohio University	Mr. Thomas Korvas	185 Lindsey Hall Athens, OH 45701	https://ohio.csm.symplicity.com/employers/index.php?s=home	740-593-2909	0
25	Owens Community College	Ms. Gentry Dixon	P.O.Box 10,000 Oregon Rd. Toledo, OH 43699	http://collegecentral.com/owens	567-661-7000	0
*26	Pathway	Ms. Tarvis Parks	505 Hamilton St. Toledo, OH 43602		419-242-7304	0
27	Specs Howard School of Broadcast	Mr. Kevin Scollin	19900 West Nine Mile Road Southfield, MI 48075 bcarey@specshoward.edu		248-358-9000	0
*28	State of Michigan Workforce Development Agency	Mr. Michael G. Albig, JR.	1040 S. Winter Street Suite 1014 Adrian, MI 49221		517-266-5600	0
*29	St. Paul AME Zion Church	Rev. Claude Christopher	946 Belmont Ave. Toledo, OH 43607		419-243-1065	0
30	Terra State Community College	Ms. Joan Gamble	2830 Napoleon Road Fremont, OH 43420		419-334-8400	0
31	The Ohio State University	OSU Alumni Consortium	2200 Olentangy River Rd. Columbus, OH 43210	https://myinterfase.com/osualumiconsortium	614-292-2200	0
32	Tiffin University	Ms. Carol McDannell	155 Miami Street Tiffin, OH 44883		419-447-6442	0
33	University of Findlay	Career Services Center	1000 N. Main Street Findlay, OH 45840	https://app.purplebriefcase.com	419-422-8313	0
34	University of Detroit Mercy	Career Education Center	McNichols Road Detroit, MI 48221	https://myinterfase.com/udmercy	313-993-1017	0
35	University of Michigan	Career Services Center		Handshake.com		0
*36	University of Toledo	Career Services Center	Student Union 1532 MS112 2801 West Bancroft St. Toledo, OH 43606	https://utoledo-csm.symplicity.com	419-530-1327	1
37	Wayne State University	Ms. Arlene Pringle	1001 Faculty Adm. Bldg. 656 W. Kirby Street Detroit, MI 48202	Handshake.com	313-577-4781	0
38	Western Michigan University	Career Services Center		Handshake.com		0
ADDITIONAL SOURCES						
39	Ohio Association of Broadcasters	Katie Lovell	post on site	http://oab.org/job-board		0
40	LinkedIn					2
41	Indeed					9
42	FOX			https://fox36.revrocket.us/n/		0
43	Current/Former Employee Referral					2

Total Interviews: 14

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): September 29, 2017

Describe Nature of Initiative:

Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

University of Toledo College of Business and Innovation, Toledo, OH – recruiting event

Names of Station Personnel involved in Initiative:

Shana Marshall – Sales Assistant

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 17, 2017

Describe Nature of Initiative:

FCC EEO Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Online presentation on FCC EEO Guidelines – presented by Sharel Bend and Felicia Rylee, Raycom Media Webinar which covered recruitment, record-keeping and reporting of EEO duties.

Names of Station Personnel involved in Initiative:

Sandy Jacobs – EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 28, 2017

Describe Nature of Initiative:

FCC EEO Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Online presentation on FCC EEO rules and regulations – presented by Hannah Lepow from Covington. This webinar covered EEO duties including recruitment, record-keeping and reporting.

Names of Station Personnel involved in Initiative:

Sandy Jacobs – EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): On Going

Describe Nature of Initiative:

Participate in other activities other than listed to further the goal of disseminating information about employment opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

During the year we broadcast on-air announcements on WUPW encouraging local organizations to become part of our Master Recruitment List. These 20 second spots typically run 3 to 4 times per week on WUPW. Here is the verbiage: WUWP is committed to a broad applicant recruiting outreach program, in our continued efforts to represent our diverse community. We encourage qualified community organizations to contact us to become part of our full-time job opportunity notification mailing list. If your organization distributes job information or can provide referrals as part of your regular activity, we would like to hear from you. Send your request to: WUPW General Manager at this address. WUPW General Manager, 730 North Summit Street, Toledo, OH 43604

Names of Station Personnel involved in Initiative:

Sarah Hinton – HR Generalist, Lisa McManus - Prog. Director, Traffic Department