# **BakerHostetler**

December 14, 2023

# VIA POSTING TO ONLINE PUBLIC FILE OF WEWS-TV

EEO Staff
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

Re: EEO Audit of Station WEWS-TV

Dear Ms. Goldin:

#### Baker&Hostetler LLP

Washington Square, Suite 1100 1050 Connecticut Avenue, N.W. Washington, DC 20036-5403

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Scripps Broadcasting Holdings LLC ("Scripps"), licensee of television station WEWS-TV, Cleveland, Ohio (Facility ID No. 59441) (the "Station"), through counsel, hereby responds to your EEO Audit letter dated October 30, 2023. WEWS-TV's most recent license renewal application was granted September 8, 2021 and accordingly, Scripps's responses relate only to the Station's current license term, unless otherwise indicated below.

WEWS-TV's station employment unit employs more than five full-time employees, and as a result responds to each of the numbered paragraphs of Section (b) of the October 30 letter. A declaration by the Vice President and General Manager of the Station that this response is accurate and complete is attached to this letter as Exhibit 1. Certain confidential information has been redacted from the materials submitted with this response.

(i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6).

# Copies of the Unit's two most recent EEO public file reports are attached as Exhibit 2.

(ii) For each station in the Unit that maintains a website, the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

The website for the station employment unit is: <a href="https://www.news5cleveland.com">www.news5cleveland.com</a>. The Unit's most recent EEO public file report is linked to this website.

(iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), provide the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if you have sent a job notice to multiple sources, you may include in your response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii). Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

All available documentation related to the vacancy notices sent out in relation to the positions listed on the two most recent EEO Public File Reports is provided in Exhibit 3.

(iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

This information is included in the attached Exhibit 4. It should be noted that the licensee directs job applicants to apply for positions with its stations via its online recruiting tool at "scripps.com." Thus, while an applicant may have learned of a vacancy from one of the variety of recruitment sources that themselves utilize the Scripps site as a source for posting vacancies or from one of the Unit's other recruitment contacts as described and documented in this report, the "referral source" often appears to be Scripps.com, as indicated in this exhibit.

(v) Dated documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation that you

provide appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask you for additional verification.

Documentation for the four initiatives listed below is contained in Exhibit 5. The documents show that, during the reporting period, the Unit:

- Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. Attached are documents demonstrating the participation by station staff in 1) a December 6, 2021 Ohio Media School Career Fair; 2) a February 28, 2022 virtual job fair, known as JobExpo.Comm 2022, sponsored by Penn State University; 3) an August 2, 2022 Ohio Media School Career Fair; and 4) John Carroll University's February 2, 2023 Career Exploration Fair
- Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. Attached are documents demonstrating the participation by station staff in the following events (participating staff noted parenthetically): 1) the July 6-9, 2022 Ohio University E.W. Scripps School of Journalism Annual High School Journalism Workshop (Digital Director Joe Donatelli);2) the November 2, 2022 Mayfield High School Career Day (Digital Director Joe Donatelli); 3) a February 16-18, 2022 University of Florida Telecom Advisory Council career event (Vice President and General Manager Steve Weinstein); 4) a station visit on May 6, 2023 by ten local high school students participating in the "Growing Leaders" program (various station staff).
- Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting. The Station established the JoAnne Robinson Memorial Scholarship with the assistance from the Scripps Howard Foundation in April 1999 to assist students who are interested in pursuing a career in broadcasting. The scholarship is open to African American students nationwide. The JoAnne Robinson Memorial Scholarship was awarded in 2023 to a female recipient at Oakwood University in Huntsville, AL; and
- Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. As reflected in the Station's 2023 EEO Public File Report, WEWS hosted two news summer interns in 2022.

Attached is documentation confirming the employment of those interns.

As reflect in the Unit's annual Public File Reports, station personnel participated in many more events than are reflected in the attached documentation.

As of December 11, 2023, the total number of full-time employees of the Employment Unit is 121, and the population of the Station's market is over 250,000, so it is required to perform four initiatives within a two-year period.

(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that you must report all complaints, regardless of their status or disposition.

Two reportable discrimination complaints were filed during the period covered by this response: 1) In June 2022, former employee Cynthia Edwards filed a charge with the EEOC (EEOC Charge No. 532-2022-02013) alleging, *inter alia*, discrimination on the basis of religion arising from Ms. Edwards' termination for refusal to comply with Scripps's vaccination policy. Scripps denied the charges, and the EEOC issued a Determination and Notice of Rights on March 8, 2023. Ms. Edwards filed suit in the U.S. District Court for the Northern District of Ohio (Case No. 1:23-cv-01133) on June 13, 2023. Scripps has denied the claims in plaintiff's complaint and the case remains pending. 2) On November 14, 2023, former employee Courtney Gousman filed a charge with the EEOC (EEOC Charge No. 9BAC311C) alleging discrimination on the basis of race and sex. Scripps's response to the complaint is not yet due.

(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program

The Station's Human Resources Business Partner and its General Manager are responsible for implementing the Unit's EEO program. In addition, it is also the responsibility of all employees who make decisions

with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that the licensee's EEO policy and program are adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex. Employment issues and EEO policies are discussed at management meetings, and managers' performance reviews are based in part upon their ensuring that all personnel actions are consistent with licensee's EEO policy.

The Unit's efforts to ensure that all members of the staff are cognizant of the equal employment opportunity policy and their individual responsibilities in carrying out this policy include:

- The licensee's employment applications offer advice to prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify appropriate local, state or, federal agencies if they believe that they have been the victims of discrimination;
- Appropriate notices are posted reminding employees that the licensee is an equal opportunity employer, describing licensee's EEO policies, stating licensee's commitment to non-discrimination and equal employment opportunity, and describing employees' rights to notify an appropriate local, state or, federal agency if they believe they have been the victims of discrimination;
- The Unit's web pages and paid announcements for job openings include a statement that the Unit is an Equal Opportunity Employer;
- Each employee must certify when hired that he or she has received the Scripps employee handbook which emphasizes the company's commitment to EEO compliance and encourages employees to bring questions or concerns about discrimination to the attention of appropriate management personnel; and
- The licensee uses a third-party vendor, EthicsPoint, to allow employees to raise employment discrimination or harassment complaints anonymously.

(viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

The Unit works with its corporate recruitment arm to ensure that notices of vacancies are widely disseminated. Recruitment and hiring decisions are addressed in regular Unit management meetings where it is emphasized that managers should take into account the value of having diverse voices at the Unit that are representative of its local community. Unit diversity metrics are tracked monthly by the Station's Human Resources Business Partner, and reported each month to the General Manager, as well as the Station's Leadership Team and parent company leadership. The Station's designated Human Resources Business Partner is responsible for ensuring broad local recruitment and reviews each hiring decision to ensure that the hiring process complied with the licensee's EEO procedures.

(ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

The Station's General Manager, Human Resources Business Partner and individual department managers regularly review employee pay and benefits and the Unit's promotion practices with the goal of avoiding unlawful discrimination. In periodic meetings with the Station's managers, and with its parent company's officers, the General Manager and Human Resources Business Partner discuss Unit employment practices, including EEO compliance issues and the applicability of EEO policies to the performance, compensation and benefits decisions that affect the company's employees, both individually and collectively. The Station is party to a number of Association Agreements. The Station's EEO policies and the goal of avoiding unlawful discrimination, is practiced across the entire Station Employment Unit, including in relation to employees who fall under those Association Agreements.

(x) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a

record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

#### The licensee is not a religious broadcaster.

Please contact the undersigned if you have any questions or require additional information.

Sincerely,

Daniel Kirkpatrick

Counsel to Scripps Broadcasting Holdings LLC

Attachments

cc: Dave Giles

#### **EXHIBIT 1**

#### **DECLARATION OF STEVE WEINSTEIN**

I, Steve Weinstein, am a Vice President of Scripps Broadcasting Holdings, LLC, licensee of WEWS-TV, and I am the General Manager of the Station.

I have reviewed the statements of fact in the attached EEO Audit Response and declare under penalty of perjury that this response is accurate and complete to the best of my knowledge, information and belief.

Steve Weinstein

Vice President/General Manager Scripps Broadcasting Holdings LLC 12/12/2023

Date

# **EXHIBIT 2**

# **EEO PUBLIC FILE REPORTS:**

June 1, 2021-May 31, 2022 and June 1, 2022-May 31, 2023

Reporting Period:

June 1, 2021 - May 31, 2022

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 Interviewed
Common	Someres			181	Referred
C1	Employee Referral				24
C2	Internal Candidate / WorkLife				13
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			14
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-600 0	1
C69	Yahoo	701 First Avenus Sunnyvals, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		18
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-817 7	1
C130	Face-to-face Networking				2
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		6
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C172	Compliance_JOFDAV	eQuast job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C180	rtina	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C181	TVJobs	eQuest job board aggregator	Seth Hendler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-905 6	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

		REO PUBLIC FILE REPORT		
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C202	Juju	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C205	Employment Crossings	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C210	African American John	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C215	Disability Careers	aQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6

		REO PUBLIC FILE REPORT			
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler - eQuest Enterprise Account Executive - seth.handler@equest.com	925-786-906 6	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	2
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

		REO PUBLIC FILE REPORT		
C636	Community Campus at Goodwill 408 Ninth Street SW (jjordan@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C637	Community Campus at Goodwill 408 Ninth Street SW (ksteele@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C638	Council for Economic Opportunities in Greater Cleveland - Workforce Development 2220 West 95th Street (smoret2005@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C639	EHOVE Career Center Milan, OH 316 West Mason Road (hhorowitz@shove.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9 <del>06</del> 6
C640	Employment and Training Connection 358 W. North Street, P.O. Box 76 (RABERM@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 <del>6</del>
C642	Employment Connection Southgate - Anthony Fluellen - 5398 1/2 Northfield Road (anthony.fluellen@ula-chio.org)	eQuest job board aggregator	Soth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C643	Employment Connection Virgil E. Brown 1641 Payns Ave., Rm. 160 (cunnif@edjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C644	Gateway to Success 822 30th Street NW (troy.bradfield@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C645	Greater Cleveland Urban League 2930 Prospect Avenue (dsantiago@ulcleveland.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C646	Hard Hatted Women - Terri Burgess - 41957 North Ridge (Info@HardHattedWomen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth_handler@equest.com	925-786-906 6
C647	Koinonia Enterprise, LLC - Jennifer Hudak - 6161 Oak Tree Blvd (Jennifer.hudak@koinoniahomes.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C648	Lake County Department of Job and Family Services Lake 1 Stop 177 Main Street (Michele.Stowe-Caya@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C649	Lakeland Community College (Career Services-Online Job Board) 7700 Clocktower Drive (careerservices@lakelandcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C650	Lorain County Community College (LCCC's Online Job Listing System) - General College/University Career Center Email - 1005 North Abbe Road (careers@lorainccc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C651	Lorein County Urban League - Ray Southard - 401 Broad Street Suite B (raysouthard@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C652	May Dugan Center - Rick Kemn - 4115 Bridge Ave (info@maydugancenter.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C653	Ohio Northern University (ONU CSM) 155 North Professor Street (career.services@cherlin.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C654	OhioMeansJobs Ashland County 15 West Fourth Street (sheppp@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C655	OhioMeansjobs Ashtabula County - Hattie Grubke-Barnard (Business Representative) - 2247 Lake Avenue (hattie@ashtabulagrowth.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906

		EEO PUBLIC FILE REPORT			
C656	OhioMeansJobs Ashtabula County - James Matney (Veterans Representative) - 2247 Lake Avenue (james.matney@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C657	OhioMeanajobs Cuyahoga County - Joshua Collins (Vetarans Representative) - 11699 Brookpark Rd. (joshua.collins@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C658	OhioMeenajobs Geauga County 12480 Ravenwood Drive, PO Box 309 (workplace@geaugajfs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C659	OhioMeansJobe Geauga County - James Mainey (Veterans Representative) - 12480 Ravenwood Drive, PO Box 309 (james.mainey@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C660	OhioMeansJobs Lorain County - JoLyn Gonzales - 42495 North Ridge Road (jgonzales@loraincounty.us)	sQuest job hoard aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C661	OhioMeanajobs Portage County - Helene Leightner - 449 S Meridian Street (OhioMeanajobs_Portage_County@jfs.ohio. gov)	eQuest job board aggregator	Seth Handler sQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C662	OhioMeansJohe Summit County - Jason Haas - 1040 E Tallmadge Avenue (info@thejobcenter.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C663	OhioMeangjobs Trumbull County - W.J. Turner - 280 North Park Ave ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C666	Portage Workforce Connection 1081 W. Main Street (Tom.Dyer@jfs.chio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C668	The Employment netWork 42495 North Ridge Road (natalie.salisbury-triplett@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C669	The Job Center 1040 E. Tallmadge Avenue (info@thejobcenter.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth_handler@equest.com	925-786-906 6	·
. C670	Trumbull County One-Stop - General Workforce/Career Center Email - 280 North Park Ave., Suite 1 (ceturner@co.trumbull.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C671	Urban League of Greater Cleveland 2930 Prospect Ave (info@ulcleveland.org)	eQuest job board aggragator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C673	Vocational Guidance Services - Elyria 359 Lowell Street (joannel@vgsjob.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C674	Vocational Guidance Services - Painesville - - 1 Victoria Square #135 (debbietarr@vgsjob.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C675	WSEM/RI Barrio 5209 Detroit Avenue (mmoreno@wsem.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.bandler@equest.com	925-786-906 6	
C1912	USAA/RecruitMilitary	eQuest job hoard aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2388	Facabook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	1

		EEO PUBLIC FILE REPORT		
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906
C2390	Illinies Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 <del>6</del> 6
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2400	EmployGeorgia	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2403	Kentucy Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-766-906 6
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2407	Job Center of Wisconsin	eQuest job hoard aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6

		KEO PUBLIC FILE REPORT		
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.c om https://www.military.com/	212-548-839 5
Local Sou	rgas			
L3	Baldwin Wallace College (updated 1/18/18)	275 Eastland Rd Berea, OH 44017	Laura Anderson www.canisius.joinhandshak e.com	440-826-210
L4	Bryant & Stratton College	3121 Euclid Ave. Cleveland, OH 44115	Jane Gohlson wjgohlson@bryantstratton. edu	216-771-170
L6	Case Western Reserve University	10900 Euclid Ave Sears Bld, #229 Cleveland, OH 44106	Alyssa Register alyssa.register@case.edu	216-368-664
L7	Central State University	PO Box 1004 Wilberforce, OH 45384	Career Services www.canisius.joinhandshak e.com	937-376-601 1
L8	Cleveland/Ohio Means Jobs	1020 Vair Cleveland, OH 44115	Nicolas Abou Rjeili nabourjeili@dwfs.us omjcc.us	216-898-836 3
L10	Cox Ohio Publishing	1611 S. Main Street Deyton, OH 45409	Amanda Massey@coxinc.co m	866-901- <b>44</b> 7 3
L12	Hampton University	2 Frissell Ave. Hampton, VA 23668	Vivian David vivian.david@hamptonu.ed u	757-727-500 0
L13	John Carroll University (updated 5/15/18)	1 John Carroll Bivd University Heights, OH 44118	Barb Koeth bkoeth@jcu.edu www.canisius.joinhandshak e.com	216-397-423
L14	Lorain County Urban League	1530 West Rive Rd #300 Elyria, OH 44035	Brisco Odem bodem@lcul.org	440-323-336 4 x33
L15	Lorsin County Community College	1005 Abbe Rd. N Elyria, OH 44035	Career Services Center careers@lorainccc.edu www.collegecentral.com/lor sinccc/	440-366-407 6
L19	National Academy of Television Arts & Sciences - Lower Great Lakes Chapter	1440 Rockside Road #221 Cleveland, OH 44134	Gary Manke administrator@nataslgl.org	440-526-366 9
L21	Notre Dame College	4545 College Rd S Ruclid, OH 44121	April Kennedy akennedy@ndc.edu	216-373-521 6
L23	Office of Equal Opportunity	601 Lakeside Avenue #121 Cleveland, OH 44114	Kimberly Harden kharden@city.cleveland.ob. us	216-664-629 6
L24	Ohio Assa of Broadcasting	17 South High Columbus, OH 43215	Chris Merrit, Carrie Newton oab@oab.org, cnewton@oab.org	614-228-405 2
L25	Ohio Center for Broadcasting	9885 Rockside Rd. Valley View, OH 44125	Janiece Hardy jhardy@beonair.com	216-447-911 7
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 https://canisius.joinhandsha ke.com/ (updated 6/20/18)	614-688-452 2
L29	Society of Broadcast Engineers	9102 North Meridian St. #150 Indianapolis, IN 46260	Scott Jones kjones@sbe.org	317-846-900 0
L30	Spanish American Committee	4407 Lorain Ave Cleveland, OH 44113	Juan Carloss Madina juanm@spanishamerican.or g	216-961-210
L34	TV Technology/IMAS Publishing		Bob Kovacs bkovacs@nbmedia.com	703-852-464 0

	EEO PUBLIC FILE REPORT					
L36	Ursuline College	2550 Lander Road Pepper Pike, OH 44124	Gerri Jenkins gjenkins@ursuline.edu	<b>44</b> 0-646-832 9		
L38	Wooster College	1140 Beall Ave Wooster, OH 44691	Lucinda Sigrist career@wooster.edu	330-263-249 6		
1.40	University of Akron	Student Union 211 Akron, OH 44325	Chris Margala; Kim Ede margala@Uakron.edu https://canistus.joinhandaha ke.com/	330-972-774 7		
L42	Greater Cleveland Association of Black Journalists*		gclezbj@gmail.com			
143	Kent State	318 University Library 1125 Risman Dr Kent, OH 44242	Caitlin Guenther, M.B.A. cguenth2@kent.edu	330-672-295 0		
1.44	Cleveland State University	School of Communication Levin College of Public Affairs and Education Cleveland, OH 44115	Elizabeth Pask s.pask@csuohio.edu	216-687-692 1		
145	Ashland University	401 College Ave Ashland, OH 44805				
	Total Number of Interviewees Referred: 87					

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2021-08-16
Account Exec, Local [JR026470]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C3 Start Date: 2021-09-13
Account Exec, Local [JR026996]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C97 Start Date: 2022-03-07

Job Title	Recruitment Sources Utilized to Fili Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assignment Editor [JR026961]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C661, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C134 Start Date: 2021-11-22
Assoc Producer [JR028337]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C2 Start Date: 2022-03-14
Assoc Producer [JR028645]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-05-16
Assoc Producer [JR028951]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-05-23

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Commercial Photographer [JR027761]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-03-07
Content Planner [JR026388]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C2 Start Date: 2021-09-27
Director II [JR027591]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C97 Start Date: 2022-02-14

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR026027]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C100 Start Date: 2021-09-16
Multimedia Journalist [JR027376]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C97 Start Date: 2022-01-17
Multimedia Journalist [JR027651]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-01-31

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR028127]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C2 Start Date: 2022-03-21
Photographer II [JR025999]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2021-08-16
Photographer II [JR026303]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2021-08-30

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR028218]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-03-31
Producer [JR028647]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C2 Start Date: 2022-04-18
Sales Support Asst II [JR027175]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C134 Start Date: 2021-11-29
Specialty MMJ [JR027570]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C2 Start Date: 2022-02-14

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sports Anchor [JR028546]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-05-16

# III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	December 6, 2021 Ohio Media School Career Fair-Attended by HR Director, Director- Community Relations.
	February 28, 2022 Executive Producer attended virtual job fair at Penn State University.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WEWS Director of Sales participated in and completed the Accelerate program that includes training and curriculum to prepare for the next career step. In addition, all WEWS employees have the opportunity to pursue career advancement and skill development through online training in station-related skills such as management, leadership, career growth planning, job interviewing, and a variety of specific skills.
	Leadership training courses rolled out to managers to be completed within 2022 focusing on topics such as coaching, effective communication, motivating and developing employees and new manager training.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	June 1, 2021 Evening Anchor spoke to She Elevates Academy
	One October 20, 2021 MMJ spoke at the Tri C Police Academy
	On February 16, 2022 Evening Anchor spoke at the Career and Leadership Symposium at Kenneth W. Clements Boyd Leadership Academy
	February 16-18, 2022 GM participated in University of Florida Telecom Advisory Council career event
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Members of Station management participated in the Manager and the Law training course during the reporting period and were trained on our compliance and their role with employment law. Specific training topics included: antiharassment, taking complaints, EEO laws, disability and leave issues, performance management, and terminations.
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.	WEWS airs a PSA schedule with an outreach announcement to organizations interested in receiving information regarding job postings. This announcement ran 20 times in various dayparts during this reporting period.

