

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2017 - May 31, 2018

Station Included in Report: WEWS-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				18
C2	Internal Candidate / WorkLife				16
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			55
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		28
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	6
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C130	Face-to-face Networking				15
C131	Agency/Search Firm				18
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		13
C139	Rick Gevers & Assoc	PO Box 477 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com	317-769-7900	
C163	JobCase.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C164	Glassdoor.com (via scraping)		www.glassdoor.com		1

Local Sources

L1	AARP Senior Community Service	4614 Prospect Ave Suite 211 Cleveland, OH 44113	Michelle Simko msimko@aarp.org	216-881-1155	
L3	Baldwin Wallace College (updated 1/18/18)	275 Eastland Rd Berea, OH 44017	Laura Anderson www.canisius.joinhandshake.com	440-826-2101	
L4	Bryant & Stratton College	3121 Euclid Ave. Cleveland, OH 44115	Jane Gohlson wjgohlson@bryantstratton.edu	216-771-1700	
L6	Case Western Reserve University	10900 Euclid Ave Sears Bld. #229 Cleveland, OH 44106	Alyssa Register alyssa.register@case.edu	216-368-6648	
L7	Central State University	PO Box 1004 Wilberforce, OH 45384	Career Services careerservices@centralstate.edu	937-376-6011	
L8	Cleveland/Ohio Means Jobs	1020 Vair Cleveland, OH 44115	Lizann R. Hudson lizannh2002@yahoo.com	216-664-3049	
L10	Cox Ohio Publishing	1611 S. Main Street Dayton, OH 45409	Amanda Massey amanda.massey@coxinc.com	866-901-4473	
L12	Hampton University	2 Frissell Ave. Hampton, VA 23668	Vivian David vivian.david@hamptonu.edu	757-727-5000	
L13	John Carroll University (updated 5/15/18)	1 John Carroll Blvd University Heights, OH 44118	Barb Koeth bkoeth@jcu.edu www.canisius.joinhandshake.com	216-397-4237	

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L14	Lorain County Urban League	1530 West Rive Rd #300 Elyria, OH 44035	Brisco Odem bodem@lcul.org	440-323-3364 x33	
L15	Lorain County Community College	1005 Abbe Rd. N Elyria, OH 44035	Career Services Center careers@lorainccc.edu www.collegecentral.com/lorainccc/	440-366-4076	
L17	Malone College	515 25th St. NW Canton, OH 44709	Jen Vannest careerdevelopment@malone.edu www.collegecentral.com/malone	800-521-1146	
L18	NAHJ Parity Project	1000 National Press Bldg 529 14th St NW Washington, DC 20045	Kevin Olivas kolivas@nahj.org		
L19	National Academy of Television Arts & Sciences - Lower Great Lakes Chapter	1440 Rockside Road #221 Cleveland, OH 44134	Gary Manke administrator@natasgl.org	440-526-3669	
L20	NCCU	PO box 19585 Durham, NC 27707	Donna Hembrick nccucareerservices@nccu.edu	919-530-6878	
L21	Notre Dame College	4545 College Rd S Euclid, OH 44121	April Kennedy akennedy@ndc.edu	216-373-5216	
L23	Office of Equal Opportunity	601 Lakeside Avenue #121 Cleveland, OH 44114	Kimberly Harden kharden@city.cleveland.oh.us	216-664-6296	
L24	Ohio Assn of Broadcasting	17 South High Columbus, OH 43215	Chris Merrit, Carrie Newton oab@oab.org, cnewton@oab.org	614-228-4052	
L25	Ohio Center for Broadcasting	9885 Rockside Rd. Valley View, OH 44125	Janiece Hardy jhardy@beonair.com	216-447-9117	
L26	Ohio State School of Journalism	100 Denney Hall 164 W. 17th Ave Columbus, OH 43210	Randy Dineen asccareer@osu.edu / dineen.2@osu.edu	614-688-4522	
L28	Rick Gevers & Associates	355 E. Ohio St. #303 Indianapolis, IN 46204	Rick Gevers rick@rickgevers.com	317-635-7912	
L29	Society of Broadcast Engineers	9102 North Meridian St. #150 Indianapolis, IN 46260	Scott Jones kjones@sbe.org	317-846-9000	
L30	Spanish American Committee	4407 Lorain Ave Cleveland, OH 44113	Francis Cintron francisc@spanishamerican.org	216-961-2100	

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L31	Specs Howard School	19900 West 9th Mile Rd Southfield, MI 48075	Tony tsherock@specshoward.edu	248-228-8980	
L32	Stillman College	PO Box 1430 Tuscaloosa, AL 35403	J. Currie jcurrie@stillman.edu	205-366-8894	
L33	TVSpy Job Bank		Tvspy.com		
L34	TV Technology/IMAS Publishing		Bob Kovacs bkovacs@nbmedia.com	703-852-4640	
L35	Urban League of Greater Cleveland	1255 Euclid Ave Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999 X218	
L36	Ursuline College	2550 Lander Road Pepper Pike, OH 44124	Gerri Jenkins gjenkins@ursuline.edu	440-646-8329	
L37	Vocational Guidance Services	2239 E 55th St Cleveland, OH 44103	K. Piotrowski kathypiotrowski@vgsjob.org	216-881-6089	
L38	Wooster College	1140 Beall Ave Wooster, OH 44691	Lucinda Sigrist career@wooster.edu	330-263-2496	
L39	Ashland University	401 College Ave Ashland, OH 44805	Lenroy Jones ljones31@ashland.edu	419-289-5064	
L40	University of Akron	Student Union 211 Akron, OH 44325	Chris Margala; Kim Ede margala@Uakron.edu https://canisius.joinhandshake.com/	330-972-7747	
L41	Graeme Newell		602communications.com		

