

**WJW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2016 - May 31, 2017**

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WJW, Cleveland, Ohio.

WJW, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 216-432-4041.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

## 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
Manager, News Operations	1-7, 9, 11-15, 18-26, 28-30, 32, 35-37	32
Reporter/MMJ	1-8, 11-12, 15, 18-26, 28-30, 35-37	8
Photographer	1-8, 11-12, 15, 18-21, 23-26, 28-30, 35-37	8
Photographer	1-8, 11-12, 15, 18-21, 23-26, 28-30, 35-37	8
Photographer	1-8, 11-12, 15, 18-21, 23-26, 28-30, 35-37	8
Photographer	1-8, 11-12, 15, 18-21, 23-26, 28-30, 35-37	8
Digital Content Producer	1-8, 11-13, 15, 18-21, 23-26, 28-30, 35-37	13
Associate Producer	1-7, 11-13, 15-16, 18-21, 23-26, 28-30, 35-37	11
Account Executive	1-3, 5-8, 10-13, 15, 18-21, 23-31, 35-37	27
Account Executive	1-3, 5-8, 10-13, 15, 18-21, 23-31, 35-37	8
Account Executive	1-3, 5-8, 10-13, 15, 18-21, 23-31, 35-37	11
Sales Assistant	1-3, 5-7, 10-13, 15, 18-21, 23-25, 27-30, 33, 35-37	33
Production Coordinator	1-3, 5-8, 11-12, 15, 18-21, 23, 25, 28-30, 35-37	8
Digital Sales Coordinator	1-3, 5-8, 11-13, 15, 17-21, 23, 25, 28, 30, 34-37	12

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Photographer	1-3, 5-7, 11-13, 15, 18-21, 23, 25, 28-30, 34-37	12
Technician, Vacation Relief	1-3, 5-9, 11-12, 15, 17-21, 23, 25, 28-30, 34-38	9
Technician, Vacation Relief	1-3, 5-9, 11-12, 15, 17-21, 23, 25, 28-30, 34-38	9
Technician, Vacation Relief	1-3, 5-9, 11-12, 15, 17-21, 23, 25, 28-30, 34-38	8
Technician, Vacation Relief	1-3, 5-9, 11-12, 15, 17-21, 23, 25, 28-30, 34-38	17
Technician, Vacation Relief	1-3, 5-9, 11-12, 15, 17-21, 23, 25, 28-30, 34-38	8
Technician, Vacation Relief	1-3, 5-9, 11-12, 15, 17-21, 23, 25, 28-30, 34-38	37
Technician, Vacation Relief	1-3, 5-9, 11-12, 15, 17-21, 23, 25, 28-30, 34-38	9

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**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	American Women in Radio & Television 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703 506-3290 Email : greg.macdonald@boxwoodtech.com Kate - Career Services	N	0
2	Arts and Sciences Career Services 190 W 17th Ave, 05 Brown Hall Columbus Columbus, Ohio 43210 Phone : : 614-292-7055 Email : sridharan.1@osu.edu Fax : 614-688-3036 Sriram Sridharan	N	0
3	Ashland University 401 College Avenue Ashland, Ohio 44805 Phone : 419 289-4142 Url : <a href="http://www.myinterfase.com/asjland/employer">http://www.myinterfase.com/asjland/employer</a> Email : khagans@ashland.edu Karen Hagans	N	0
4	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Luke Scanlon Manual Posting	N	0
5	Cleveland State University 2121 Euclid Ave RW280 Cleveland, Ohio Phone : 888 CSU-Ohio Email : careers@csuohio.edu Career Services	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Cuyahoga Community College Attn: Career Services 700 Carnegie Ave Cleveland, Ohio 44115 Email : customerservice@tri-c.edu Career Services	N	0
8	Employee Referral	N	24
9	Former Employee	N	8
10	Former Intern	N	2
11	fox8.com 5800 S. Marginal Rd. Cleveland, Ohio Phone : 216-432-4293 Cheryl Thorne Manual Posting	N	8
12	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	10
13	Internal Candidate	N	17
14	Internal Posting	N	1
15	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 937-258-8251 Email : zenaicb@aol.com Fax : 937-258-8714 Gail Basine	N	0
16	Job Board	N	1
17	Linked In	N	6
18	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800 995-LCCC Email : careers@lorainccc.edu Career Services	N	0