Reporting Period:

June 1, 2022 - May 31, 2023

#### Station Included in Report: WEWS-TV

L. List of Recruitment Sources
 (including the number of interviewees referred during the reporting period)
 An asteriak 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 Interviewe
Common	9				Referred
C1	Employee Referral			1	26
C2	Internal Candidate / WorkLife	-			33
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			32
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-600 0	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		61
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-817 7	3
C130	Face-to-face Networking				3
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandvisw Way Building 1 Austin, TX 78750	www.indeed.com		18
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Raterprise Account Executive seth.handler@equest.com	925-786-906 6	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth_bandler@equest.com	925-786-906 6	1
C198	Hire a Hero	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth_handler@equest.com	925-786-906 6	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C200	JOFDAV	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

		KEO PUBLIC FILE REPORT		
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786- <del>9</del> 06 6
C206	Jobs Trovit	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C208	US Diversity	sQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C213	Asian Jobs	eQuest job hoard aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 <del>6</del> 6
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 <del>8</del> 6
C220	Gay Careers	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6

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C221	Gay Jobs	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C224	Hispanic Jobs	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786- <del>9</del> 06 6	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth,handler@equest.com	925-786-906 6	
C234	RecruitABILITY	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	3
C235	Linkedin	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C636	Community Campus at Goodwill 408 Ninth Street SW (jjordan@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

		EEO PUBLIC FILE REPORT		
C637	Community Campus at Goodwill 408 Ninth Street SW (ksteele@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C638	Council for Economic Opportunities in Greater Cleveland - Workforce Development 2220 West 95th Street (smoret2005@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C639	EHOVE Career Center Milan, OH 316 West Mason Road (hhorowitz@ahove.nst)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C640	Employment and Training Connection 358 W. North Street, P.O. Box 76 (RABERM@odjfs.state.oh.us)	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C642	Employment Connection Southgate - Anthony Fluellen - 5398 1/2 Northfield Road (anthony.fluellen@ula-ohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C643	Employment Connection Virgil E. Brown 1641 Payne Ave., Rm. 160 (cunnif@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C644	Gateway to Success 822 30th Street NW (troy.bradfield@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C645	Greater Cleveland Urban League 2930 Prospect Avenue (dsantiago@ulcleveland.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C646	Hard Hatted Women - Terri Burgess - 41957 North Ridge (Info@HardHattedWomen.org)	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C647	Koinonia Enterprise, LLC - Jennifer Hudak - 6161 Oak Tree Bivd (Jennifer.hudak@koinoniahomes.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C648	Lake County Department of Job and Family Services Lake 1 Stop 177 Main Street (Michele.Stowe-Caya@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C649	Lakeland Community College (Career Services-Online Job Board) 7700 Clocktower Drive (careerservices@lakelandcc.edu)	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C650	Lorain County Community College (LCCC's Online Job Listing System) - General College/University Career Center Email - 1005 North Abbe Road (careers@loraincc.edu)	eQuest job board aggregator	Ssth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C651	Lorain County Urban League - Ray Southard - 401 Broad Street Suite B (raysouthard@gmail.com)	eQuest job board aggregator	Seth Hendler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C652	May Dugan Center - Rick Kemn - 4115 Bridge Ave (info@maydugancenter.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C653	Ohio Northern University (ONU CSM) 155 North Professor Street (career.services@oherlin.edu)	eQuest job board aggragator	Seth Handler eQuest Enterprise Account Executive seth,handler@equest.com	925-786-906 6
C654	OhioMeansJobs Ashland County 15 West Fourth Street (sheppp@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C655	OhioMeansJobs Ashtabula County - Hattle Grubice-Barnard (Business Representative) - 2247 Lake Avenue (hattle@ashtabulagrowth.com)	sQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth,handler@equest.com	925-786-906 6
C656	OhioMeansJobs Ashtabula County - James Matney (Veterans Representative) - 2247 Lake Avenue (james.matney@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6

		EEO PUBLIC FILE REPORT		
C657	ObioMeansJobs Cuyahoga County - Joshua Collins (Veterans Representative) - 11699 Brookpark Rd. (joshua.collms@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C658	OhioMeansJobs Geauga County 12480 Ravenwood Drive, PO Box 309 (workplace@geaugajfs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C659	OhioMeanajohs Geauga County - James Matney (Veterans Representative) - 12480 Ravenwood Drive, PO Box 309 (james.matney@jfa.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C660	OhioMeansJobs Lorain County - JoLyn Gonzales - 42495 North Ridge Road (jgonzales@loraincounty.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C661	OhioMeansJobs Portage County - Helene Leightner - 449 S Meridian Street (OhioMeansJobs_Portage_County@jfs.ohio. gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C662	OhioMeanglobe Summit County - Jason Haas - 1040 E Tallmadge Avenue (info@thejobcenter.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C663	OhioMeanaJobs Trumbull County - W.J. Turner - 280 North Park Ave {}	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C666	Portage Workforce Connection 1081 W. Main Street (Tom.Dyer@jfs.ohio.gov)	aQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C668	The Employment netWork 42495 North Ridge Road (natalie.salisbury- triplett@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C669	The Job Center 1040 E. Tallmadge Avenue (info@thejobcenter.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786- <del>9</del> 06
C670	Trumbull County One-Stop - General Workforce/Career Center Email - 280 North Park Ave., Suite 1 (ceturner@co.trumbull.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C671	Urban League of Greater Cleveland 2930 Prospect Ave (info@ulcleveland.org)	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C673	Vocational Guidance Services - Klyria 359 Lowell Street (joannel@vgsjob.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C674	Vocational Guidance Services - Painesville - - 1 Victoria Square #135 (debbletarr@vgsjob.org)	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C675	WSEM/El Barrio 5209 Detroit Avenue (mmoreno@wsem.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2388	Facabaok	sQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6

		REO PUBLIC FILE REPORT			
C2390	Illinios Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-7 <b>86-90</b> 6 6	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2393	bestJOBSusa.	eQuestjob board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	1
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2402	IFire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2403	Kentucy Career Center	eQuest job board aggragator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925.786.906 6	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth_handler@equest.com	925-786-906 6	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

		KEO PUBLIC FILE REPORT		
			Seth Handler	T
C2409	Texas Workforce Commission	eQuest job board aggregator	eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786- <del>9</del> 06 6
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.c om https://www.military.com/	212-548-839
Local Sou	rces			
L3	Baldwin Wallace College (updated 1/18/18)	275 Eastland Rd Berea, OH 44017	Laura Anderson www.canisius.jomhandshak e.com	440-826-210 1
L4	Bryant & Stratton College	3121 Euclid Ave. Cleveland, OH 44115	Jane Gohlson wigohlson@bryantstratton. edu	216-771-170 0
L6	Case Western Reserve University	10900 Buclid Ave Sears Bld. #229 Cleveland, OH 44106	Alyssa Register alyssa.register@case.edu	216-368-664 B
L7	Central State University	PO Box 1004 Wilberforce, OH 45384	Career Services www.canistus.joinhandshak e.com	937-376-601
L8	Cieveland/Ohio Means Jobs	1020 Vair Cleveland, OH 44115	Nicolas Abou Rjelli nabourjelli@dwfs.us omjcc.us	216-898-836 3
L10	Cox Ohio Publishing	1611 S. Main Street Dayton, OH 45409	Amanda Massey amanda.massey@coxinc.co m	866-901-447 3
L12	Hampton University	2 Frissell Ave. Hampton, VA 23668	Vivian David vivian.david@hamptonu.ed u	757-727-500 0
L13	John Carroll University (updated 5/15/18)	1 John Carroll Blvd University Heights, OH 44118	Barb Kosth bkosth@jcu.edu www.canislus.joinhandshak e.com	216-397-423 7
1.14	Lorain County Urban League	1530 West Rive Rd #300 Elyrin, OH 44035	Brisco Odem bodem@lcul.org	440-323-336 4 x33
L15	Lorain County Community College	1005 Abbe Rd. N Elyrla, OH 44035	Career Services Center careers@lorainccc.edu www.collegecentral.com/lor ainccc/	440-366-407 6
L19	National Academy of Television Arts & Sciences - Lower Great Lakes Chapter	1440 Rockside Road #221 Cleveland, OH 44134	Gary Manke administrator@nataslgl.org	440-526-366 9
L21	Notre Dame College	4545 College Rd S Buclid, OH 44121	April Kennedy akennedy@ndc.edu	216-373-521 6
L23	Office of Equal Opportunity	601 Lakeside Avenue #121 Cleveland, OH 44114	Kimberly Harden kharden@city.cleveland.oh. us	216-664-629 6
L24	Ohio Assn of Broadcasting	17 South High Columbus, OH 43215	Chris Merrit, Carrie Newton oab@oab.org, cnewton@oab.org	614-228-405 2
1.25	Ohio Center for Broadcasting	9885 Rockside Rd. Valley View, OH 44125	Janiece Hardy jhardy@beonair.com	216-447-911 7
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 https://canisius.joinhandsha ke.com/ (updated 6/20/18)	614-688-452
1.29	Society of Broadcast Engineers	9102 North Meridian St. #150 Indianapolis, IN 46260	Scott Jones kjones@sbe.org	317-846-900
L30	Spanish American Committee	4407 Lorain Ave Cleveland, OH 44113	Juan Carloss Madina juanm@spanishamerican.or g	216-961-210 0
L34	TV Technology/IMAS Publishing		Bob Kovacs bkovacs@nbmedia.com	<b>703-852-464</b> 0
L36	Ursuline Collage	2550 Lander Road Pepper Pike, OH 44124	Gerri Jenkins gjenkins@ursuline.edu	440-646-832 9

L38	Wooster College	1140 Beall Ave Wooster, OH 44691	Lucinda Sigrist career@wooster.edu	330-263-249 6	
L40	University of Akron	Student Union 211 Akron, OH 44325	Chris Margala; Kim Ede margala⊕Uakron.edu https://canisius.joinhandsha ke.com/	330-972-774 7	_
L42	Greater Cleveland Association of Black Journalists*		gcleabj@gmail.com		
L43	Kent State	318 University Library 1125 Risman Dr Kent, OH 44242	Caitlin Guenther, M.B.A. oguenth2@kent.edu	330-672-295 0	1
L44	Cleveland State University	School of Communication Levin College of Public Affairs and Education Cleveland, OH 44115	Elizabeth Pask e.pask@csuohio.edu	216-687-692 1	
L45	Ashland University	401 College Ave Ashland, OH 44805			
			Total Number of Interview	es Referred:	189

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR030567]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2399, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C130 Start Date: 2023-01-23
Assignment Editor [JR029764]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2399, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L10, L12, L14, L15, L19, L21, L24, L26, L29, L36, L38, L42	Code Number: C134 Start Date: 2022-09-06
Assignment Editor [JR030912]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L6, L7, L13, L38, L43, L44	Code Number: C2 Start Date: 2023-03-27
Assoc Producer [JR030424]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2397, C2398, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-12-05

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assoc Producer [JR030797]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2023-02-13
Assoc Producer [JR031210]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L6, L7, L13, L14, L15, L19, L24, L25, L30, L38, L40, L42, L43, L44	Code Number: C2 Start Date: 2023-05-22
Commercial Photographer [JR028589]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C2 Start Date: 2022-11-14
Content Coord III [JR029711]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L10, L12, L14, L15, L19, L21, L24, L26, L29, L36, L38, L42	Code Number: C2 Start Date: 2022-07-25

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Content Coord III [JR030403]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2397, C2398, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-10-31
Content Planner [JR030419]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2397, C2398, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-11-07
Digital Content Producer [JR029538]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2399, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-08-08
Digital Content Producer [JR031331]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L6, L7, L13, L14, L15, L19, L24, L25, L36, L38, L40, L42, L43, L44	Code Number: C97 Start Date: 2023-05-22

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Dir, HR Business Partner [JR028513]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-06-27
Dir, HR Business Partner [JR030049]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C134 Start Date: 2022-11-28
Director III [JR029464]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-07-05
Director III [JR031154]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L7, L13, L38, L43, L44	Code Number: C97 Start Date: 2023-04-25

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Exec Producer [JR028824]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C2 Start Date: 2022-06-06
Exec Producer []R029268]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-09-19
Meteorologist, Weekend [JR029386]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-09-26

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR027833]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-08-29
Multimedia Journalist [JR028448]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C97 Start Date: 2022-07-05
Multimedia Journalist [JR029570]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2022-12-19
Photographer II [JR028641]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C134 Start Date: 2022-06-13

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR029045]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-06-27
Photographer II [JR029046]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L6, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L26, L29, L36, L38	Code Number: C2 Start Date: 2022-07-11
Photographer II [JR029759]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L6, L10, L12, L14, L15, L19, L21, L24, L26, L29, L36, L38, L42	Code Number: C2 Start Date: 2022-09-06
Photographer III [JR030676]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2394, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2023-01-30

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR028133]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C134 Start Date: 2022-07-05
Producer [JR029027]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C2 Start Date: 2022-06-01
Producer [JR030066]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-10-24

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	February 2, 2023 John Carroll University 2023 Career Fair Dir., HRBP, Community Affairs Director, Local & National Sales Manager attended.
	August 1, 2022 - Ohio Media School Fair, HRBP and Community Affairs Director attended.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	June 4 & 5, 2022 General Manager participated and spoke to the National Press Photographers Association
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Hired two news summer interns (June-August 2022). The news interns gain hands on experience in broadcast, digital newsgathering, and production.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	March 21, 2023 Received OAB Internship Support Award to sponsor an internship for a student from under-represented or underserved communities.
	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. The JoAnne Robinson Memorial Scholarship was awarded in 2023 to a female recipient at Oakwood University in Huntsville, AL. She is in the Broadcast Journalism Program.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	All WEWS managers have been invited to participate in a Manager Essentials program that includes training and curriculum to prepare for the next career step. One of our Executive Producers has been enrolled first starting April 11, 2023. The stations Assistant New Director is participating in an EMERGE program to enhance managers skills. In addition, all WEWS employees have the opportunity to pursue career advancement and skill development through online training in station-related skills such as management, leadership, career growth planning, job interviewing, and a variety of specific skills.

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Upon hire, all Sales Account Executives are enrolled in The Scripps Sales Process Program after 3 months of service. This program is designed to help them continue developing their skills in sales. We had one Sales Account Executive enroll Sept 2022.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	July 6-9 Digital Director taught at the 77th Annual High School Journalism Workshop presented by the E.W. Scripps School of Journalism At Ohio University while also discussing careers in Journalism and careers with WEWS.
	Feb 28 - March 2, 2023 General Manager participated in the College of Journalism and Communications Leadership Summit
	Nov 2, 2022 - Digital Director visited Mayfield High School to speak about careers in Journalism
	Jan 26, 2023 - The managing editor and a news room reporter spoke at Ohio University about careers in Journalism
	Ten high students (Growing Leaders) came to visit News 5 on Saturday May 6th. The students got a behind the scenes look at the studio and control room. A panel of station personal spoke with students about positions within the station.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	All employees who are hired or promoted into a management position must participate in equal employment opportunity training provided by Scripps to help educate and prevent discrimination. Scripps requires all managers to participate in the Whistleblowing, Reporting & Retaliation for Managers training program.
	WEWS Managers have been invited to participate in a four-session training course mandatory for all new managers and employees on Equity, Diversity and Inclusion. The purpose of this training is to provide the skills and training so that we can all be intentional not to perpetuate stereotypes and remove bias from our reporting and our every day decision making. This training aligns with our company mission to create a better-informed world and our local purpose to create authentic connections. We are fully committed to a diverse and inclusive culture that reflects the communities we serve.

### **EXHIBIT 3**

### DOCUMENTATION OF RECRUITMENT EFFORTS FOR THE VACANCNIES DESCRIBED IN THE PUBLIC FILE REPORTS AT EXHIBIT 2

Documentation is organized by the job title and job requisition number (las three digits) reflected in the EEO Public File Report. For each position, the attached documentation generally includes, as applicable, the postings to Scripps-controlled websites, email correspondence with local and national recruitment sources, and evidence of posting to "aggregator" sites such as Handshake and eQuest. The individual sources to which eQuest disseminated the job postings are reflected in the EEO Public File Reports at Exhibit 2. All listed vacancies were posted on Scripps' external website – scripps.com – where those job openings are picked up by other aggregators such as Indeed.com and disseminated over a wide range of job recruitment sites.

### Account Exec, Local 888

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# JR025888 Account Executive, WEWS (Filled)

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### Grant, Erica

From:

Grant, Erica

Sent:

Monday, July 26, 2021 11:01 AM

Subject:

**News 5 Open Positions** 

Attachments:

Photographer.pdf; Reporter.pdf; Account Executive.pdf

### Good Morning,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000

News5Cleveland.com







→ Jobs (/Jobs)

## Account Executive

Job #5090721 • Created 7/26/2021 by Erica Grant • Expired 8/7/2021

(/jobs/5090721/edit)

More Actions -

Details (/jobs/5090721)

Schools (/jabs/5090721/schools)

Matches (/jobs/5090721/matches)

Applicants (1) (

Targeted schools

Post to more schools (/jobs/5090721/edit?initial\_page=3)

☐ Expired (12)

Search for a school

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## **Account Executive**

Job #5090721 • Created 7/26/2021 by Erica Grant • Expired 8/7/2021

Edit (/jobs/5090721/edit)

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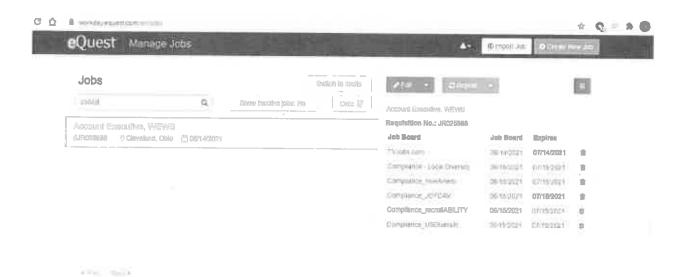
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sales training program. You'll enjoy the advantage of Scripps' highquality news product and the support of an expert team of leaders to help you reach your goals and enjoy uncapped earning potential

through our competitive sales compensation plan.

### Account Exec, Local 470

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### **Grant, Erica**

From:

Grant, Erica

Sent:

Monday, July 26, 2021 11:01 AM

Subject:

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**Attachments:** 

Photographer.pdf; Reporter.pdf; Account Executive.pdf

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Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000









← Jobs (/jobs)

## Account Executive

Job #5090721 • Created 7/26/2021 by Erica Grant • Expired 8/7/2021

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(/jobs/5090721/edit)

More Actions -

Details (/jobs/5090721)

Schools (/jobs/5090721/schools)

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### Account Executive

Job #5090721 • Created 7/26/2021 by Erica Grant • Expired 8/7/2021

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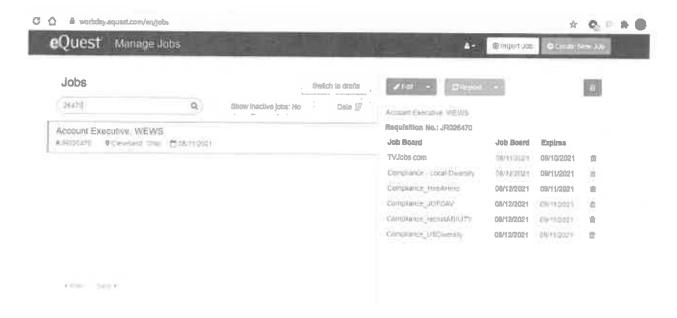
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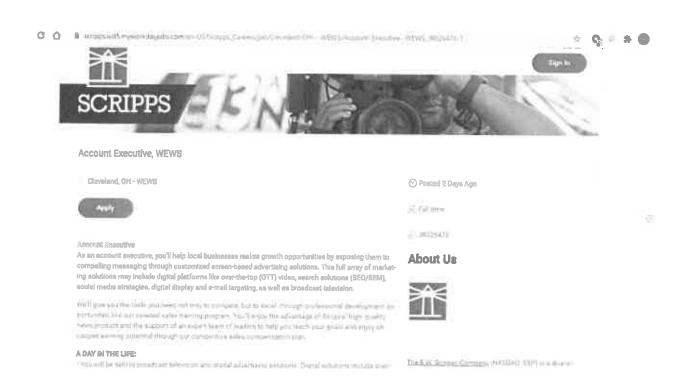
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This is a preview of how a job seeker will see your job post. View job on Linkedin.com if



### Account Exec, Local 996



### Account Executive, WEWS • Open

W8WS-TV • Cleveland Onlo United States • Fosted 8/11/2021 • Posting affect outcomes Market No. 100 Poster: Rhonda Turner • Job post type: ATS • Wrapped Job ATS tag

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**Account Executive, WEWS** 

Cleveland, OH - WEWS

Posted 21

Full time

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### **Grant, Erica**

From:

Grant, Erica

Sent:

Thursday, January 20, 2022 5:46 PM

Subject:

**News 5 Open Positions** 

**Attachments:** 

Reporter-Columbus.pdf; Technician.pdf; Investigative Reporter.pdf; Reporter.pdf;

Account Executive.pdf

### Good Evening,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director 3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000









### **Lorain County Community College**

Showing 1 to 10 of 104 entries

**WEWS** 

### **Job Postings** Listed below are the jobs you have posted to Lorain County Community College. Click the Job ID to view a posting as job seekers will On Hold: not yet reviewed; displayed on a pink background Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval Click the loon to Edit a job posting. Active: reviewed and approved; visible to job seekers Click the loon to Expire an active job poeting. Expired: Expiration Date has been reached; no longer visible to job seekers; displayed in red text Click the 4 icon to Repost a job posting. Not Approved: reviewed but not approved for display to job seekers Click the icon to view Submissions to a posting. Click on the Status header to sort the jobs by status (Active, Expired, etc.). Post a New Job Show 10 entries Search: Job Title Jab ID On Hold **Fuil Time** 04/13/2022 6704899 Photographer Digital Content Producer Full Time 6704909 04/13/2022 **Full Time** 04/13/2022 6704924 Producer **Full Time** D4/13/2022 6704946 Reporter 6704966 Specialty MMJ **Full Time** 04/13/2022 6705019 **Full Time** 04/13/2022 Director Of Engineering Part Time 04/13/2022 Associate Producer 6705049 Expired Commercial Photographer **Full Time** 03/11/2022 6673017 03/11/2022 6673062 Full Time **Account Executive** 03/11/2022 **Full Time** 6673089 Account Executive

**Previous** 

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### Lorain County Community College wews

### Job Detail Information

This job has been viewed 0 times by job seekers.

### lob information

Job ID

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Job Description

### 6673062

Account Executive

As an account executive, you'll help local businesses realize growth opportunities by exposing them to compelling messaging through customized screen-based advertising solutions. This full army of marketing solutions may include digital platforms like over-the-top (OTT) video, search solutions (SEC/SEM), social media strategies, digital display and e-mail targeting, as well as broadcast television.

Wall give you the tooks you need not only to compete, but to excel, through professional development appartunities like our covated sales training program. You'll enjoy the advantage of Scrippe' high-quality news product and the support of an expert team of leaders to help you reach your goals and enjoy uncapped serning potential through our competitive sales compensation plan.

### A DAY IN THE LIFE

- You will be selling broadcast television and digital advertising solutions. Digital adultions include over-the-top (OTT) video, search strategies (SEO/SEM), social media marketing and more. You will sell to local and regional businesses and advertising agencies.
- Independently prospect, develop and maintain new bustness in the market using the Scripps Sales Process and developing customized solutions.
- . Travel to the office or hop on Zoom to host a brainstorm session with your team for an upcoming advertising campaign.
- Attend a regular call with an existing client to talk about campaign performance and ideas for upcoming promotions.
- Use ratings, qualitative and market trend data to negotiate program ratings and advertising rates with advertising agencies to maximize revenue.
- Cultivate new relationships with businesses in the local community by networking, cold calling, and referrals.
- Develop and deliver advertising and marketing campaigns, and made plans.
- Meintain and grow stricting accounts by reworking and optimizing schedules and products as needed, showcasing attribution proof of performance, and providing best in class customer service.
- Effectively manage a sales funnel within the Customer Relationship Management (CRM) software and achieve key performance indicators and activity levels.
- Contribute to the creative development of campaigns though client communication and needs energies, storyboard and concept creation, and assistance in production sepects.