Total Number of Interviewees Referred: 175

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [13859]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C97 Start Date: 2018-03-05
Assignment Editor [13314]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C100, C130, C131, C132, C134, C163, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40, L41	Code Number: C97 Start Date: 2017-11-15
Asst News Director [13513]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C3 Start Date: 2018-01-02
Commercial Photographer III [13410]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, C164, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C2 Start Date: 2017-09-25
Commercial Production Manager [13483]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C2 Start Date: 2017-11-20
Content Coord III [14277]	C1, C2, C3, C130, C131, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C2 Start Date: 2018-05-07
Exec Producer [12940]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, C139, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C3 Start Date: 2017-06-26
Graphic Artist [13072]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C37, C69, C91, C97, C100, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40, L41	Code Number: C134 Start Date: 2017-09-25
Maintenance Engineer II [13177]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L29, L30, L31, L32, L35, L36, L38, L39, L40	Code Number: C5 Start Date: 2017-11-20
Morning Anchor, MMJ [12410]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C131 Start Date: 2017-06-12

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [13214]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C130 Start Date: 2017-08-01
Multimedia Journalist [13282]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, C163, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40, L41	Code Number: C131 Start Date: 2017-10-23
Multimedia Journalist [13385]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C3 Start Date: 2017-12-18
Multimedia Journalist [13385]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C1 Start Date: 2017-11-27
Photographer II [13360]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C100, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C130 Start Date: 2017-11-30
Photographer II [13360]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C100, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C3 Start Date: 2018-02-21
Producer [13006]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, L1, L3, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L39, L40	Code Number: C3 Start Date: 2017-07-24
Producer [13502]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C2 Start Date: 2017-07-17
Producer [13519]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C97 Start Date: 2017-12-04
Producer [13940]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C97 Start Date: 2018-05-29
Sales Support Asst II [13419]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C97 Start Date: 2017-10-02

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sr Analyst, Research [13139]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C2 Start Date: 2017-07-03

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>2/1/2018 - John Carroll University Career Fair. Attended by Moreen Bailey Frater, Director Community Relations.</p>
	<p>2/2/2018 - Ohio Media School Career Fair. Attended by Moreen Bailey Frater, Director Community Relations.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WEWS recruits students from local colleges and from around the country. This gives them the opportunity to get exposure to the television industry and learn about the area of broadcasting they are interested in pursuing as a career. WEWS offers internships at the News Assignment Desk, Good Morning Cleveland, and with our Investigative unit. During this reporting period, WEWS hired four interns. Two interns are from Ohio University. One interned during the Summer of 2017 at the News Assignment Desk, and the other will intern during Summer of 2018 at the News Assignment Desk. The other two are from Kent State University. One interned in the Summer of 2017 with the Good Morning Cleveland team and the other will intern during the Summer of 2018 with the News Investigative Unit.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>WEWS established the JoAnne Robinson Memorial Scholarship, with assistance from the Scripps Howard Foundation, in April 1999 to assist students who are interested in a broadcasting career. The scholarship is open to African-American students nationwide.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>June 1, 2017 - One student from Fairview High School shadowed in the news department</p>
	<p>July 10-July 21, 2017 - One Kent State University student spent time with the news department as part of her independent study focusing on newsroom operation.</p>
	<p>August 9, 2017 - One high school student shadowed Anchor Danita Harris.</p>
	<p>October 13, 2017 - General Manager Steve Weinstein, News Director Jeff Harris, Executive Producer Kelly Hainer, Creative Services Director Dan Coyle, Community Relations Director Moreen Frater, Executive Producer Digital Courtney Danser and Director Steve Kurrent talked with students and professors from John Carroll University about careers in media.</p>
	<p>March 6-8, 2018 - One student from St. Joseph Academy, with an interest in Journalism, shadowed in the news department. March 8-9, 2018 - One student from Maple Heights High School, interested in Meteorology, shadowed the weather team. March 30, 2018 - One student from the Boys and Girls Club, with an interest in Sports, shadowed Sports Reporter Lauren Brill.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>April 5, 2018 - Group of 8th Grade students participating in the Cleveland Municipal School District Tru2U Program toured the station to learn more about careers in Journalism. Moreen Bailey Frater led the tour.</p>
	<p>May 7-11, 2018 - One student from Mentor High School, interested in Journalism, shadowed Traffic Reporter Jon Rudder. May 8-9, 2018 - Two students from Parma Senior High School, with an interest in Sports, shadowed Sports producer Randy Ziemnik. May 11, 2018 - One Student from Shaker Heights High School, interested in Journalism, shadowed Anchor Frank Wiley.</p>
<p>Participation in other activities designed by the station employment unit 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.</p>	<p>WEWS airs a PSA schedule with an outreach announcement to organizations interested in receiving information regarding job postings. This announcement ran 17 times in various dayparts during this reporting period.</p>