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19	NATAS-Lower Great Lakes Chapter c/o Thatcher Management Svcs LLC 7650 Chippewa Road, Suite 305 Brecksville, Ohio Phone : 440 526-EMMY Email : administrator@natasgl.org Career Services	N	0
20	National Association of Black Accountants 7474 Greenway Center Drive Suite 1120 Greenbelt, Maryland 20770 Phone : 301 474-NABA Email : customerservice@nabainc.org Charles Quinn	N	0
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
22	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-6472 Url : <a href="http://careerservices.nabj.org">http://careerservices.nabj.org</a> Email : tosmith@nabj.org Taylor Osborne-Smith	N	0
23	National Association of LaRuza Raul Yzaguirre Building 1126 16th Street NW Washington, District of Columbia 20036 Phone : 202 785-1670 Email : comments@nclr.org Career Services	N	0
24	National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 973 992-7311 Email : nbmbaa@workplacediversity.com Wayne Jose	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626 792-6462 Email : info@nhmc.org Career Services	N	0
26	Native American Public Telecommunications 1800 N 33 Street Lincoln, Nebraska 68503 Phone : 402 472-3522 Email : native@unl.edu Career Services	N	0
27	Non-Employee Referral	N	3
28	Ohio Association of Broadcasters 17 S High Street Suite 1010 Columbus, Ohio 43215 Phone : 614 228-4052 Email : klovell@oab.org Katie Lovell	N	0
29	Ohio Means Jobs Cleveland-Cuyahoga 1020 Bolivar Road Cleveland, Ohio 44115 Phone : (216) 664-2151 Email : india.joyeau@ulagency.org Fax : 1-216-443-5950 India Joyeau	Y	0
30	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216 447-9117 Url : <a href="http://www.beonair.com">http://www.beonair.com</a> Email : jhardy@beonair.com Janessa Hardy	Y	0
31	Other Source	N	5
32	Passive Candidate Outreach	N	1
33	Previous Employee	N	1

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34	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Elysia Niemi	N	0
35	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	0
36	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	12
37	tvjobs.com P.O. Box 4116 Oceanside, California Online Posting Manual Posting	N	4
38	Unknown Referral Source	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>104</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/3/2016	Participation in Job Fairs	Tribune Media stations were represented for 3 days 8/3/16-8/5/16 at the NABJ/NAHJ Career Fair held in Washington D.C.	3	Director, HR Sr. Director Talent Acquisition HR Special Projects
2	11/15/2016	Participation in events or programs sponsored by educational institutions	GM conducted a station tour for 6 students from Cuyahoga Community College.	3	General Manager Anchor Anchor
3	2/16/2017	Participation in Job Fairs	Participated in Baldwin Wallace Spring Career Fair.	2	HR Manager Administrative Assistant
4	3/3/2017	Participation in events or programs sponsored by educational institutions	Participated in Cleveland State University Career Fair.	2	HR Manager Administrative Assistant
5	3/7/2017	Participation in events or programs sponsored by educational institutions	Reporter spoke to students at Magnificat High School in Rocky River, OH about career in journalism.	1	Reporter
6	4/12/2017	Participation in events or programs sponsored by educational institutions	GM conducted a station tour for 19 students from Cuyahoga Community College.	3	General Manager Anchor Anchor
7	4/21/2017	Participation in events or programs sponsored by educational institutions	Multi-Media Journalist spoke to students at Nordonia High School Career Day about career in Journalism.	1	Multi-Media Journalist
8	5/22/2017	Participation in events or programs sponsored by educational institutions	2 students from Independence High School shadowed station employee in Sales department.	1	Digital Sales Manager
9	5/23/2017	Establishment of an intern program designed to assist members of the community	Our News and Creative Services departments had 6 interns during the Summer, Fall, and Spring semesters that worked 15-20 hours a week	6	Director, News & Content Director, Creative Services