### WHAT YOU'LL NEED:

- · Sochelor's degree in sales, marketing or related field preferred.
- · Minknum of 2 years proven sales success.
- Experience in strategic account management, broadcast ratings and digital execution is a plus.

### WHAT YOU'LL BRING;

- · Knack for relationship building.
- · Resulta-driven ettitude.
- Excellent communication skills.
- Strong organizational skills.
- · Confidence to speak with decision makers.
- Valid driver's license and good driving record required (proof of insurance and liability coverage may be required).
- · And, if you have broadcast TV experience, that's a plust

### WHAT WE'LL OFFER:

- · Extensive Scripps Sales Process training.
- · A career path to grow your professional experiences.
- Uncapped sales commission.
- Full benefits; medical, dental and vision.
- · Retirement savings plan with company match.

Full Time

Cleveland, Ohio 44115

Type of Job Job Location Posting Date

02/13/2022

**Expiration Date** 

03/11/2022

### Job Requirements

Degrees Wanted

None Required

Majors Wanted

Any Major

Job Targets Wanted

Any Job Target

Special Skills Wanted Other Job Requirements

### Company Information

Company Name

WEWS

Employer Web Site

http://www.news5cleveland.com

Company Description

Television Station - ABC Affiliate

Equal Opportunity Employer

Yes

### Contact Information

Contact

Name: Erica Grant

Address: 3001 Euclid Ave., Cleveland, OH 44115

Phone: 2164313667

Fax: WEWS

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Apply Online

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# **Grant, Erica**

From:

Grant, Erica

Sent:

Thursday, January 20, 2022 5:46 PM

Subject:

**News 5 Open Positions** 

**Attachments:** 

Reporter-Columbus.pdf; Technician.pdf; Investigative Reporter.pdf; Reporter.pdf;

Account Executive.pdf

## Good Evening,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000

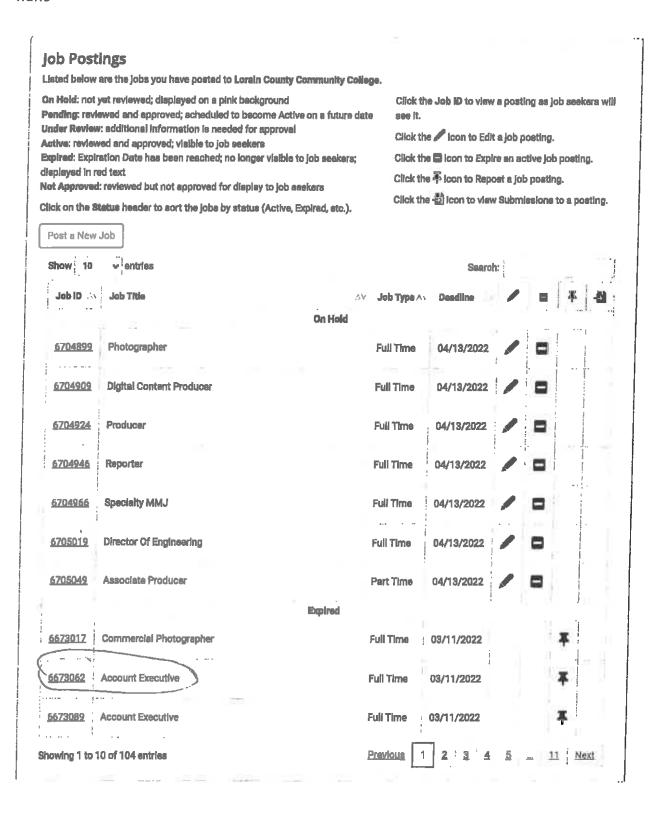






# **Lorain County Community College**

**WEWS** 



# **Lorain County Community College**

#### **WEWS**

### Job Detail Information

This job has been viewed 0 times by job seekers.

#### Job Information

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Job Title

Job Description

#### 6673062

Account Executive

As an account executive, you'll help local businesses realize growth opportunities by exposing them to compelling messaging through customized acreen-based advertising solutions. This full array of marketing solutions may include digital platforms like over-the-top (CTT) video, search solutions (SEC/SEM), social media strategies, digital display and e-mail terrestino, as well as broadcast television.

We'll give you the tools you need not only to compete, but to excel, through professional development apportunities like our covered sales training program. You'll enjoy the advantage of Scripps' high-quality news product and the support of an expert team of leaders to help you reach your goals and enjoy undepped earning potential through our competitive sales compensation plan.

#### A DAY IN THE LIFE

- You will be selling broadcast television and digital advertising solutions. Digital solutions include over-the-top (OTT) video, search strategies (SEO/SEM), social made marketing and more. You will sell to local and regional businesses and advertising agencies.
- Independently prospect, develop and maintain new business in the market using the Scripps Sales Process and developing outtomized solutions.
- Travel to the office or hop on Zoom to host a brainstorm session with your team for an upcoming advartising campaign.
- Attend a regular call with an existing client to talk about campaign performance and ideas for upcoming promotions.
- Use ratings, qualitative and market trend data to negotiate program ratings and advartising rates with advertising agencies to maximize revenue.
- Cultivate new relationships with businesses in the local community by networking, cold calling, and referrals.
- Develop and deliver advertising and marketing campaigns, and madia plans.
- Melintain and grow existing accounts by reworking and optimizing schedules and products as needed, showcasing attribution proof of performance, and providing best in class customer service.
- Effectively manage a sales funnel within the Customer Relationship Management (CRM) software and achieve key performance indicators and activity levels.
- Contribute to the creative development of campaigns though altent communication and needs analysis, storyboard and concept creation, and assistance in production especia.

#### WHAT YOU'LL NEED:

- Bachelor's degree in sales, marketing or related field preferred.
- Minimum of 2 years proven sales success.
- · Experience in strategio account menagement, broadcast ratings and digital execution is a plus.

#### WHAT YOU'LL BRING:

- · Knack for relationship building.
- · Results-driven attitude.
- Excellent communication skills.
- Strong organizational skills.
- Confidence to speak with decision makers.
- Valid driver's license and good driving record required (proof of insurance and liability coverage may be required).
- And, if you have broadcast TV experience, that's a plust

#### WHAT WELL OFFER:

- · Extensive Scripps Sales Process training.
- A career peth to grow your professional experiences.
- Uncapped sales commission.
- · Full benefits; medical, dental and vision.
- Retirement savings plan with company metch.

Full Time

Cleveland, Ohio 44115

Type of Job Job Location Posting Date

02/18/2022

**Expiration Date** 

03/11/2022

#### Job Requirements

Degrees Wanted

None Required

Majors Wanted

Any Major

Job Targets Wented

**Any Job Target** 

Special Skills Wanted Other Job Requirements

#### Company Information

Company Name

WEWS

Employer Web Site

http://www.news5clayeland.com

Company Description

Television Station - ABC Affiliate

Equal Opportunity Employer

Yes

#### **Contact Information**

Contact

Name: Erlos Grant

Address: 3001 Euplid Ave., Cleveland, OH 44115

Phone: 2164313667

Fax: WEWS

Apply Online

Application instructions

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**Account Executive, WEWS** 

Cleveland, OH - WEWS

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# Account Executive, WEWS Open

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Erica Grant Recruiter

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Reporter

**News Producer** 

Video Editor

Assignment Editor

**Content Planner** 

**Photographer** 

Anchor/MMJ

Showing 11 to 20 of 104 entries

Associate Producer

Investigative Reporter

**National Sales Assistant** 

#### Job Postings Listed below are the jobs you have posted to Lorain County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seekers will Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval Click the / icon to Edit a job posting. Active: reviewed and approved; visible to job seekers Expired: Expiration Date has been reached; no longer visible to job seekers; Click the loon to Expire an active job posting. displayed in red text Click the 4 icon to Repost a job posting. Not Approved: reviewed but not approved for display to job seekers Click the 🚭 icon to view Submissions to a posting. Click on the Status header to sort the jobs by status (Active, Expired, etc.). Post a New Job v entrica Show 10 Job ID AV **Job Title**

**Expired** 

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Part Time	10/23/2021	4
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Can't find a Job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.



## Grant, Erica

From:

Grant, Erica

Sent

Tuesday, October 12, 2021 1:14 PM

Subject:

**News 5 Open Position** 

Attachments:

Assignment Editor 10-12.pdf

# Good Afternoon,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

## **Erica Grant**

News 5 | Human Resources Director 3001 Euclid Ave | Cleveland, OH 44115 Direct. 216-431-3667 | Mobile: 216-210-5000 News5Cleveland.com







# Assoc Producer 337



1.40 Servet No. 460

#### Associate Producer, WEWS

1010-0121-0950 

WERKE, The E.M. Sorippe Company ABC will have be Cleveland, DK, to include for an Associate Producer to join our manning from: The Associate Producer to responsible for associate to gethering, certifying and exist-ing dominal for daily programming.

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#### WHAT YOU'LL HEED!

#### WHAT YOU'LL BRING:

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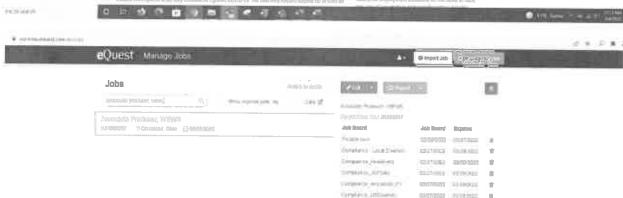
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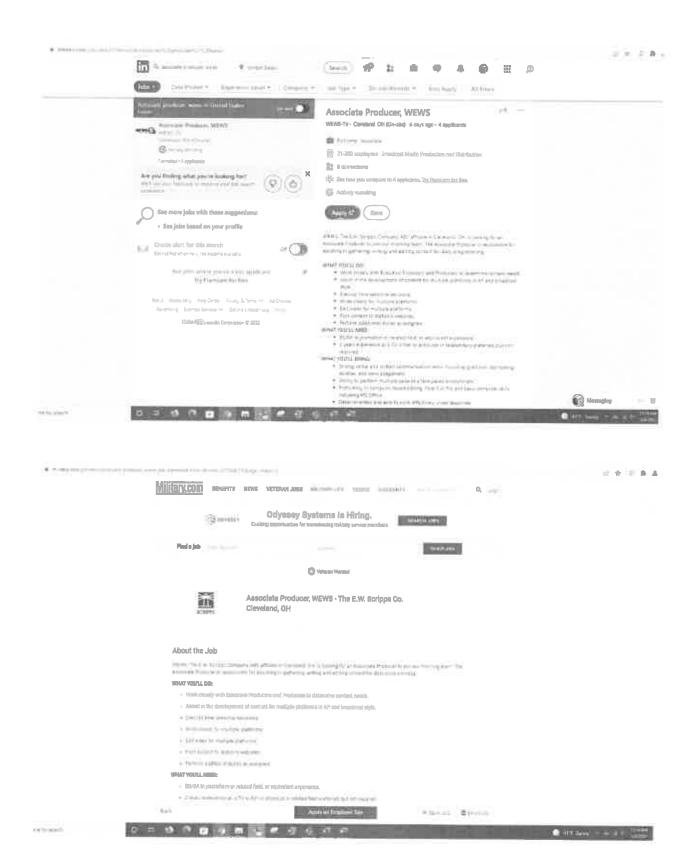












# Lorain County Community College wews

## **Job Postings**

Post a New Job

Listed below are the jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; displayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval

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Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will see it.

Click the / icon to Edit a job posting.

Click the 🔁 icon to Expire an active job posting.

Click the # icon to Repost a job posting.

Click the 📥 icon to view Submissions to a posting.

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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.



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Ca Lake in

# Assoc Producer 645

Stemph for July



#### Associate Producer, WEWS

Claveland, OH - WENNI



WEVA, The E.W. Bortope Company ASC elibitate in Cleveland, CH, in Looking for an Associate Producer to you not manning team. The Associate Producer is responsible for existency an goldene, writing and opti-ting contain for elicity programmenting.

#### WHAT YOU'LL DO:

- Work clineally with Executive Producers and Producers to determine contact condu.
   Assist in the development of someth for entelopie platforms in AP and broadcast style.
   Witter clineally for enabling development.

- Bild vides for realistic platforms.

  Post content to nectoric unbelow.

  Perform politional dutter or mentered.

#### WHAT YOU'LL HEED:

- BB/2A in journalism or related fluid, or equivalent experience.
   System departence on a TV ordine or producer or related slade produced, but not inquired.

#### WHAT YOU'LL BRIDE

- Biocog verbal and vertices conveneduation skills, techniling grantives, storyholling shaltings, cold raves (adjantes).
   Ability to perform resultable learns in a face paced environment.
   Productions in consultar based coloning. Plead Cut Pro-one be site computer skills including Adia.

#### C. Posted & Days Age

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#### About Us



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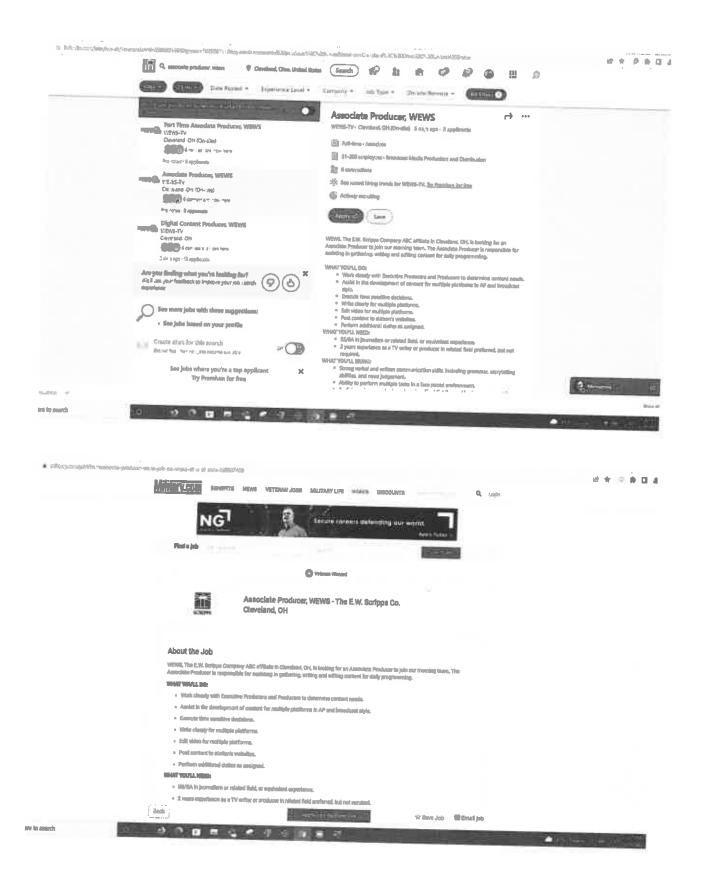
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# Lorain County Community College wews

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Click the place icon to Edit a job posting.

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Click the  $\blacksquare$  icon to view Submissions to a posting.

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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.

2/25

https://app.joinhandshake.com/emp/jobs/unified\_search?ajax=true&quary=&catagory=EmpkoyerPostings&page=2&per\_page=25&sort\_direction=desc&sort\_column=expkration\_data&followed\_only=fals...

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# Assoc Producer



#### Aksociatii Producet, WEW8

Chiefala DH - WEAR



WENNE, The E.W. Buriese Company ABC addition in Clevelland, GH, in feeting for an Associate Producer to join our morning tears. The Associate Producer is responsible for sealeding in gathering, writing and aditing content for daily programming.

- Work closely with Expensive Producers and Producers to debouring equations against needs.
  Assist in the development of excitent for mixitable platforms in AP and broadcast style
  Execute lines sensitive electrons.
  White steady for mixitable platforms.
  Edit vision for multiple platforms.

- Post content to station's websites.
   Perform additional duties as assigned.

#### WANT YOU'LL AREN:

- Blay 3A to journalists or releted field, or equivalent experience.
   Zymers statetienes on a TV verdet or productor is related field preferred, but not remarked.

#### WHAT YOU'LL BERNE:

- · Strong varied and vectors communication slotte, including growner, stoyleting abidities,
- and news judgament.

  Ability to portrom multiple tasks in a fees posed enviro
- Profesency in corruption based editing, Final Cut Pro and beets computer skills including M8

#### (2) Posted & Days Ago

75 Bull time

#### About Us



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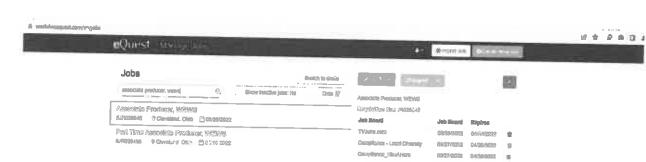
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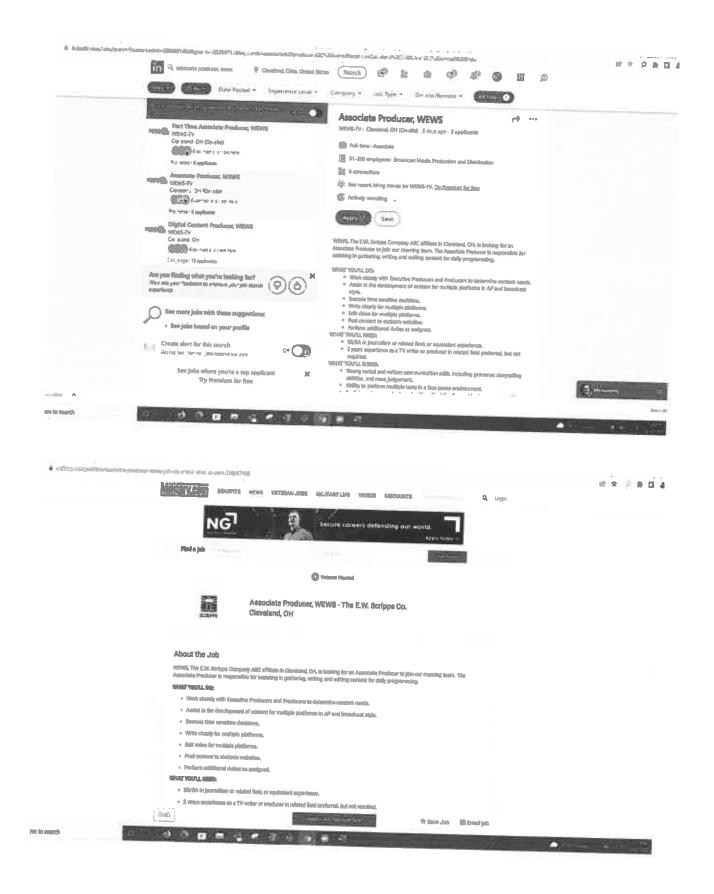
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LIGHT A It to search



# Lorain County Community College was

# **Job Postings**

Post a New Job

Listed below are the jobs you have posted to Lorein County Community College.

On Hold: not yet reviewed; displayed on a pink background
Pending: reviewed and approved; scheduled to become Active on a future date
Under Review: additional information is needed for approval

Active: reviewed and approved; visible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seekers; displayed in red text

Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will see it.

Click the loon to Edit a job posting.

Click the  $\{\cdot\}$  icon to Expire an active job posting.

Click the # icon to Repost a Job posting.

Click the - icon to view Submissions to a posting.

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	Pending
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6704909 Digital Content Producer	Full Time 04/13/2022
<u>6704924</u> Producer	Full Time 04/13/2022
<u>6704945</u> : Reporter	Full Time 04/13/2022
6704966 Specialty MMJ	Full Time 04/13/2022
6705019 Director Of Engineering	Full Time 04/13/2022
6705049 Associate Producer	Part Time 04/13/2022
E	mpired
6673017 Commercial Photographer	Full Time 03/11/2022
6673062 Account Executive	Full Time 03/11/2022
6673089 Account Executive	Full Time 03/11/2022 \$
Showing 1 to 10 of 104 entries	Previous : 2 3 4 5 - 11 Next

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JR027761 Commercial Photographer (Filled) Recruiting Start Date 12/20/2021 - 2 months ago

Jim Doutt Hirting Manager

Bechüng

© Cleveland, Euclid Avenue, WEWS Candidates Primary Location Overview

12/20/2021 - 2 months ago

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Organizations Details

Job Postings

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### **Lorain County Community College WEWS**

### Job Detail Information

This job has been viewed 0 times by job seekers.

### job Information

Job ID

Job Title

6673017

Commercial Photographer

Job Description

WEWS, The award-winning Scripps Company ABC affiliate in Claveland, Ohio is looking for a Commercial Photographer that will be responsible for shooting, editing and developing commercials for sales presentations, commercials or promotional

WHAT YOU'LL DO:

Shoot videa for wide range of station projects, including commercials, Sales presentations, promotional spots, and

Edit video linear and non linear for wide range of station projects, including commercials, sales presentations, promotional spots, and programming.

Drive company vehicle on various sasignments.

Work with clients, telent, account executives, and Commercial Production Manager in EFP and studio productions creating commercials and programming.

Work with Commercial Production Manager developing ideas and writing scripts for client spots.

Meintain Commercial Production Video and Music Library.

Work with Commercial Production Manager to organize and administer the scheduling of all shooting and editing for this

Familiarity with digital based storage and servers

Perform other duties as needed and directed by the Commercial Production Manager or General Sales Manager.

WHAT YOU'LL NEED

High School diploma (or GED) required. Bachelor's degree preferred.

WHAT YOU'LL BRING:

Ability to shoot video on broadcast quality equipment

Working knowledge of the Actobe Creative Suite, particularly Premiere, After Effects, and Photoshop

Professionalism to work with all levels of management and clients

Femiliarity with digital based storage and servers

Ability to lift up to 50 pounds

Valid driver's license and good driving record required. In addition, proof of featrance and liability coverage may be required.

HOW WE KEEP YOU SAFE:

Consistent with our commitment to maintain a safe workplace free of known hazards, all employees and visitors are required to be fully vaccinated against COVID-19. We also may require staying up to date on booster shots in the future based on Food and Drug Administration (FDA), Centers for Disease Control and Prevention (CDC) and manufacturer recommendations. If you are hired, we will require you to verify that you are fully COVID-19 vaccinated by Dec. 1, 2021 or your start date, whichever is later, unless approved for a medical or religious examption by Scripps in writing. This requirement excludes positions located in Montens.

SCRIPPS' COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION:

At Scrippe, we are committed to a diverse and inclusive culture that reflects the communities we serve. We are intentional about creating an environment where employees, our audiences and other stakeholders feel valued and inspired to reach their full potential and make authentic connections. We foater a workplace culture that embraces each paraoris diversity, including the extent to which they are similar or different. Scripps leaders believe that an equitable and inclusive culture is not only the right thing to do, it is a business imperative. Read more about our commitment to equity, diversity and inclusion

Type of Job

**Full Time** 

Job Location

Cleveland, Ohio 44115

Posting Date **Expiration Date** 

02/13/2022 03/11/2022

Job Requirements

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None Required

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### Company Information

Company Name Employer Web Site

WEWS http://www.newescleveland.com

Company Description Equal Opportunity Employer

Talevision Station - ABC Affiliate

### Contact Information

Contact

Name: Erica Grant

Address: 8001 Euclid Ave., Cleveland, 0H 44115

Fax: WEWS Apply Online

Application instructions

Apply Online

Go Back

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Can't find a Job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to,



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Grant, Erica

TR 02 761

From:

Grant Erica

Sent:

Tuesday, March 8, 2022 2;55 PM

Subject:

News 5 Open Positions

Attachments:

Reporter.pdf; Assoicate Producer Job .pdf; Producer .pdf; Digital Conent Producer.pdf;

Director of Egineering.pdf; Photographer.pdf; Commerical Photographer.pdf

### Good Afternoon,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director 3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000 News5Cleveland.com







### Content Planner 388



Q JR026027

JR026388 Content Planner, WEWS (Open)

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Recruiting Start Date 08/03/2021 - 1 month ago

Target Hire Date

08/03/2021 - 1 month ago

Cleveland, Euclid Avenue, WEWS

Primary Location

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Job Poetings

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### Lorain County Community College wews

### **Job Postings**

Job #6558962 has been posted successfully.

Listed below are the jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; displayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval

Active: reviewed and approved; visible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seekers; displayed in red text

Not Approved: reviewed but not approved for display to Job seekers

Click on the Status header to sort the jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will see it.

Click the / Icon to Edit a job poeting.

Click the 젊 Icon to Expire an active job posting.

Click the # icon to Repost a job posting.

Click the - icon to view Submissions to a posting.

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Showing 1 to	10 of 89 entries		Previous :	2 3 4	5	<u> 9</u>	Next

### Grant, Erica

From:

Grant, Erica

Sent:

Thursday, September 23, 2021 9:56 AM

Subject:

**News 5 Open Positions** 

**Attachments:** 

Content Planner 9-21.pdf; Video Editor 9-21.pdf

### Good Morning,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000







← Jobs (/jobs)

# Content Planner

Job #5356206 • Created 9/15/2021 by Erica Grant • Expires 10/13/2021

Edit

(/jobs/5356206/edit)

More Actions ▼

Details (/jobs/5356206)

Schools (/jobs/5356206/schools)

Matches (/jobs/5356206/matches)

Applicants (1

Targeted schools

Search for a school

Post to more schools (/jobs/5356206/edit?initial\_page=3)

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Primary Location Target Hire Date

© Cleveland, Euclid Avenue, WEWS

12/03/2021 - 3 months ago

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Recruiting Start Date 12/03/2021 - 3 months ago

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JR027591 Technician (Filled)

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### Grant, Erica

From:

Grant, Erica

Sent:

Thursday, January 20, 2022 5:46 PM

Subject:

**News 5 Open Positions** 

Attachments:

Reporter-Columbus.pdf; Technician.pdf; Investigative Reporter.pdf; Reporter.pdf;

Account Executive.pdf

### Good Evening,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000







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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.



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JR026027 Reporter/Multimedia Journalist, WEWS (Filled)

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Recruiting Start Date 06/28/2021 - 2 months ago

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Cleveland, Euclid Avenue, WEWS

Primary Location Target Hire Date

06/28/2021 - 2 months ago

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Overview

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#### Grant, Erica

From:

Grant, Erica

Sent

Monday, July 26, 2021 11:01 AM

Subject:

**News 5 Open Positions** 

Attachments:

Photographer.pdf; Reporter.pdf; Account Executive.pdf

#### Good Morning,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

#### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000









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← Jobs (/jobs)

# Reporter

Job #5090898 • Created 7/26/2021 by Erica Grant • Expired 8/9/2021

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Scripps Email Retention Policy 24months (2 years)

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#### Good Morning,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive th Thank you for your partnership.

#### **Erica Grant**

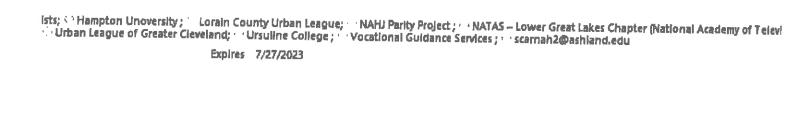
News 6 | Human Resources Director 3001 Euclid Ave | Cleveland, OH 44115

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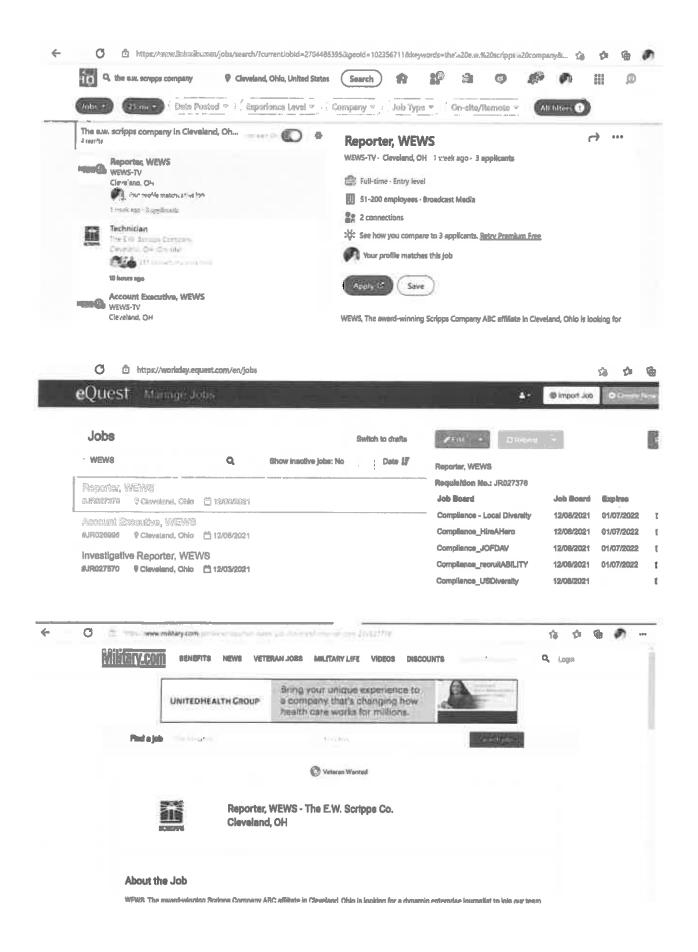
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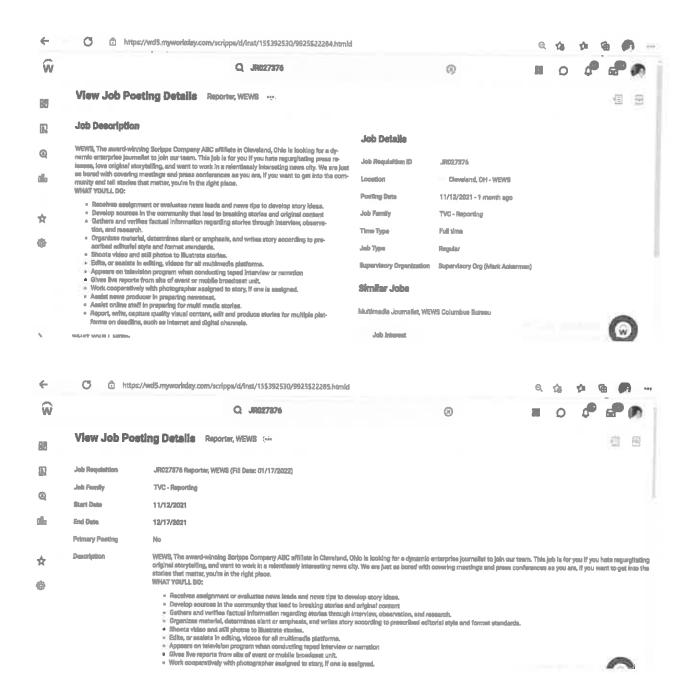
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## Multimedia Journalist 651

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#### **Grant, Erica**

From:

Grant, Erica

Sent:

Thursday, January 20, 2022 5:46 PM

Subject:

News 5 Open Positions

**Attachments:** 

Reporter-Columbus.pdf; Technician.pdf; Investigative Reporter.pdf; Reporter.pdf;

Account Executive.pdf

#### Good Evening,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

#### Erica Grant

News 5 | Human Resources Director 3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000







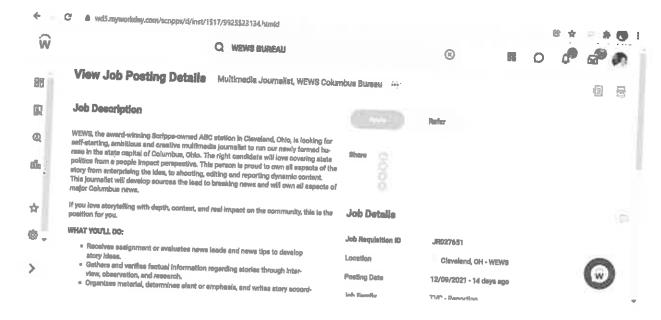


#### **Job Postings** Listed below are the Jobs you have posted to Lorain County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seekers will Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval Click the / icon to Edit a job posting. Active: reviewed and approved; visible to job seekers Expired: Expiration Date has been reached; no longer visible to job seekers; Click the loon to Expire an active job posting. displayed in red text Click the 4 loon to Repost a job posting. Not Approved: reviewed but not approved for display to job seekers Click the - loon to view Submissions to a posting. Click on the Status header to sort the jobs by status (Active, Expired, etc.). Post a New Job Show 10 ✓ ientries Search: Job ID: AN Job Title Expired 6673165 Reporter **Full Time** 03/11/2022 6673180 **News Producer** Full Time 03/11/2022 6673110 **Investigative Reporter Full Time** 02/15/2022 6607175 National Sales Assistant **Full Time** 12/16/2021 6558962 Video Editor Part Time 10/23/2021 Assignment Editor 6576465 Full Time 10/20/2021 6550823 Content Planner Full Time 10/15/2021 6510548 **Photographer Full Time** 09/04/2021 6402126 Associate Producer **Full Time** 05/12/2021 6343505 Anchor/MMJ **Full Time** 03/07/2021 Showing 11 to 20 of 104 entries **Previous** Next

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#### Multimedia Journalist, WEWS Columbus Bureau

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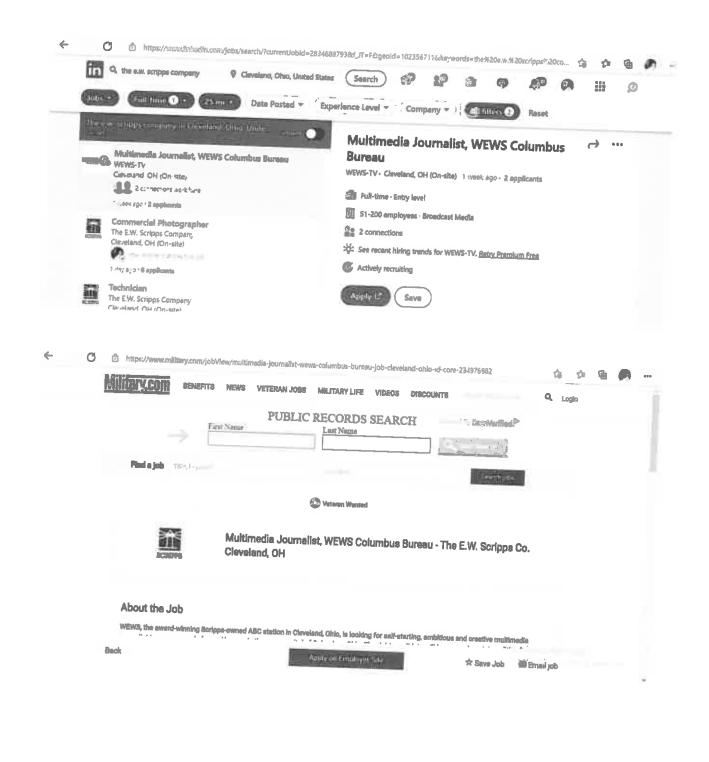
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Posted 13 Days Ago

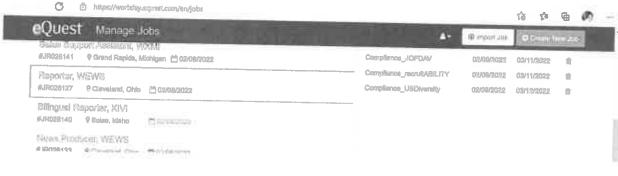
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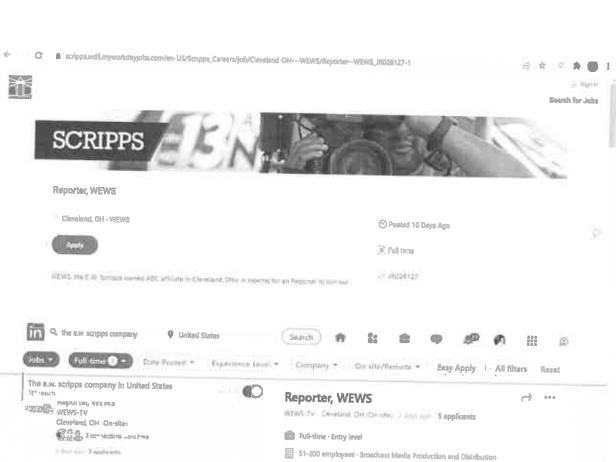
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## Reporter/Multimedia Journalist 127





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### Lorain County Community College wews

#### Job Postings Listed below are the jobs you have posted to Lorain County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seekers will Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval Click the / icon to Edit a job posting. Active: reviewed and approved; visible to job seekers Expired: Expiration Date has been reached; no longer visible to job esekers; Click the loon to Expire an active job posting. displayed in red text Click the 4 ioon to Report a job posting. Not Approved: reviewed but not approved for display to job seekers Click the 🖏 icon to view Submissions to a posting. Click on the Status header to sort the jobs by status (Active, Expired, etc.). Post a New Job Show 10 ✓ entries Search: Job ID AV Job Title A∀ Job Type A∀ Expired 6673165 Reporter **Full Time** 03/11/2022 6673180 **News Producer Full Time** 03/11/2022 6673110 investigative Reporter Full Time 02/15/2022 6607175 National Sales Assistant **Full Time** 12/16/2021 6558962 Video Editor Part Time 10/28/2021 6576465 Assignment Editor **Full Time** 10/20/2021 6550823 **Content Planner Full Time** 10/15/2021 6510548 **Photographer** Full Time 09/04/2021 6402126 Associate Producer **Full Time** 05/12/2021 6343505 Anchor/MMJ **Full Time** 03/07/2021 Showing 11 to 20 of 104 entries Previous 2

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(128) Jobs | Handshake

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Can't find a job you're looking for? Make sure you've added the school (/emp/employer.approvais/more\_schools\_on\_handshake)it's posted to.



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Recruiting Start Date 06/24/2021 - 2 months ago

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#### **Job Postings**

Post a New Job

Job #6558962 has been posted successfully.

Listed below are the jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; diaplayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future date

Under Review: additional information is needed for approvel

Active: reviewed and approved; visible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seekers; displayed in red text

Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will see it.

Click the licon to Edit a job posting.

Click the licon to Expire an active job posting.

Click the licon to Repost a job posting.

Click the licon to view Submissions to a posting.

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6558962	Video Editor	On Hold	Part Time	10/23/2021	1	EI.		
6550823	Content Planner	Active	Full Time	10/15/2021				
651054B	Photographer	Expired	Full Time	09/04/2021			ж	
6402126	Associate Producer		Full Time	05/12/2021			军	
6343505	Anchor/MMJ		Full Time	03/07/2021			本	
6327232	Meteorlogist <sup>*</sup>		Full Time	02/11/2021			¥	
6327241	News Producer		Full Time	02/11/2021			¥	
6327243	Video Editor		· Full Time	02/11/2021			Į.	
6327192	Maintenance Engineer		Full Time	02/01/2021		2	Z.	
<u>6327244</u>	Reporter		Full Time	01/20/2021		1	K	
Showing 1 to 10	of 89 entries		Previous	2 3 4	5	9	Ne	<u>xi</u>

#### Grant, Erica

From:

Grant, Erica

Sent

Monday, July 26, 2021 11:01 AM

Subject:

**News 5 Open Positions** 

Attachments:

Photographer.pdf; Reporter.pdf; Account Executive.pdf

#### Good Morning,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

#### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000









← Jobs (/jobs)

# Photographer

Job #5090782 • Created 7/26/2021 by Erica Grant • Expired 8/7//2021

/jobs/5090782/edit)

More Actions ▼

Details (/jobs/5090782)

Schools (/jobs/5090782/schools)

Matches (/jobs/5090782/matches) A

Applicants (1

Targeted schools

Search for a school

Post to more schools (/jobs/5090782/edit?initial\_page=3)

Expired (12)

School Baldwin Wallace University Ashland University Expired Status Expired 0 Q Applications Comments 0 0 7/26/21 7/26/21 **Apply Start** 8/7/21 8/7/21 Expiration :

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	The College of Wooster	Old Dominion University	Notre Dame College	Kent State University	John Carroll University	Cleveland State University	Central State University

https://app.johnhandshake.com/jobs/5090782/schools

← Jobs (/jobs)

# Photographer

Job #5090782 • Created 7/26/2021 by Erica Grant • Expired 8/7/2021

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More Actions -

Details (/jobs/5090782)

Schools (/jobs/5090782/schools)

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Applicants (1

Targeted schools

Search for a school

Post to more schools (/jobs/5090782/edit?initial\_page=3)

Expired (12) School The University of Akron The Ohio State University Expired Expired Status 0 0 **Applications** 2/2 Comments 0 0 7/26/21 7/26/21 Apply Start 8/7/21 8/7/21 Expiration =

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### Photographer II 999

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Job Postings

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Posting End Date

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08/05/2021 08/05/2021

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### Lorain County Community College waws

### Job Postings

Job #6559962 has been posted successfully.

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displayed in red text

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Click the / icon to Edit a job posting.

Click the [3] icon to Expire an active job posting.

Click the # Icon to Repost a job posting.

Click the 📲 Icon to view Submissions to a posting.

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6550823	Content Planner		Full Time	10/15/2021		茅	
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<u>6327244</u> . Re	aporter		Full Time	01/20/2021		¥	

### Grant, Erica

From:

Grant, Erica

Sent:

Monday, July 26, 2021 11:01 AM

Subject:

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**Attachments:** 

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### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000







← Jobs (/jobs)

## Photographer

Job #5090782 • Created 7/26/2021 by Erica Grant • Expired 8/7/2021

Edit

(/jobs/5090782/edit)

More Actions ▼

Details (/jobs/5090782)

Schools (/jobs/5090782/schools)

Matches (/jobs/5090782/matches) A

Applicants (1

Targeted schools

Search for a school

Post to more schools (/jobs/5090782/edit?initial\_page=3)

Expired (12) University Case Western Reserve Baldwin Wallace University School Ashland University Expired Expired Expired Status O O **Applications** O Comments 0 0 7/26/21 7/26/21 7/26/21 **Apply Start** 8/7/21 8/7/21 8/7/21 Expiration : Ш 111 111

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← Jobs (/jobs)

# Photographer

Job #5090782 • Created 7/26/2021 by Erica Grant • Expired 8/7//2021

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More Actions ▼

Details (/jobs/5090782)

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Search for a school

Targeted schools

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**Apply Start** 

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## Photographer II 303

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Click the # Icon to Repost a job posting.

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6402126	Associate Producer			Full Time	05/12/2021				¥	
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Grant, Erica

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Monday, July 26, 2021 11:01 AM

Subject:

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Attachments:

Photographer.pdf; Reporter.pdf; Account Executive.pdf

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Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director 3001 Euclid Ave | Cleveland, OH 44115

Direct: 216-431-3667 | Mobile: 216-210-5000 News5Cleveland.com







← Jobs (/jobs)

# **Photographer**

Job #5090782 • Created 7/26/2021 by Erica Grant • Expired 8/7/2021

edit (/jobs/5090782/edit)

More Actions

Details (/jobs/5090782)

Schools (/jobs/5090782/schools)

Matches (/jobs/5090782/matches)

Applicants (1

Targeted schools

Search for a school

Post to more schools (/jobs/5090782/edit?initial\_page=3)

Expired (12) University Case Western Reserve School Baldwin Wallace University Ashland University Expired Expired Expired Status O 0 **Applications** 0 Comments 0 0 7/26/21 7/26/21 7/26/21 Apply Start 8/7/21 8/7/21 8/7/21 Expiration : Ш III m

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← Jobs (/jobs)

# Photographer

Job #5090782 • Created 7/26/2021 by Erica Grant • Expired 8/7/2021

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Targeted schools

Search for a school

Post to more schools (/jobs/5090782/edlt?inital\_page=3)

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### Photographer II 218

From:

Grant, Erica

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AARP; Bryant & Stratton College; Case Western Reserve University; Cox Ohio Publishing; Greater Cleveland Association of Black Journalists; Hampton Unoversity; Lorain County Urban League; NAHJ Parity Project.; NATAS – Lower Great Lakes Chapter (National Academy of Television Arts & Sciences); NCCU; Notre Dame College; Office of Equal Opportunity; Ohio Association of Broadcasting; Ohio Means Joha; Spanish American Committee; Spacs Howard School; Urban League of Greater Cleveland; Ursuline College; Vocational Guidance Services

Subject:

News 5 Open Positions

Date:

Tuesday, March 8, 2022 2:54:00 PM

Attachments:

Reporter.pdf

Assolicate Producer Job .ndf Producer .ndf

Digital Conent Producer.ndf Director of Edineering.pdf

Photographer.pdf

Commerical Photographer.odf

### Good Afternoon,

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News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000







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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)if's posted to.



### Lorain County Community College

WEWS

### **Job Postings**

Listed below are the Jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; diaplayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval

Active: reviewed and approved; visible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seekera; displayed in red text

Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the Jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will see it.

Click the / icon to Edit a job posting.

Click the lcon to Expire an active job posting.

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### News Producer, WEWS

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### OUR TEAMS

OND TRADE:
We have future, roak elembors, mountain bilars, lagrature, runners, siters, ourfors, garners, measicians, no-tors, moltimerers and every other ministure of dissemby you out think of — we are a community of welcom-log, minister-focused and body people that continue to grow as we grow our company and due to our full potential in every aspect of our laustrees.

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About Us



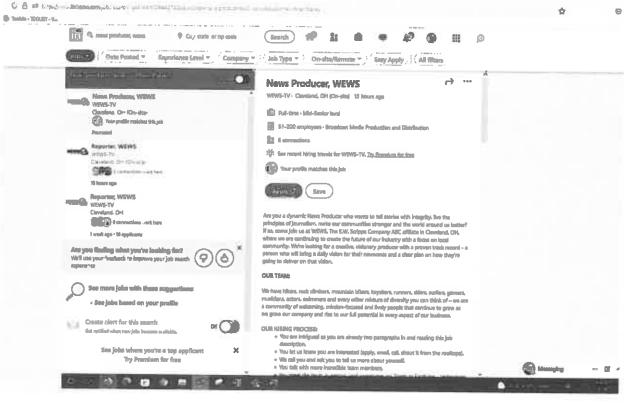
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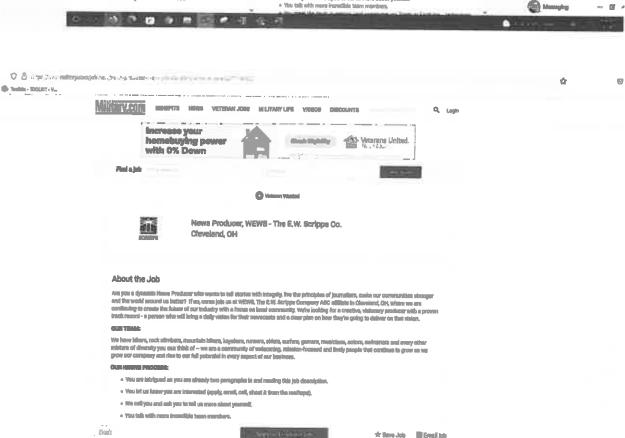
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From:

Grant, Erica

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AARP; Bryant & Stratton College; Case Western Reserve University; Cox Ohio Publishing; Greater Cleveland Association of Black Journalists; Hampton Unoversity; Lorain County Urban League; NAHJ Parity Protect.; NATAS — Lower Great Lakes Chapter (National Academy of Television Arts & Sciences); NCCU; Notre Dame College; Office of Equal Opportunity; Ohio Association of Broadcasting; Ohio Means Jobs; Spanish American Committee; Spacs Howard School; Urban League of Greater Cleveland; Ursuline College; Vocational Guidance Services

Subject:

News 5 Open Positions

Date:

Tuesday, March 8, 2022 2:54:00 PM

Attachments:

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Assolcate Producer.lob.pdf

Producer\_odf

Diotal Conent Producer.pdf Director of Egineering.pdf

Photographer.pdf

Commerical Photographer.pdf

### Good Afternoon,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115

Direct: 216-431-3667 | Mobile: 216-210-5000

News5Cleveland.com





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Can't find a Job you're looking for? Make sure you've added the school (Jemp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.



### Lorain County Community College WEWS

### **Job Postings**

Post a New Job

Listed below are the jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; displayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval

Active: reviewed and approved; viaible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seakers; displayed in red text

Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will

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<u>6704899</u>	Photographer	Full Time	04/13/2022	
<u>6704909</u>	Digital Content Producer	Full Time	04/13/2022	
6704924	Producer	Full Time	04/13/2022	В
<u>6704946</u>	Reporter	Full Time	04/13/2022	
6704966	Specialty MMJ	Full Time	04/13/2022	
6705019	Director Of Engineering	Full Time	04/13/2022	
5 <u>705049</u>	Associate Producer	Part Time	04/13/2022	
		Expired		
5673017	Commercial Photographer	Full Time	03/11/2022	3
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**Associate Producer** 

Anchor/MMJ

Showing 11 to 20 of 104 entries

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**Full Time** 

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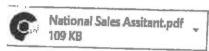
Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.





Icc AARP; (1) Bryant & Stratton College; (2) Case Western Reserve University; (3) Cox Ohio Publishing; (4) Greater Cleveland Association of Black Journ.

Confice of Equal Opportunity; (3) Ohio Association of Broadcasting; (4) Ohio Means Jobs; (4) Spanish American Committee; (4) Specs Howard School Retention Policy Scripps Email Retention Policy 24months (2 years)



See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive the Thank you for your partnership.

Erica Grant
News 5 | Human Resources Director
3001 Euclid Ave | Cleveland, OH 44115
Direct: 216-431-3667 | Mobile: 216-210-5000
Naws5Cleveland.com







27175 Q Show inactive jobs: No Date IF National Sales Assistant, WEWS

### National Sales Assistant, WEWS

### Job Board

TVJobs.com

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### National Sales Assistant, WEWS

Cleveland, OH - WEWS

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### National Sales Assistant, WEWS • Open

WEWS-TV • Cleveland, Ohio, United States • Fosted 10/25/2021 • Fosting refresh date 11/24/2021 Employer Job ID: JR027175-1 • Job poster: Rhonda Turner • Job post type: ATS • Wrapped Job: ATS tag

This is a preview of how a job seeker will see your job post. View job on Lit



### Specialty MMJ/Investigative 570



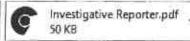
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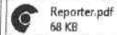
### **News 5 Open Positions**

AARP; \*\* Bryant & Stratton College; \*\* Case Western Reserve University; \*\* Cox Ohio Publishing; \*\* Greater Cleveland Association of Black Journal \*\* Office of Equal Opportunity; \*\* Ohio Association of Broadcasting; \*\* Ohio Means Jobs; \*\* Spanish American Committee; \*\* Specs Howard School; \*\* Introduction Policy Scripps Email Retention Policy 24months (2 years)

Reporter-Columbus.pdf 79 KB







lood Evening,

ee the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive the hank you for your partnership.

### rica Grant

lews 5 | Human Resources Director

D01 Euclid Ave | Cleveland, OH 44115 irect: 216-431-3667 | Mobile: 216-210-5000 ews5Cleveland.com







ts; : Hampton Unoversity; Election County Urban League; HAAHJ Parity Project; HAATAS – Lower Great Lakes Chapter (National Academy of Televisier Purban League of Greater Cleveland; Hursuline College; : Vocational Guidance Services

Expires 1/21/2024



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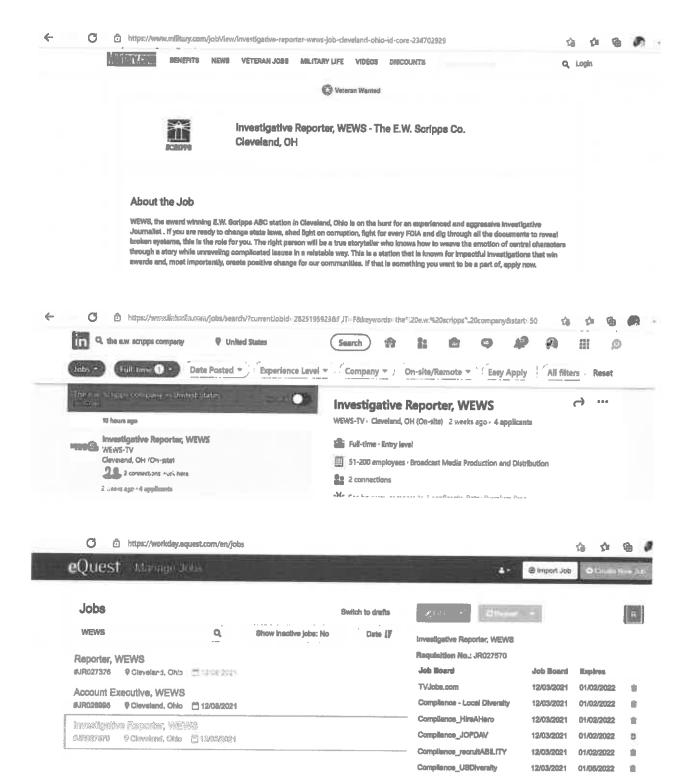
n Arts & Sciences); C: NCCU; : Notre Dame College;

**23** Open PDFs in Adobe Acrobat

### **Lorain County Community College**

**WEWS** 

#### Job Postings Listed below are the jobs you have posted to Lorain County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seakers will Pending: reviewed and approved; scheduled to become Active on a future date sea lt. Under Review: additional information is needed for approval Active: reviewed and approved; visible to job seekers Click the // loon to Edit a job posting. Expired: Expiration Date has been reached; no longer visible to job seekers; Click the loon to Expire an active job posting. displayed in red text Click the 4 loon to Repost a job posting. Not Approved: raviewed but not approved for display to job saekers Click the 🚭 icon to view Submissions to a posting. Click on the Status header to sort the Jobs by status (Active, Expired, etc.). Post a New Job 10 ~ entries Search: Job ID 7.9 Job Title Expired 6673165 Reporter **Full Time** 03/11/2022 6678180 News Producer **Full Time** 03/11/2022 6673110 investigative Reporter **Full Time** 02/15/2022 6607175 **National Sales Assistant** Full Time 12/16/2021 6558962 Video Editor **Part Time** 10/23/2021 6576466 Assignment Editor Full Time 10/20/2021 6550823 Content Planner Full Time 10/15/2021 6510548 Photographer Full Time 09/04/2021 6402126 Associate Producer Full Time 05/12/2021 6343505 Anchor/MMJ **Full Time** 03/07/2021 Showing 11 to 20 of 104 entries Previous Next



# Sports Anchor 546

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### Lorain County Contraunity College wews

### **Job Postings**

Listed below are the jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; displayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval

Active: reviewed and approved; visible to Job seekers

Expired: Expiration Date has been reached; no longer visible to job seekers; displayed in red text

Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the Jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will see it.

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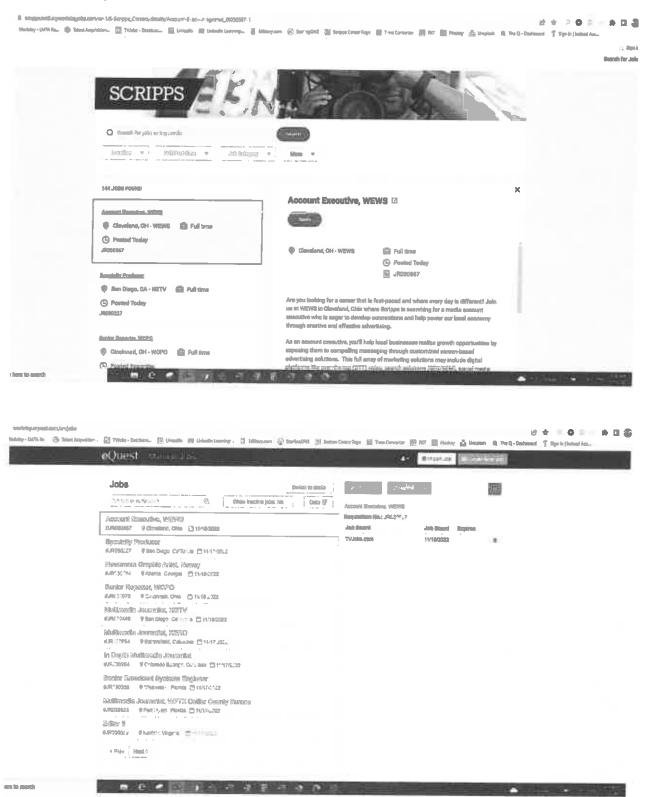
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# Account Exec, Local 567

### Cleveland - AE, 30567



# Assignment Editor 764

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Primary Location

Cleveland, Euclid Avenue, WEHS

Details Organizations Overview Candidates

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# Assignment Editor 912

### Assignment Editor

The Onlo State University

Expired

Job #702/333 • Created 3/7/2023 by Assha Blue • Expired 3/16/2033

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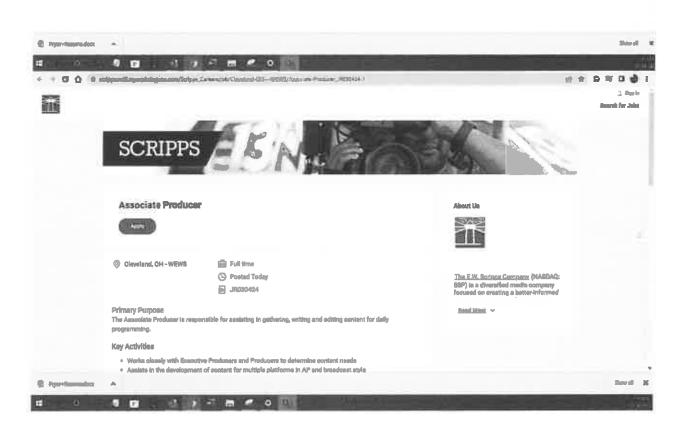
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### Assoc Producer 424



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### Assoc Producer 797



### Assoc Producer 210



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#### -Jobs News Associate Producer

Job #7759009 • Created 4/11/2023 by Asshe Blue • Expires 9/50/2023

Bills More Antions w

Overview Schools Matches Applicants (2) Details

To get school recommendations, whenge your customizations We'll need to know what type of students you're looking for in order to recommend appropriate schools. Tell us by customizing your recommendations.

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Targeted schools					Prior roy	note schooli
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John Carroll University	Approved	0	0	4/11/23	6/30/23	f
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Lorein County Community College	Approved	1	0	4/17/23	8/30/23	
School	Statue	Applications	Comments	Apply Start	Expiration •	
Lourdes University	Approved	0	0	4/11/23	6/30/23	
Michigan State University	Approved	1	O	4/19/23	6/30/23	
Muskingum University	Approved	0	0	4/11/23	6/30/23	
Notre Deme College	Approved	0	0	4/17/23	6/30/23	
Ohio University	Approved	0	0	4/13/23	6/30/23	
The College of Wooster	Approved	0	0	4/11/23	6/30/23	
The Ohio State University	Approved	0	0	4/11/23	6/30/23	
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Program Consolithamerican.org.

Outgots Dates Attackments Employment Opportunities at WEWS News 5 Thursday, April 13, 2023 11:53:00 AM

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Digital Content Producer, WEWS.pdf News Producer, WEWS.pdf Associate Producer, WEWS.pdf News Photographer, WEWS.pdf

#### Good Morning.

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages, please respond to this email with your request to be removed.

#### Direct Links:

https://scripps.wd5.myworkdaylobs.com/Scripps\_Careers/job/Cleveland-OH---WEWS/Digital-Content-Producer--WEWS\_JR031331-1

https://scripps.wd5.mvworkdaviobs.com/Scripps\_Careers/job/Cleveland-OH---WEWS/News-Producer--WEWS\_JR030761-1

https://scripps.wd5.mvworkdaviobs.com/Scripps\_Careers/job/Cleveland-OH---WEWS/Associate-

Producer-WEWS\_JR031210

https://scripps.wd5.myworkdayjobs.com/Scripps\_Careers/job/Cleveland-OH---WEWS/News-Photographer--WEWS\_JR031296-1

Aesha Blue SHRM-CP Dir, HRBP | WEWS-TV 3001 Euclid Ave | Cleveland, OH 44114 Aesha.Blue@WEWS.com 216-431-5555 (o) | 216-210-5000 (m)

#### Confirmation of OAB Job Board Listings



OAB <oab@oab.org>

5/2/2023

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### Hello Aesha,

Thank you for sharing your job openings from WEWS with the OAB! Your listings now be found on our virtual Job Board as follows:

- Multimedia Journalist/Reporter https://oeb.org/lob/mmi-reporter-wews/ [oeb.org]
- Associate Producer https://oeb.org/job/associate-producer-wawa/ [gab.org]

Please feel free to reach out if you have any questions, or if we can help you with snything else. Have a great day!

#### -Merieh West

Mariah Wast, Mariating and Communications Specialist Oblio Association of Broadcasters 17,5each High Stoot, Suits 1819. 1. Colvertus. Obio. 45215

614-228-4052 phone

much@osb.orx ( www.osb.orx [cob.crx]

# Commercial Photographer 589

### Lorain County Community College wews

### **Job Postings**

Post a New Jeb.

Listed below are the jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; displayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future data

Under Review: additional information is needed for approval

Active: reviewed and approved; visible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seakers; displayed in red text

Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will see it.

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Click the 4 icon to Repost a job posting.

Click the - Icon to view Submissions to a posting.

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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.



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# JR028589 Commercial Photographer (Filled) un

Recruiding Start Date 03/16/2022 - 1 year ago

Jan Bouse Service Wesser

Target Hire Dafe 03/16/2022 - 1 year ago

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# Content Coord III 711

Recruiting Start Date 07/14/2022 - 1 year ago

Picki Ferzhensoù Henny Meneger

07/14/2022 - 1 year ago Target Hire Date Primary Location

Cleveland, Euclid Avenue, WEWS

Job Postings Organizations Details Candidates Overview

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## Content Coord III 403

Recruiting Start Date 10/10/2022 - 1 year ago

Era Neston (On Lacos) Phres Mesoga

Charyl Robbs

10/10/2022 - 1 year ago Target Hire Date

Primary Location

\* Cleveland, Euclid Avenue, WEWS

Job Postings Candidates Details Organizations Overview

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## Content Planner 419

# JR030419 Planning Editor, WEWS (Filled) co

Recruiting Start Date 10/11/2022 - 1 year ago

Target Hire Date 10/11/2022 - 1 year ago

Primary Location Cleve

Cleveland, Euclid Avenue, WEWS

Overview Candidates Details Organizations

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Cheryl Rabb

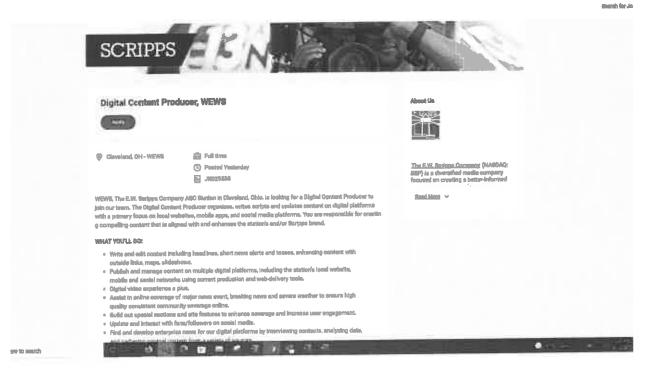
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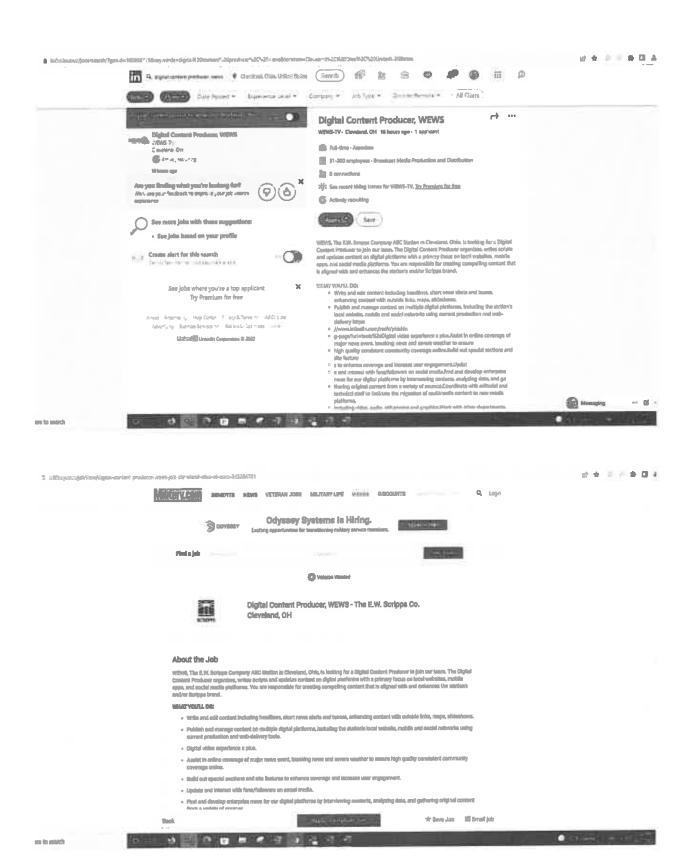
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## Digital Content Producer 331

#### **Digital Content Producer, WEWS**

Job 67768460 · Crested 4/13/2023 by Assha Blue · Expired 5/5/2029

Overview Schoole Metches Applicants (1) Details

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#### **Targeted schools**

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#### Blue, Aesha

From:

Blue, Aesha

Thursday, April 13, 2023 11:53 AM Sent;

Te: gcleabj@gmail.com; administrator@natasigl.org; kharden@city.cleveland.oh.us; jhardy@beonair.com;

ktorres@spanishamerican.org

Subject

**Employment Opportunities at WEWS News 5** 

Attachments Digital Content Producer, WEWS.pdf; News Producer, WEWS.pdf; Associate Producer, WEWS.pdf;

News Photographer, WEWS.pdf

#### Good Morning,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages, please respond to this email with your request to be removed.

https://scripps.wd5.mvworkdaviobs.com/Scripps\_Careers/lob/Cleveland-OH---WEWS/Digital-Content-Producer-WEWS JR031331-1

https://scripps.wd5,mvworkdaviphs.com/Scripps\_Canears/job/Claveland-OH—WEWS/News-Producer-

WEWS JR030761-1

https://scripps.wd5.mvworkdeviobs.com/Scripps\_Careers/job/Cleveland-OH—WEWS/Associate-Producer-

WEWS JR031210

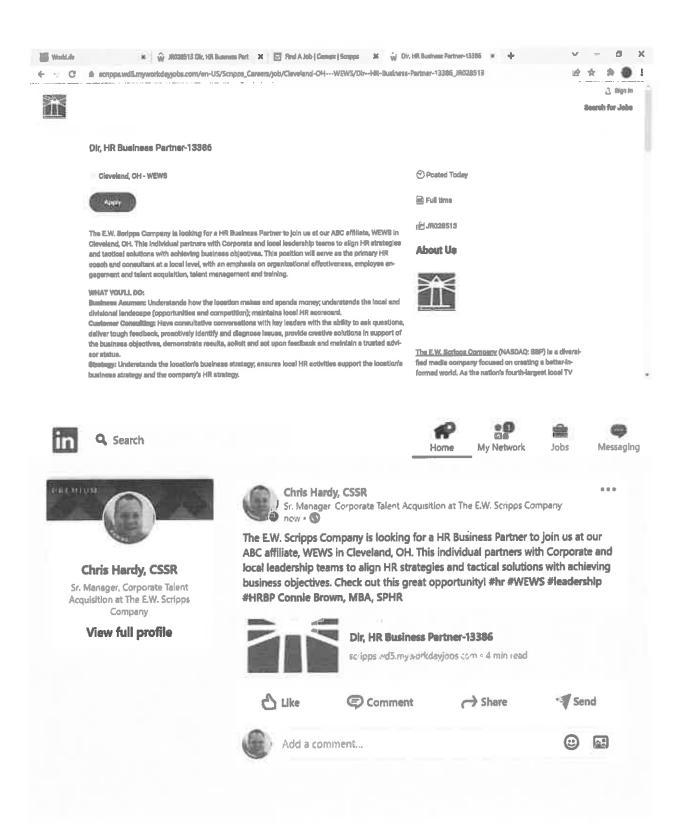
https://acripps.wd5.mvworkdeviobs.com/Scripps\_Careers/lob/Cleveland-OH---WEWS/News-Photographer-

WEWS JR031296-1

Aesha Blue SHRM-CP Dir, HRBP | WEWS-TV 3001 Euclid Ave | Cleveland, OH 44114 Aesha.Blue@WEWS.com



# Dir, HR Business Partner 513

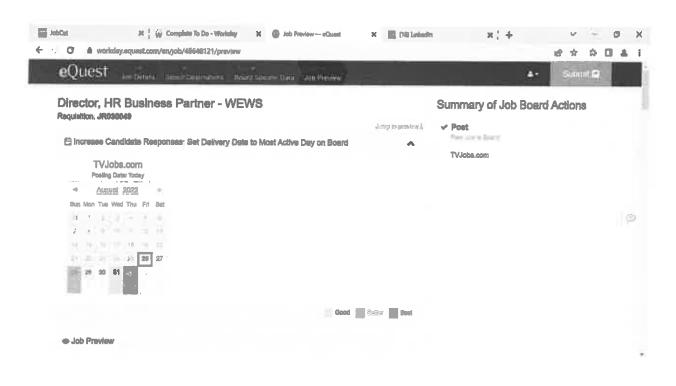


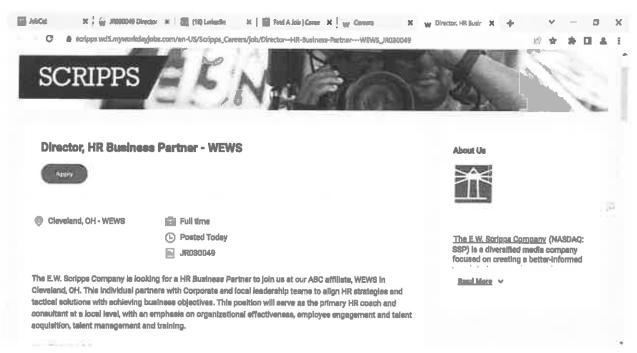
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## Dir, HR Business Partner 049

#### WEWS Cleveland HRBP posting proof JR030049





#### WEWS Cleveland HRBP posting proof JR030049



### Director III 464

Recruiting Start Date 06/15/2022 - 1 year ago

Mared.th Rager Hint Manager

Cheryl Robb

06/15/2022 - 1 year ago Target Hire Date Primary Location

Cleveland, Euchd Avenue, WEWS

Job Postings

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afrest	External	06/15/2022	07/05/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PI

田 Info

From:

Robb, Cheryl < Cheryl. Robb @WRTV.com >

Sent on:

Wednesday, June 15, 2022 8:46:40 PM

To:

alyssa.register@case.edu; wjgohlson@bryantstratton.edu; lizannh2002@yahoo.com; amanda.massey@coxinc.com; gcleabj@gmail.com; vivian.david@hamptonu.edu; bkoeth@jcu.edu; careers@lorainccc.edu; bodem@lcul.org; administrator@nataslgl.org; akennedy@ndc.edu; kharden@city.cleveland.oh.us; cnewton@oab.org; oab@oab.org; jhardy@beonair.com; asccareer@osu.edu; kjones@sbe.org; ktorres@spanishamerican.org;

ktorres@spanishamerican.org; margala@Uakron.edu; gjenkins@ursuline.edu;

career@wooster.edu

Subject:

News 5 WEWS open positions as of 6/15/22

Attachments: 2022\_05\_25\_16\_01\_17\_FCC\_Reporting System.png (5.18 KB), WEWS postings6-

2022.pdf (1.08 MB)

#### Good afternoon,

Erica Grant used to send out job positions and she is no longer with WEWS. I am helping in the interim, see attached current opening at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.



**Cheryl Robb** 

Dir, HR Business Partner

T: 317-269-1408 | M: 317-607-7213

E: Cheryl.robb@wrtv.com | www.wrtv.com 1330 North Meridian Street | Indianapolis, IN 46202









#### Director III



- O Cleveland, OH WEWS
- Full time
- (1) Posted Today
- JR029464

WEWS, The award-winning Scripps Company ABC affiliate in Cleveland, Ohlo is looking for a Technician that will work as a Director/Technician in the newsroom in all areas of television production and is responsible for technical directing fast paced, complex newscasts and other local programming as well as assisting in completion of pre-production for newscasts.

#### WHAT YOU'LL DO:

- Oversees the set up and operations of equipment including camera, audio, video and lighting.
   Constructs and dismantles set.
- Ensures smooth operation of technical equipment and services during broadcast.
- Troubleshoots technical problems during production or broadcast.
- Directs assigned newscasts, which include "switching" newscasts and other productions, completing the pre-production for all newscasts and checking all sources prior to air.
- Monitors the status of all live shots and content prior to a live newscast.
- Works closely with news department, directors, producers, and promotions to ensure that the desired on-air look is attained with a minimal amount of errors.
- Perform other duties as assigned.

#### WHAT YOU WILL NEED:

- · High school diploma or GED required.
- Bachelor's degree in TV production or related preferred.
- Minimum 1 year experience as a director/technical director.
- Working knowledge of television station production equipment.

6/15/22, 4:36 PM Director III

Working Knowledge of production automation systems, Switcher and I-News

#### WHAT YOU'LL BRING:

- Must be familiar with all aspects of television production including audio, switching, digital effects,
   camera operation and shot composition, lighting, and character generators.
- Good working knowledge of computers.
- Ability to handle multiple priorities under extreme time constraints with poise and skill.
- Solid leadership skills.
- Excellent knowledge of proper composition, grammar and spelling.
- Must have excellent communication skills; ability to give directions in a clear, efficient manner.
- Excellent organizational skills.
- Ability to work in a fast paced environment.
- Capable of working well with commercial clients while adding a creative look to commercial spots.
- Must be familiar with all aspects of television production......lighting, character generators, and news automation.
- Must be a team player.
- Constant viewing of multiple video and computer monitors.
- Ability to work flexible work hours required, including holidays, weekends, evenings and possible overtime hours.
- Ability to lift up to 50 pounds.

#### **HOW WE KEEP YOU SAFE:**

Consistent with our commitment to maintain a safe workplace free of known hazards, all employees and visitors are required to be fully vaccinated against COVID-19. We also may require staying up to date on booster shots in the future based on Food and Drug Administration (FDA), Centers for Disease Control and Prevention (CDC) and manufacturer recommendations. If you are hired, we will require you to verify that you are fully COVID-19 vaccinated by your start date, unless approved for a medical or religious exemption by Scripps in writing or any other exemptions available under applicable law. This requirement currently excludes positions located in Florida, Montana, and Tennessee due to state law.

#### SCRIPPS' COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION:

At Scripps, we are committed to a diverse and inclusive culture that reflects the communities we serve. We are intentional about creating an environment where employees, our audiences and other stakeholders feel valued and inspired to reach their full potential and make authentic connections. We foster a workplace culture that embraces each person's diversity, including the extent to which they are similar or different. Scripps leaders believe that an equitable and inclusive culture is not only the right thing to do, it is a business imperative. Read more about our commitment to equity, diversity and inclusion at scripps.com.

#### **ABOUT SCRIPPS:**

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Scripps runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime

6/15/22, 4:36 PM Director III

steward of the Scripps National Spelling Bee. Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

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#### **About Us**



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# Director III/Operations Technician 154

#### **Newscasts Operations Technician**

Job #7000582 - Created 3/10/2023 by Asshe Blue - Expired 4/7/2023

Overview Schools Metches Applicants (0) Details

To get anhoot recommendatione, change your customizations.
We'll need to know what type of stationis you're looking for in order to recommend appropriate schools. Tell us by customizing your recommendations.

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### Exec Producer 824



#### **Executive Producer, WEWS**

Cleveland, OH - WEWS



WEWS, the E.W. Scripps owned ABC affiliate in Cleveland, Ohio is looking for an experienced Executive Producer to join our team.

The Executive Producer must be a proven newsroom leader who knows how to win breaking news and weather coverage on all platforms, maintain a strong sense of urgency with our newscast production and newsroom culture, and knows how to balance serious journellarn with lighter momente critical to the success of our newscasts. The successful candidate will have overall responsibility for newscasts or local programs, including oversight on story selection, content, and production, ensuring that the station is competitive within the market.

This position will involve training and mentoring younger journalists while also collaborating with some of the most experienced television news personalities in the market.

#### WHAT YOU'LL DO:

- Responsible for managing newscasts or local program content and showcasing across multiple platforms.
- In the event of a local humicane, stay at the station with the rest of the staff to help support the news prospigation.
- Oversee newscasts, including oversight on story selection, content, and production.
- Collaborate with editors, producers and/or the assignment deak to select stories for coverage.
- Oversee and edit the writing of content, including but not limited to tesses and web feedlines.
- Develop and supervise effective workflow strategies and procedures for multiple programs.
- a Denvirla recolor feadbank on newscast with staff both as a team and included alloc

Posted Yesterday

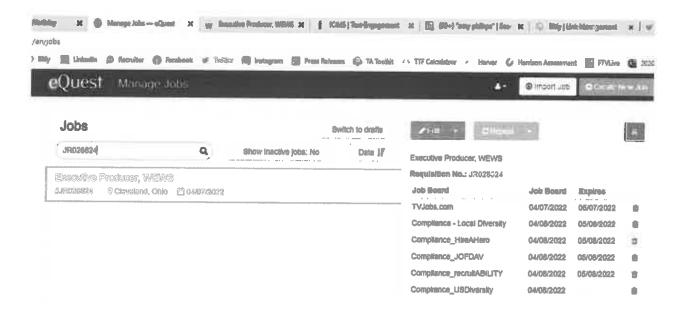
Full time

JR02862-6

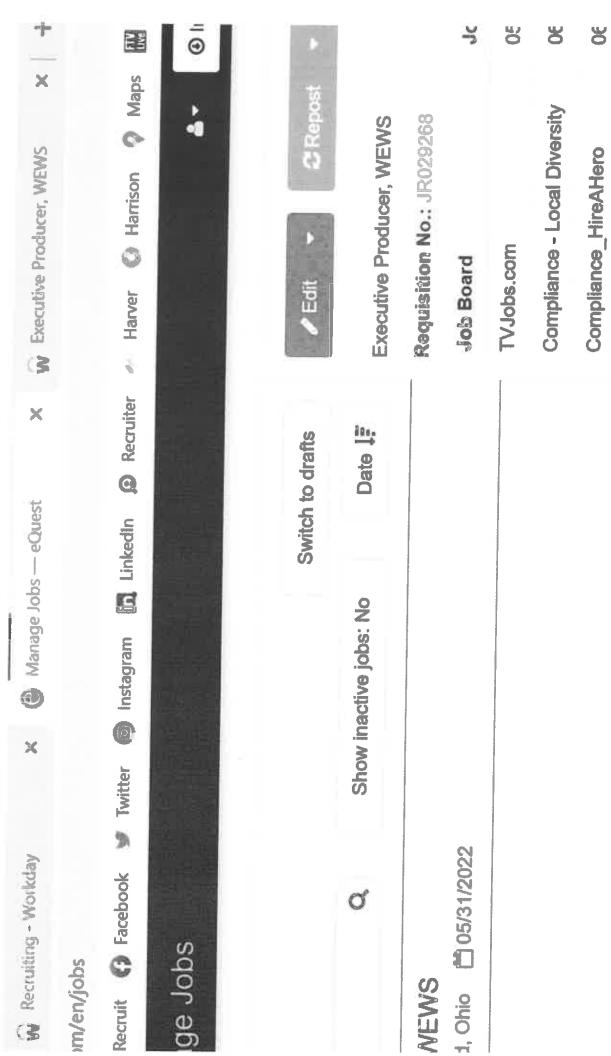
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## Exec Producer 268



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wd5.myworkdayjobs.com/Scripps\_Careers/job/Cleveland-OH----WEWS/Executive-Producer--WEWS\_JR029268-1

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# Producer, WEWS

E Full time

- WEWS

Posted 3 Days Ago

JR029268

ripps owned ABC affiliate in Cleveland, Ohio is looking for an experienced Executive Ir team.

lucer must be a proven newsroom leader who knows how to win breaking news and

About Us



focused on creating: SSP) is a diversified r The E.W. Scripps Cor

> Read More From:

Robb, Cheryl < Cheryl.Robb@WRTV.com>

Sent on:

Wednesday, June 15, 2022 8:46:40 PM

To:

alyssa.register@case.edu; wjgohlson@bryantstratton.edu; lizannh2002@yahoo.com; amanda.massey@coxinc.com; gcleabj@gmail.com; vivian.david@hamptonu.edu; bkoeth@jcu.edu; careers@lorainccc.edu; bodem@lcul.org; administrator@nataslgl.org; akennedy@ndc.edu; kharden@city.cleveland.oh.us; cnewton@oab.org; oab@oab.org; jhardy@beonair.com; asccareer@osu.edu; kjones@sbe.org; ktorres@spanishamerican.org;

ktorres@spanishamerican.org; margala@Uakron.edu; gjenkins@ursuline.edu;

career@wooster.edu

Subject:

News 5 WEWS open positions as of 6/15/22

Attachments: 2022\_05\_25\_16\_01\_17\_FCC\_Reporting\_System.png (5.18 KB), WEWS postings6-

2022.pdf (1.08 MB)

#### Good afternoon,

Erica Grant used to send out job positions and she is no longer with WEWS. I am helping in the interim, see attached current opening at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.



Cheryl Robb

Dir, HR Business Partner

T: 317-269-1408 | M: 317-607-7213

E: Cheryl.robb@wrtv.com | www.wrtv.com 1330 North Meridian Street | Indianapolis, IN 46202



A Sign in







#### **Executive Producer, WEWS**



- Cleveland, OH WEWS
- Full time
- (L) Posted 15 Days Ago
- JR029268

WEWS, the E.W. Scripps owned ABC affiliate in Cleveland, Ohio is looking for an experienced Executive Producer to join our team.

The Executive Producer must be a proven newsroom leader who knows how to win breaking news and weather coverage on all platforms, maintain a strong sense of urgency with our newscast production and newsroom culture, and knows how to balance serious journalism with lighter moments critical to the success of our newscasts. The successful candidate will have overall responsibility for newscasts or local programs, including oversight on story selection, content, and production, ensuring that the station is competitive within the market.

This position will involve training and mentoring younger journalists while also collaborating with some of the most experienced television news personalities in the market.

#### WHAT YOU'LL DO:

- Responsible for managing newscasts or local program content and showcasing across multiple platforms.
- In the event of a local hurricane, stay at the station with the rest of the staff to help support the news
- Oversee newscasts, including oversight on story selection, content, and production.
- Collaborate with editors, producers and/or the assignment desk to select stories for coverage.
- Oversee and edit the writing of content, including but not limited to teases and web headlines.
- Develop and supervise effective workflow strategies and procedures for multiple programs.
- Provide regular feedback on newscast with staff, both as a team and individually.
- Supervise pre-production to ensure quality and ethical standards and coordination between control Room and design staff.

- Book segments and guests.
- Plan special event coverage.
- Step in to write and produce as needed.
- Rotate as weekend on-call manager with other newsroom managers.
- Provide regular feedback on newscast with staff, both as a team and individually.
- Coordinate schedules with News Director, Assistant News Director, and other news department managers.
- Assist in recruiting and hiring

#### WHAT YOU'LL BRING:

- Bachelor's degree in journalism, communication or related field preferred.
- 5 years previous new producing experience preferred.

#### WHAT YOU'LL NEED:

- Supervisory experience highly preferred.
- Demonstrated ability to track and select trending news stories.
- Strong organizational skills.
- Ability to work in a rapid, fast-paced environment.
- Excellent verbal and written communication skills.
- Must be able to work a flexible schedule, including nights, weekends and holidays.
- Knowledge and demonstration of editorial judgment, journalistic ethics and libel laws.
- Ability to create tactics and strategies to increase demo performance in key target areas for multiple platforms.
- Have working knowledge of federal, state and local laws impacting operations.

#### #LI-MM1

#### **HOW WE KEEP YOU SAFE:**

Consistent with our commitment to maintain a safe workplace free of known hazards, all employees and visitors are required to be fully vaccinated against COVID-19. We also may require staying up to date on booster shots in the future based on Food and Drug Administration (FDA), Centers for Disease Control and Prevention (CDC) and manufacturer recommendations. If you are hired, we will require you to verify that you are fully COVID-19 vaccinated by your start date, unless approved for a medical or religious exemption by Scripps in writing or any other exemptions available under applicable law. This requirement currently excludes positions located in Florida, Montana, and Tennessee due to state law.

#### SCRIPPS' COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION:

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The EMI Carines Company (MACDAC) CCD) is a diversified modic company feeting a poster.

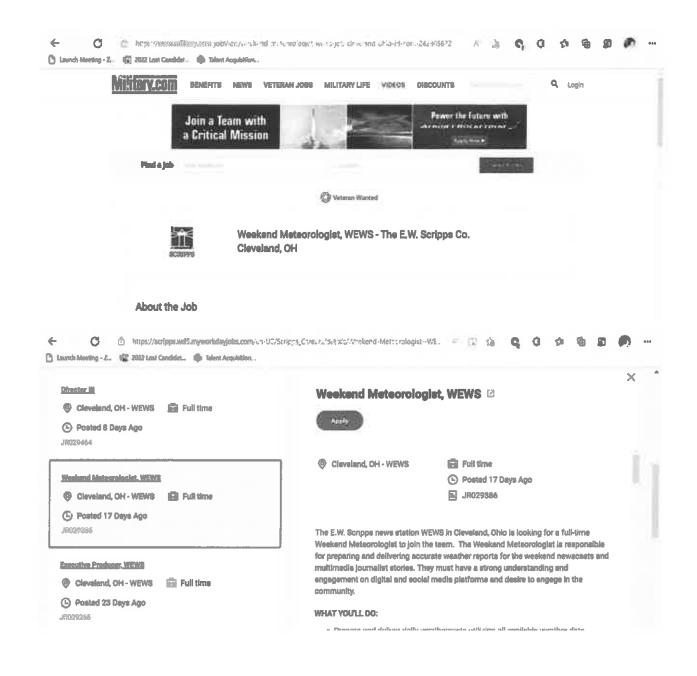
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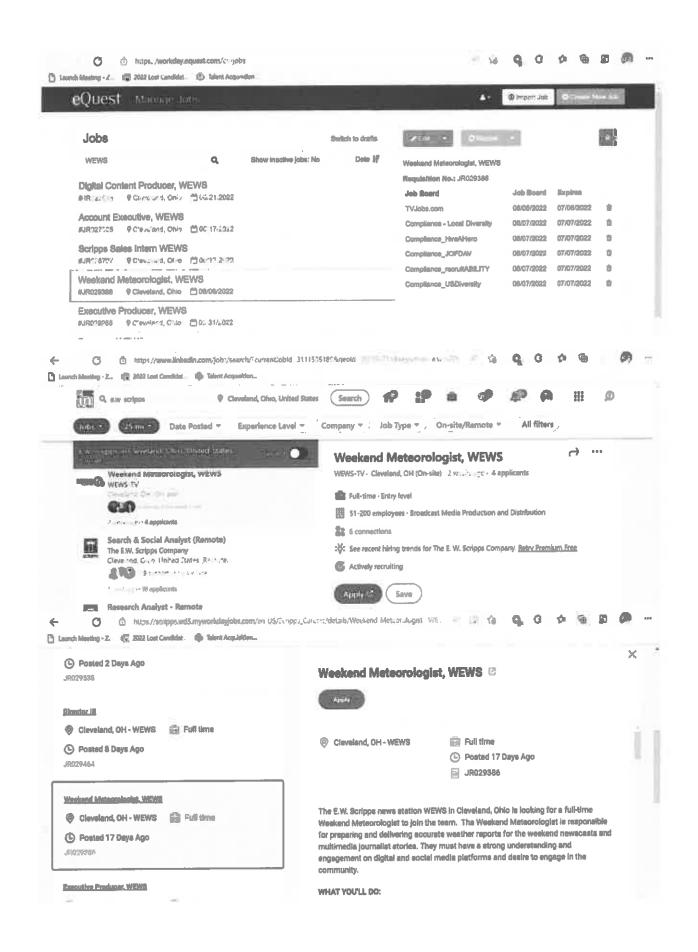
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# Meteorologist, Weekend 386





From:

Robb, Cheryl < Cheryl.Robb@WRTV.com >

Sent on:

Wednesday, June 15, 2022 8:46:40 PM

To:

alyssa.register@case.edu; wjgohlson@bryantstratton.edu; lizannh2002@yahoo.com; amanda.massey@coxinc.com; gcleabj@gmail.com; vivian.david@hamptonu.edu; bkoeth@jcu.edu; careers@lorainccc.edu; bodem@lcul.org; administrator@nataslgl.org; akennedy@ndc.edu; kharden@city.cleveland.oh.us; cnewton@oab.org; oab@oab.org; jhardy@beonair.com; asccareer@osu.edu; kjones@sbe.org; ktorres@spanishamerican.org;

ktorres@spanishamerican.org; margala@Uakron.edu; gjenkins@ursuline.edu;

career@wooster.edu

Subject:

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Dir, HR Business Partner

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E: Cheryl.robb@wrtv.com | www.wrtv.com 1330 North Meridian Street | Indianapolis, IN 46202









#### Weekend Meteorologist, WEWS



- Cleveland, OH WEWS
- Full time
- Posted 9 Days Ago
- JR029386

The E.W. Scripps news station WEWS in Cleveland, Ohio is looking for a full-time Weekend Meteorologist to join the team. The Weekend Meteorologist is responsible for preparing and delivering accurate weather reports for the weekend newscasts and multimedia journalist storles. They must have a strong understanding and engagement on digital and social media platforms and desire to engage in the community.

#### WHAT YOU'LL DO:

- Prepare and deliver daily weathercasts utilizing all available weather data and graphics computers.
- Prepare and deliver urgent weather updates interrupting regular programming as necessary.
- Prepare and deliver all weathercast materials over a variety of mediums, including, but not limited to:
- Assist management in evaluations of potential new weather data gathering and presentation computers.
- Receives assignment or evaluates news leads and news tips to develop story ideas.
- Report live from event sites or mobile broadcast unit.
- Write and produce quality news stories for multiple media platforms.
- Report, write, capture visual content, edit and produce stories for multiple platforms on deadline, such as Internet and digital channels.
- Work cooperatively with photographer assigned to story, if one is assigned.
- Gathers and verifies factual information regarding stories through interview, observation, and research.
- · Perform other duties as needed and assigned.

#### WHAT YOU'LL NEED:

- Bachelors degree in Meteorology.
- 1 to 3 years experience.

#### WHAT YOU'LL BRING:

- Computer literacy required, including weather and newsroom computer systems.
- Knowledge of broadcast quality camera equipment.
- Knowledge of Final Cut Pro editing systems, or similar editing equipment.
- · Strong broadcast and AP style writing skills.
- Proficient at posting content to various websites.
- Self-motivated and able to work in a fast-paced deadline-driven environment.
- Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

#LI-SD1

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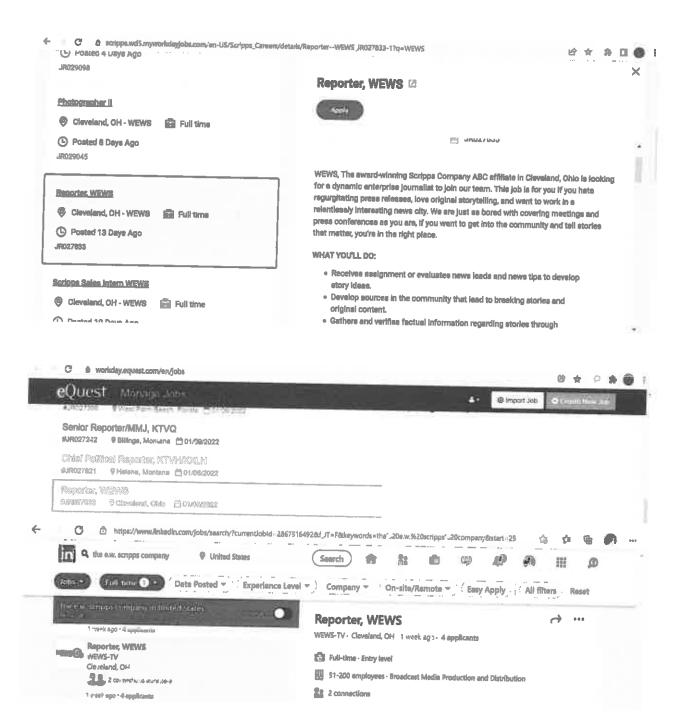
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# Multimedia Journalist/Reporter 833





### Lorain County Community College wews

#### **Job Postings**

Listed below are the jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; displayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future date

Under Review: additional information is needed for approval

Active: reviewed and approved; visible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seekers;

displayed in red text

Post a New Job

Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seakers will see it.

Click the / icon to Edit a job posting.

Click the licon to Expire an active job posting.

Click the 4 icon to Repost a job posting.

Click the - loon to view Submissions to a posting.

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		Expired		
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673180	News Producer	Full Time	03/11/2022	*
673110	Investigative Reporter	Full Time	02/15/2022	¥
<u>607175</u>	National Sales Assistant	Full Time	12/16/2021	*
558962	Video Editor	Part Time	10/23/2021	*
57 <u>6465</u>	Assignment Editor	Full Time	10/20/2021	*
50828	Content Planner	Full Time	10/15/2021	*
10548	Photographer	Full Time	09/04/2021	*
02126	Associate Producer	Full Time	05/12/2021	*
3505	Anchor/MMJ	Full Time	03/07/2021	*
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From:

Sent on:

Robb, Cheryl < Cheryl.Robb@WRTV.com> Wednesday, June 15, 2022 8:46:40 PM

To:

alyssa.register@case.edu; wjgohlson@bryantstratton.edu; lizannh2002@yahoo.com; amanda.massey@coxinc.com; gcleabj@gmail.com; vivian.david@hamptonu.edu; bkoeth@icu.edu; careers@lorainogg.edu; bcdem@lovil.com; administrator@restarlal.com

bkoeth@jcu.edu; careers@lorainccc.edu; bodem@lcul.org; administrator@nataslgl.org; akennedy@ndc.edu; kharden@city.cleveland.oh.us; cnewton@oab.org; oab@oab.org; jhardy@beonair.com; asccareer@osu.edu; kjones@sbe.org; ktorres@spanishamerican.org;

ktorres@spanishamerican.org; margala@Uakron.edu; gjenkins@ursuline.edu;

career@wooster.edu

Subject:

News 5 WEWS open positions as of 6/15/22

Attachments: 2022\_05\_25\_16\_01\_17\_FCC\_Reporting\_System.png (5.18 KB), WEWS postings6-

2022.pdf (1.08 MB)

#### Good afternoon.

Erica Grant used to send out job positions and she is no longer with WEWS. I am helping in the interim, see attached current opening at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.



Cheryl Robb

Dir, HR Business Partner

T: 317-269-1408 | M: 317-607-7213

E: <u>Cheryl.robb@wrtv.com</u> | <u>www.wrtv.com</u> 1330 North Meridian Street | Indianapolis, IN 46202





Search for Jobs



#### Reporter, WEWS



- O Cleveland, OH WEWS
- Full time
- Posted 29 Days Ago
- JR027833

WEWS, The award-winning Scripps Company ABC affiliate in Cleveland, Ohio is looking for a dynamic enterprise journalist to Join our team. This job is for you if you hate regurgitating press releases, love original storytelling, and want to work in a relentlessly interesting news city. We are Just as bored with covering meetings and press conferences as you are, if you want to get into the community and tell stories that matter, you're in the right place.

#### WHAT YOU'LL DO:

- Receives assignment or evaluates news leads and news tips to develop story ideas.
- Develop sources in the community that lead to breaking stories and original content.
- Gathers and verifies factual information regarding stories through interview, observation, and research.
- Organizes material, determines slant or emphasis, and writes story according to prescribed editorial style and format standards.
- Shoots video and still photos to illustrate stories.
- Edits, or assists in editing, videos for all multimedia platforms.
- Appears on television program when conducting taped interview or narration.
- · Gives live reports from site of event or mobile broadcast unit.
- Work cooperatively with photographer assigned to story, if one is assigned.
- Assist news producer in preparing newscast.
- Assist online staff in preparing for multi media stories.
- Report, write, capture quality visual content, edit and produce stories for multiple platforms on deadline, such as Internet and digital channels.

#### WHAT YOU'LL NEED:

- Bachelors degree in broadcast journalism or related degree or equivalent years of experience
- Minimum of two years of experience

#### WHAT YOU'LL BRING:

- Computer literacy required, including newsroom computer systems.
- Videography and non-linear editing experience preferred.
- Knowledge of broadcast quality camera equipment.
- Edit video on Final Cut Pro editing systems, or similar equipment.
- · Strong broadcast and AP style writing skills.
- · Proficient at posting content to various websites.
- Self-motivated and able to work in a fast-paced deadline-driven environment.
- Must be able to lift up to 50 pounds.
- Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

#### #LI-SD1

#### **HOW WE KEEP YOU SAFE:**

Consistent with our commitment to maintain a safe workplace free of known hazards, all employees and visitors are required to be fully vaccinated against COVID-19. We also may require staying up to date on booster shots in the future based on Food and Drug Administration (FDA), Centers for Disease Control and Prevention (CDC) and manufacturer recommendations. If you are hired, we will require you to verify that you are fully COVID-19 vaccinated by your start date, unless approved for a medical or religious exemption by Scripps in writing or any other exemptions available under applicable law. This requirement currently excludes positions located in Florida, Montana, and Tennessee due to state law.

#### SCRIPPS' COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION:

At Scripps, we are committed to a diverse and inclusive culture that reflects the communities we serve. We are intentional about creating an environment where employees, our audiences and other stakeholders feel valued and inspired to reach their full potential and make authentic connections. We foster a workplace culture that embraces each person's diversity, including the extent to which they are similar or different. Scripps leaders believe that an equitable and inclusive culture is not only the right thing to do, it is a business imperative. Read more about our commitment to equity, diversity and inclusion at <a href="mailto:scripps.com">scripps.com</a>.

#### **ABOUT SCRIPPS:**

The E.W. Scripps Company (NASDAQ: SSP) is a diversified media company focused on creating a better-informed world. As the nation's fourth-largest local TV broadcaster, Scripps serves communities with quality, objective local journalism and operates a portfolio of 61 stations in 41 markets. The Scripps Networks reach nearly every American through the national news outlets Court TV and Newsy and popular entertainment brands ION, Bounce, Grit, Laff and Court TV Mystery. Scripps is the nation's largest holder of broadcast spectrum. Scripps runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the Scripps National Spelling Bee. Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

As an equal employment opportunity employer, The E.W. Scripps Company and its affiliates do not discriminate in its employment decisions on the basis of race, sex, sexual orientation, transgender status, gender, color, religion, age, genetic information, medical condition, disability, marital status, citizenship or national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company.

#### **About Us**



The E.W. Scripps Company (NASDAQ: SSP) is a diversified media company focused on creating a betterinformed world. As the nation's fourth-largest local TV broadcaster, Scripps serves communities with quality,

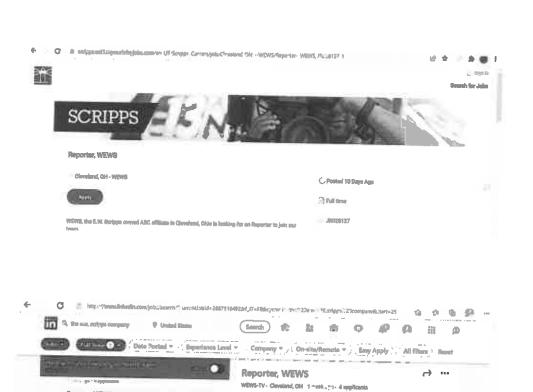
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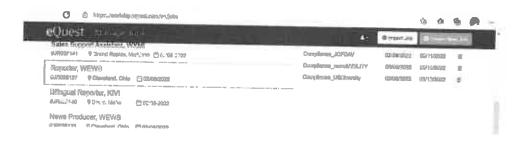
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# Multimedia Journalist 448



Full-time - Entry level





### Lorain County Community College wews

#### **Job Postings** Listed below are the jobs you have posted to Lorain County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seakers will Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval Click the loon to Edit a job posting. Active: reviewed and approved; visible to job seekers Expired: Expiration Date has been reached; no longer visible to job seekers; Click the licon to Expire an active job posting. displayed in red text Click the 4 loon to Repost a job posting. Not Approved: reviewed but not approved for display to job seekers Click the 🚭 icon to view Submissions to a posting. Click on the Status header to sort the jobs by status (Active, Expired, etc.). Post a New Job Show 10 ✓ entries Job Title Job Type AV Expired 6673165 Reporter **Full Time** 03/11/2022 6673180 **News Producer Full Time** 03/11/2022 6673110 Investigative Reporter Full Time 02/15/2022 6607175 **National Sales Assistant Full Time** 12/16/2021 6558962 Video Editor Part Time 10/23/2021 Assignment Editor 6576465 Full Time 10/20/2021 6550823 **Content Planner Full Time** 10/15/2021 6510548 Photographer Full Time 09/04/2021 6402126 **Associate Producer** Full Time 05/12/2021 5343505 Anchor/MMJ **Full Time** 03/07/2021 Showing 11 to 20 of 104 entries Previous

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# Multimedia Journalist/Reporter 570



# Photographer II 641

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Job Application Template

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03/21/2022 - 1 year ago Target Hire Date

Primary Location

Cleveland, Euchd Avenue, WEWS

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From

Grant, Erica

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Subject:

News 5 Open Positions

Date: Attachmente

Tuesday, March 8, 2022 2:54:00 PM

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Producer .pdf

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Photographer.ndf

Commerical Photographer.pdf

# Good Afternoon.

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

# **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000







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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.



# Lorain County Community College wews

## Job Postings Listed below are the jobs you have posted to Lorain County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seekers will Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval ace it. Active: reviewed and approved; visible to job seekers Click the loon to Edit a job posting. Expired: Expiration Date has been reached; no longer visible to job seekers; Click the loon to Expire an active job posting. displayed in red text Not Approved: reviewed but not approved for display to job seekers Click the Ficon to Repost a job posting. Click on the Status header to sort the jobs by status (Active, Expired, etc.). Click the 🖒 icon to view Submissions to a posting. Post a New Joh Show 10 v entries Search: Job Title Active 670B890 Sports Anchor Full Time 04/16/2022 6704899 **Photographer** Full Time 04/13/2022 6704909 Digital Content Producer Full Time 04/13/2022 6704924 Producer Full Time 04/13/2022 6704946 Reporter **Full Time** 04/13/2022 Specialty MMJ 6704966 04/13/2022 **Full Time** 6705019 Director Of Engineering 04/13/2022 **Full Time** 6705049 Associate Producer Part Time 04/13/2022 Expired Commercial Photographer 6673017 Full Time 03/11/2022 6673062 Account Executive Full Time 03/11/2022 Showing 1 to 10 of 105 entries **Previous**

# Photographer II 045

# JR029045 Photographer II (Filled) 🚥

Recruiting Start Date 64/29/2022 - 1 year ago

NAC Fordenand Forng Alpugae

Charyl Robb
Rappuller

04/29/2022 - 1 year ago Target Hire Date

Cleveland, Euclid Avenue, WEWS Primary Location

Details Organizations Candidates Historical Overview

Current

Job Postings

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From:

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AARP; Bryant & Stratton College; Casa Western Reserve University; Cox Ohio Publishing; Greater Cleveland
Association of Black Journalists; Hampton University; Lorain County Urban League; NAHJ Parity Project; NATAS

- Lower Great Lakes Chapter (National Academy of Television Arts & Sciences); NCCU; Notre Dame College;
Office of Equal Opportunity; Ohio Association of Broadcasting; Ohio Means Jobs; Spanish American Committee;
Specs Howard School; Urban League of Greater Cleveland; Ursuline College; Vocational Guidance Services

Subject:

News 5 Open Positions

Date: Tueso Attachments: Recor

Tuesday, March 8, 2022 2:54:00 PM

Reporter.pdf

Assolicate Producer Job .ndf

Producer .ndf

Digital Conent Producer.pdf Director of Egineering.pdf Photographer.pdf

Commerical Photographer.pdf

# Good Afternoon.

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

# **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000

News5Cleveland.com







From:

Robb, Cheryl < Cheryl. Robb@WRTV.com>

Sent on:

Wednesday, June 15, 2022 8:46:40 PM

To:

alyssa.register@case.edu; wjgohlson@bryantstratton.edu; lizannh2002@yahoo.com; amanda.massey@coxinc.com; gcleabj@gmail.com; vivian.david@hamptonu.edu; bkoeth@jcu.edu; careers@lorainccc.edu; bodem@lcul.org; administrator@nataslgl.org; akennedy@ndc.edu; kharden@city.cleveland.oh.us; cnewton@oab.org; oab@oab.org; jhardy@beonair.com; asccareer@osu.edu; kjones@sbe.org; ktorres@spanishamerican.org;

ktorres@spanishamerican.org; margala@Uakron.edu; gjenkins@ursuline.edu;

career@wooster.edu

Subject:

News 5 WEWS open positions as of 6/15/22

Attachments: 2022\_05\_25\_16\_01\_17\_FCC\_Reporting\_System.png (5.18 KB), WEWS postings6-

2022.pdf (1.08 MB)

# Good afternoon,

Erica Grant used to send out job positions and she is no longer with WEWS. I am helping in the interim, see attached current opening at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.



Cheryl Robb

Dir, HR Business Partner

T: 317-269-1408 | M: 317-607-7213

E: Cheryl.robb@wrtv.com | www.wrtv.com 1330 North Meridian Street | Indianapolis, IN 46202









& Sign in

Search for Joba



# Photographer II



- O Cleveland, OH WEWS
- Full time
- Posted 30+ Days Ago
- JR029045

# **Primary Purpose**

Capture and edit visual content for multiple platforms. Will also be responsible for operating various news gathering equipment, including but not limited to microwave live truck, video camera, and video editing equipment.

# **Key Activities**

- Capture and edit visual content for multiple platforms
- Operate and maintain live equipment including microwave, satellite and related news gathering equipment
- Work in tandem with newsroom personnel to create and develop news stories
- Perform other duties as assigned

# Skills

# **Education & Experience**

2+ years experience as a photographer preferred

# **Skills & Abilities**

- Proficiency with lighting and computer based editing.
- Proficiency with live microwave truck operation.
- Knowledge and demonstration of creativity, editorial judgment, journalistic ethics and libel laws
- Knowledge of and proficiency in posting content to station's web sites
- Able to work efficiently under multiple deadlines on a daily basis

# **Additional Requirements**

- Must be able to lift up to 50 pounds.
- Valid driver's license and good driving record required. In addition, proof of insurance and liability coverage may be required.

# **HOW WE KEEP YOU SAFE:**

Consistent with our commitment to maintain a safe workplace free of known hazards, all employees and visitors are required to be fully vaccinated against COVID-19. We also may require staying up to date on booster shots in the future based on Food and Drug Administration (FDA), Centers for Disease Control and Prevention (CDC) and manufacturer recommendations. If you are hired, we will require you to verify that you are fully COVID-19 vaccinated by your start date, unless approved for a medical or religious exemption by Scripps in writing or any other exemptions available under applicable law. This requirement currently excludes positions located in Florida, Montana, and Tennessee due to state law.

# SCRIPPS' COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION:

At Scripps, we are committed to a diverse and inclusive culture that reflects the communities we serve. We are intentional about creating an environment where employees, our audiences and other stakeholders feel valued and inspired to reach their full potential and make authentic connections. We foster a workplace culture that embraces each person's diversity, including the extent to which they are similar or different. Scripps leaders believe that an equitable and inclusive culture is not only the right thing to do, it is a business imperative. Read more about our commitment to equity, diversity and inclusion at <u>scripps.com</u>.

# **ABOUT SCRIPPS:**

The F.W. Scripps Company (NASDAQ: SSP) is a diversified media company focused on creating a better-informed world. As the nation's fourth-largest local TV broadcaster, Scripps serves communities with quality, objective local journalism and operates a portfolio of 61 stations in 41 markets. The Scripps Networks reach nearly every American through the national news outlets Court TV and Newsy and popular entertainment brands ION, Bounce, Grit, Laff and Court TV Mystery. Scripps is the nation's largest holder of broadcast spectrum. Scripps runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the Scripps National Spelling Bee. Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

As an equal employment opportunity employer, The E.W. Scripps Company and its affiliates do not discriminate in its employment decisions on the basis of race, sex, sexual orientation, transgender status, gender, color, religion, age, genetic information, medical condition, disability, marital status, citizenship or national origin, and military membership or veteran status, or on any other basis which would be in violation of any applicable federal, state or local law. Furthermore, the company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship for the company.

# **About Us**



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# Lorain County Community College WEWS

### **Job Postings** Listed below are the jobs you have posted to Lorain County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seekers will Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval Click the / Icon to Edit a job posting. Active: reviewed and approved; visible to job seekers Expired: Expiration Date has been reached; no longer visible to job seekers; Click the loon to Expire an active job posting. displayed in red text Click the 4 lcon to Repost a job posting. Not Approved: reviewed but not approved for display to job seekers Click the 🖥 icon to view Submissions to a posting. Click on the Status header to sort the jobs by status (Active, Expired, etc.). Post a New Job Show ✓ entries Job ID AV Job Type AV . Deadline Active 6708890 Sports Anchor Full Time 04/16/2022 6704899 **Photographer** Full Time 04/13/2022 6704909 Digital Content Producer **Full Time** 04/13/2022 6704924 **Producer Full Time** 04/13/2022 6704946 Reporter **Full Time** 04/13/2022 6704966 Specialty MMJ Full Time 04/13/2022 6705019 Director Of Engineering **Full Time** 04/13/2022 6705049 Associate Producer Part Time 04/13/2022 Expired 6673017 Commercial Photographer Full Time 03/11/2022 6673062 Account Executive **Full Time** 03/11/2022 Showing 1 to 10 of 105 entries **Previous** 3

# Photographer II 046

# JR029046 Photographer< WEWS (Filled) ED

Recruiting Start Date 06/17/2022 - 1 year ago

Celty Tebay He nor

Charyl Robb Recenter

06/17/2022 - 1 year ago Target Hire Date

Cleveland, Euclid Avenue, WEWS

Primary Location

Details Organizations Candidates Overview

Job Postlags

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Subjecti

News 5 Open Positions

Date:

Tuesday, March 8, 2022 2:54:00 PM

Attachments: Reporter.pdf

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Producer .pdf

Digital Conent Producer.ndf Director of Edinsering.pdf Photographer.odf

Commercal Photographer.pdf

# Good Afternoon.

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

# **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000

News5Cleveland.com





Jobs | Handshake

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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to,



# Lorain County Community College wews

# Job Postings Listed below are the jobs you have posted to Lorein County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seekers will Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval Click the / loon to Edit a job posting. Active: reviewed and approved; visible to job seekers Expired: Expiration Date has been reached; no longer visible to job seekers; Click the loon to Expire an active job posting. displeyed in red text Click the Ficon to Repost a job posting. Not Approved: raviewed but not approved for display to job seekars Click the 🔁 icon to view Submissions to a posting. Click on the Statue header to sort the Jobs by status (Active, Expired, etc.). Post a New Job Show antries Search: Job ID AV Job Type AV . Deadline Active 6708890 Sports Anchor **Full Time** 04/16/2022 6704899 **Photographer Full Time** 04/13/2022 6704909 Digital Content Producer Full Time 04/13/2022 6704924 **Producer Full Time** 04/13/2022 6704946 Reporter Full Time 04/13/2022 6704956 Specialty MMJ Full Time 04/13/2022 6705019 **Director Of Engineering** Full Time 04/13/2022 6705049 Associate Producer Part Time 04/13/2022 Expired <u>6673017</u> Commercial Photographer Full Time 03/11/2022 6673062 **Account Executive Full Time** 03/11/2022 Showing 1 to 10 of 105 entries **Previous**

# Photographer II 759

Recruiting Start Date 07/19/2022 - 1 year ago

Karen Van Ylock Hickog Minneger

07/19/2022 - 1 year ago Target Hire Date

Primary Location

Cleveland, Euclid Avanue, WEMS

Details Organizations Candidatas Overview Current

Job Poetings

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Subject:

**News 5 Open Positions** 

Date:

Tuesday, March 8, 2022 2:54:00 PM

Attachments:

Reporter.pdf

Assolcate Producer Job .ndf

Producer .ndf

Digital Conent Producer.pdf Director of Folhearing.pdf

Photographer.pdf

Commerical Photographer.odf

# Good Afternoon.

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

# **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3687 | Mobile: 216-210-5000

News5Cleveland.com





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# Lorain County Community College

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# lob Postings Listed below are the jobs you have posted to Lorein County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seekers will Pending: reviewed and approved; scheduled to become Active on a future date see It. Under Review: additional information is needed for approval Click the loon to Edit a job posting. Active: reviewed and approved; visible to job seekars Expired: Expiration Date has been reached; no longer visible to job seekers; Click the loon to Expire an active job posting. displayed in red text Click the 🏋 Icon to Repost a job posting. Not Approved: reviewed but not approved for display to job seekers Click the 🖥 icon to view Submissions to a posting. Click on the Status header to sort the Jobs by status (Active, Expired, etc.). Post a New Job Show Search: Job ID AV Deedline Active 6708890 Sports Anchor **Full Time** 04/16/2022 6704899 **Photographer Full Time** 04/13/2022 Digital Content Producer 6704909 **Full Time** 04/13/2022 6704924 Producer **Full Time** 04/13/2022 6704946 Reporter Full Time 04/13/2022 6704966 Specialty MMJ **Full Time** 04/19/2022 6705019 Director Of Engineering **Full Time** 04/13/2022 6705049 Associate Producer Part Time 04/13/2022 **Expired** 6673017 Commercial Photographer **Full Time** 03/11/2022 6673062 Account Executive **Full Time** 03/11/2022 Showing 1 to 10 of 105 entries **Previous**

# Photographer III 676



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# Producer 133



# News Producer, WEWS

Claveland, OH - WENE



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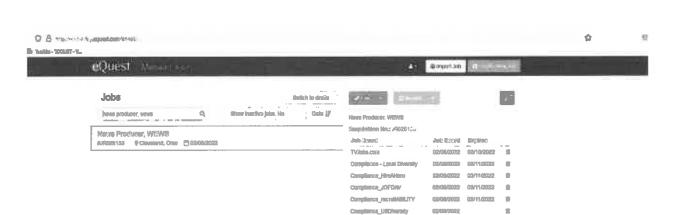
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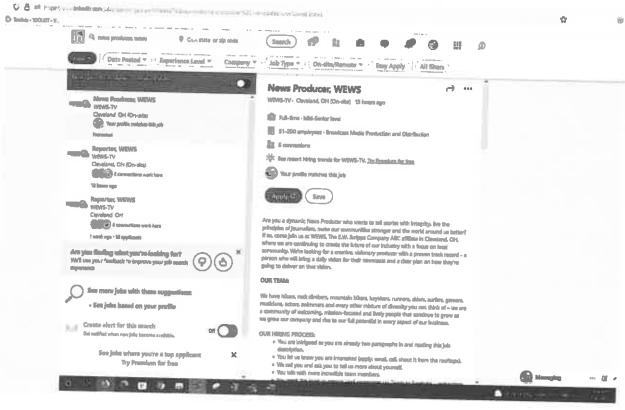


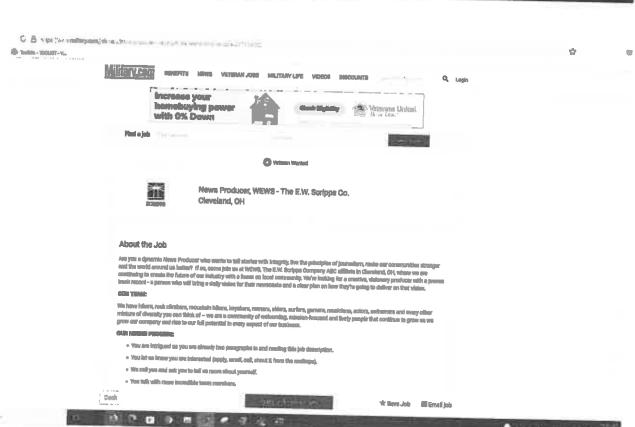
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Office of Equal Opportunity; Ohio Association of Broadcasting; Ohio Means Jobs; Spanish American Committee;
Spacs Howard School; Urban League of Greater Cleveland; Ursuline College.; Vocational Guidance Services

Subject:

News 5 Open Positions

Date:

Tuesday, March 8, 2022 2:54:00 PM

Attachments:

Reporter.pdf
Assolcate Producer Job .pdf

Producer .pdf

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Commerical Photographer.pdf

#### Good Afternoon,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

#### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000







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Expires ►	1/31/2022 (Jobs/5890037)	1/31/2022 (/jobs/5880037)	1/31/2022 (/jobs/5890037)	1/31/2022 (/jobs/5890037)
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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.



# Lorain County Community College wews

#### Job Postings Listed below are the jobs you have posted to Lorain County Community College. On Hold: not yet reviewed; displayed on a pink background Click the Job ID to view a posting as job seekers will Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval Click the place icon to Edit a job posting. Active: reviewed and approved; visible to job seekers Click the icon to Expire an active job posting. Expired: Expiration Date has been reached; no longer visible to job seekers: displayed in red text Click the Ficon to Repost a job posting. Not Approved: reviewed but not approved for display to job seekers Click the - foon to view Submissions to a posting. Click on the Status header to sort the jobs by status (Active, Expired, etc.). Post a New Job Show: 10 ✓ entries Job Title Deadline Av Active 6708890 Sports Anchor **Full Time** 04/16/2022 6704899 Photographer Full Time 04/13/2022 6704909 **Digital Content Producer Full Time** 04/13/2022 6704924 **Producer Full Time** 04/13/2022 6704946 Reporter **Full Time** 04/13/2022 6704966 Specialty MMJ Full Time 04/13/2022 6705019 Director Of Engineering Full Time 04/13/2022 6705049 Associate Producer **Part Time** 04/13/2022 Expired 6673017 Commercial Photographer Full Time 03/11/2022 6673062 **Account Executive** Full Time 03/11/2022 Showing 1 to 10 of 105 entries Previous

# Producer 027



#### Name Produces, WEWS

Clareland, OH - WENG



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- You are britigated an you are already two paragraphs in and reading this job classifiation.
   You but we know you are interested (apply, arranf, self, afrect it from the readings).
   We call you and only you to talk us ereore about yourself.

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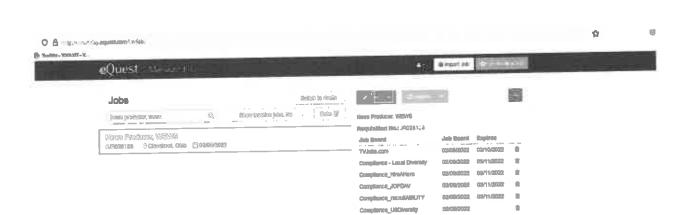
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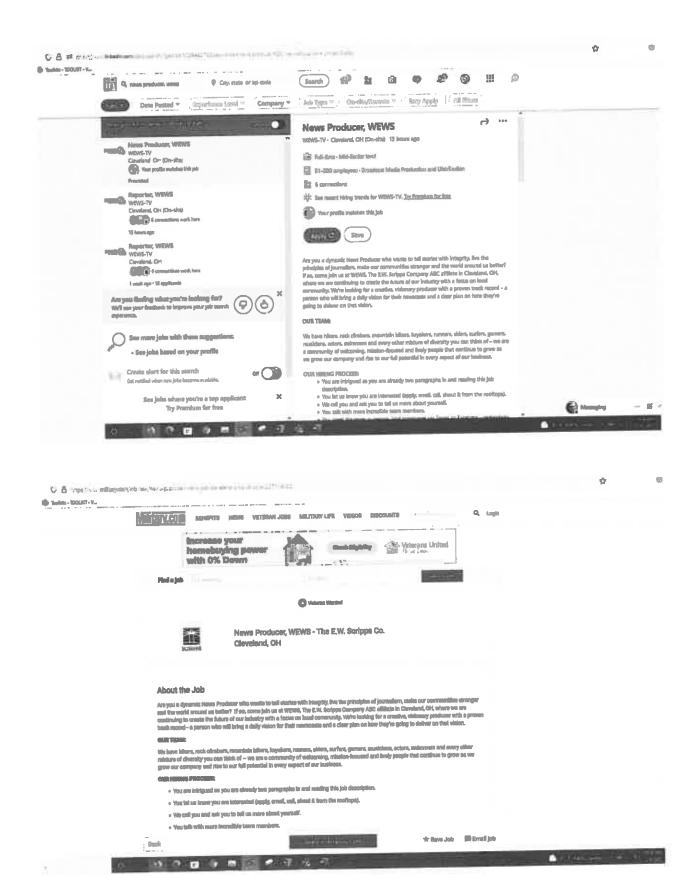
About Us



The E.W. Burtons Company (NASDAC: 88P) to a diversi-The EV. Redonn Company (Involvers way in a review for review on creating a believe infrarrand world. As the nation's fourth-largest fourd V-broadcasts, Beripps ourses summarises with quality, adjustation for the product found journalists and operative a particular of 61 stations in 41 craciusts. The Budges Nationalists can dis-61 delators in 41 reprinter. 1780 assignment executives severally every Armides informally the astitional review sub-lets Court TV and Novery and popular entertainment brands CNA disusce, 6th, Laff and Court TV Mystery. Exhipps in this restorate fargest challed or the conditional operature. Surpper cuts are award-wireling investigatives reporting neversory in Missishington, D.C., and is the



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From:

Grant, Erica

Bec:

AARP; Bryant & Stratton College; Case Western Reserve University; Cox Ohio Publishing; Greater Cleveland Association of Black Journalists; Hampton University; Lorain County Urban League; NAHI Parity Project; NATAS — Lower Great Lakes Chapter (National Academy of Television Arts & Sciences); NCCU; Notre Dame College; Office of Equal Opportunity; Ohio Association of Broadcasting; Ohio Means Jobs; Spanish American Committee; Spacs Howard School; Urban League of Greater Cleveland; Ursuline College; Vocational Guidance Services

Subjects

News 5 Open Positions

Date:

Tuesday, March 8, 2022 2:54:00 PM

Attachments:

Recorter.pdf
Assolcate Producer Job .pdf

Producer .ndf

Digital Conent Producer.pdf Director of Egineering.pdf Photographer.pdf Commercal Photographer.pdf

#### Good Afternoon,

See the current openings at News 5 attached. Please post and/or distribute appropriately. If you do not wish to receive these messages please respond to this email your request to be removed.

Thank you for your partnership.

#### **Erica Grant**

News 5 | Human Resources Director

3001 Euclid Ave | Cleveland, OH 44115 Direct: 216-431-3667 | Mobile: 216-210-5000

News5Cleveland.com





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Can't find a job you're looking for? Make sure you've added the school (/emp/employer\_approvals/more\_schools\_on\_handshake)it's posted to.



## Lorain County Community College

WEWS

#### **Job Postings**

Listed below are the Jobs you have posted to Lorain County Community College.

On Hold: not yet reviewed; displayed on a pink background

Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval

Active: reviewed and approved; visible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seekers; displayed in red text

Not Approved: reviewed but not approved for display to job seekers

Click on the Status header to sort the jobs by status (Active, Expired, etc.).

Click the Job ID to view a posting as job seekers will see it.

Click the // loon to Edit a job posting.

Click the loon to Expire an active job posting.

Click the 4 icon to Repost a job posting.

Click the 🔁 Icon to view Submissions to a posting.

how: 10	→ entries		Sea	rch:			
Job ID 757	. Job Title	AV Jah Type AV	Deadline	AV /		*	-61
	,	Active			·	1	
<u>6708890</u>	Sports Anchor	Full Time	04/16/202	2	=		
6704899	Photographer	Full Time	04/13/202	2	•		
6704909	Digital Content Producer	Full Time	04/13/202	2			
67049 <u>24</u>	Producer	Full Time	04/19/2022				
<u> 6704946</u>	Reporter	Full Time	04/13/2022		8		
5704966	Specialty MMJ	Full Time	04/13/2022	/			
5705019	Director Of Engineering	Full Time	04/13/2022				
705049	Associate Producer	Part Time	04/13/2022	1	=		
		Expired		- ·		· .	. "
673017	Commercial Photographer	Full Time	03/11/2022			平	
673062	Account Executive	Full Time	03/11/2022			X	
awing 1 to	10 of 105 entries	Previous 1	2 3	4 5	10	11   N	ext ]

# Producer 066



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#### **EXHIBIT 4**

#### TOTAL NUMBERS OF INTERVIEWEES BY VACANCY

Req Number	Job Title	Referral Source	Number of Interviews
JR025888	Account Exec, Local	Employee Referral	2
JR025888	Account Exec, Local	LinkedIn	1
JR025888	Account Exec, Local	Scripps.com	2
JR025999	Photographer II	Employee Referral	5
JR026027	Multimedia Journalist	Agency/Search Firm	2
JR026027	Multimedia Journalist	Employee Referral	1
JR026027	Multimedia Journalist	Google	1
JR026027	Multimedia Journalist	Internal Candidate / WorkLife	1
JR026027	Multimedia Journalist	Scripps.com	1
JR026027	Multimedia Journalist	Tvjobs.com	1
JR026303	Photographer II	Employee Referral	1
JR026388	Content Planner	Employee Referral	2
JR026388	Content Planner	Internal Candidate / WorkLife	5
JR026388	Content Planner	Scripps.com	1
JR026470	Account Exec, Local	LinkedIn	2
JR026470	Account Exec, Local	Scripps.com	1
JR026961	Assignment Editor	Indeed	1
JR026961	Assignment Editor	LinkedIn	1
JR026961	Assignment Editor	Scripps.com	1
JR026996	Account Exec, Local	Employee Referral	1
JR026996	Account Exec, Local	Indeed	2
JR026996	Account Exec, Local	LinkedIn	7
JR027175	Sales Support Asst II	Indeed	1
JR027175	Sales Support Asst II	Scripps.com	1
JR027376	Multimedia Journalist	LinkedIn	2
JR027376	Multimedia Journalist	Scripps.com	1
JR027570	Specialty MMJ	Employee Referral	2
JR027570	Specialty MMJ	Internal Candidate / WorkLife	2
JR027570	Specialty MMJ	LinkedIn	1
JR027591	Director II	Face-to-face Networking	1
JR027591	Director II	LinkedIn	1
JR027591	Director II	Scripps.com	3
JR027651	Multimedia Journalist	Agency/Search Firm	1
JR027651	Multimedia Journalist	Employee Referral	1
JR027651	Multimedia Journalist	LinkedIn	1
JR027761	Commercial Photographer	Employee Referral	1
JR027761	Commercial Photographer	Internal Candidate / WorkLife	1
JR028127	Multimedia Journalist	Agency/Search Firm	2
JR028127	Multimedia Journalist	Employee Referral	2
JR028127	Multimedia Journalist	Internal Candidate / WorkLife	1
JR028127 JR028127	Multimedia Journalist	LinkedIn	1
JR028127 JR028127	Multimedia Journalist	Scripps.com	1
JR028218	Photographer II	Employee Referral	1
JR028337	Assoc Producer	Indeed	1
		Internal Candidate / WorkLife	1
JR028337 JR028337	Assoc Producer Assoc Producer	LinkedIn	1
			2
JR028337	Assoc Producer	Scripps.com Employee Referral	
JR028546	Sports Anchor	1 1	1
JR028546	Sports Anchor	Facebook	1
JR028546	Sports Anchor	Internal Candidate / WorkLife	1
JR028645	Assoc Producer	Employee Referral	3
JR028645	Assoc Producer	Face-to-face Networking	1
JR028645	Assoc Producer	Indeed	1
JR028645	Assoc Producer	LinkedIn	2

Req Number	Job Title	Referral Source	Number of Interviews
JR028647	Producer	Internal Candidate / WorkLife	1
JR028951	Assoc Producer	Employee Referral	1
JR027833	Multimedia Journalist	Agency/Search Firm	1
JR027833	Multimedia Journalist	Employee Referral	2
JR027833	Multimedia Journalist	Google	1
JR027833	Multimedia Journalist	LinkedIn	5
JR027833	Multimedia Journalist	RecruitABILITY	3
JR027833	Multimedia Journalist	Scripps.com	4
JR028133	Producer	Employee Referral	1
JR028133	Producer	Indeed	1
JR028133	Producer	Internal Candidate / WorkLife	3
JR028133	Producer	LinkedIn	1
JR028133	Producer	Scripps.com	3
JR028448	Multimedia Journalist	LinkedIn	1
JR028513	Dir, HR Business Partner	Indeed	1
JR028513	Dir, HR Business Partner	LinkedIn	5
JR028513	Dir, HR Business Partner	Yahoo	1
JR028589	Commercial Photographer	Internal Candidate / WorkLife	2
JR028641	Photographer II	Employee Referral	2
JR028641	Photographer II	Indeed	1
JR028641	Photographer II	Internal Candidate / WorkLife	3
JR028824	Exec Producer	Employee Referral	1
JR028824	Exec Producer	Internal Candidate / WorkLife	2
JR028824	Exec Producer	LinkedIn	1
JR029027	Producer	Internal Candidate / WorkLife	1
JR029045	Photographer II	Employee Referral	1
JR029045	Photographer II	Internal Candidate / WorkLife	2
JR029045	Photographer II	TVJobs	1
JR029046	Photographer II	Internal Candidate / WorkLife	3
JR029268	Exec Producer	Employee Referral	1
JR029268	Exec Producer	Indeed	1
JR029268	Exec Producer	Internal Candidate / WorkLife	1
JR029268	Exec Producer	LinkedIn	1
JR029386	Meteorologist, Weekend	Employee Referral	2
JR029386	Meteorologist, Weekend	LinkedIn	1
JR029386	Meteorologist, Weekend	Scripps.com	1
	Meteorologist, Weekend	Tvjobs.com	3
JR029386			
JR029386	Meteorologist, Weekend	Ziprecruiter	1
JR029464	Director III	Employee Referral Internal Candidate / WorkLife	1
JR029464	Director III		1
JR029464	Director III	Scripps.com	1
JR029538	Digital Content Producer	Employee Referral	3
JR029538	Digital Content Producer	Indeed	1
JR029538	Digital Content Producer	Internal Candidate / WorkLife	1
JR029570	Multimedia Journalist	Employee Referral	1
JR029570	Multimedia Journalist	Face-to-face Networking	1
JR029570	Multimedia Journalist	Internal Candidate / WorkLife	1
JR029570	Multimedia Journalist	LinkedIn	2
JR029570	Multimedia Journalist	Scripps.com	6
JR029711	Content Coord III	Indeed	1
JR029711	Content Coord III	Internal Candidate / WorkLife	1
JR029711	Content Coord III	LinkedIn	3
JR029711	Content Coord III	Scripps.com	1
JR029759	Photographer II	Google	1

Req Number	Job Title	Referral Source	Number of Interview
JR029759	Photographer II	Internal Candidate / WorkLife	3
JR029764	Assignment Editor	Indeed	1
JR029764	Assignment Editor	Scripps.com	2
JR030049	Dir, HR Business Partner	Indeed	2
JR030049	Dir, HR Business Partner	LinkedIn	6
JR030066	Producer	Indeed	1
JR030066	Producer	Internal Candidate / WorkLife	2
JR030066	Producer	LinkedIn	4
JR030066	Producer	Scripps.com	2
JR030403	Content Coord III	Internal Candidate / WorkLife	1
JR030419	Content Planner	Internal Candidate / WorkLife	2
JR030424	Assoc Producer	Internal Candidate / WorkLife	1
JR030424	Assoc Producer	LinkedIn	4
JR030424	Assoc Producer	Scripps.com	1
JR030567	Account Exec, Local	Employee Referral	1
JR030567	Account Exec, Local	Face-to-face Networking	1
JR030567	Account Exec, Local	Indeed	2
JR030567	Account Exec, Local	LinkedIn	1
JR030676	Photographer III	Employee Referral	2
JR030676	Photographer III	Google	2
JR030676	Photographer III	Indeed	3
JR030676	Photographer III	LinkedIn	2
JR030676	Photographer III	Scripps.com	1
JR030797	Assoc Producer	Employee Referral	1
JR030797	Assoc Producer	Internal Candidate / WorkLife	1
JR030797	Assoc Producer	LinkedIn	8
JR030797	Assoc Producer	Scripps.com	2
JR030912	Assignment Editor	Employee Referral	1
JR030912	Assignment Editor	Face-to-face Networking	1
JR030912	Assignment Editor	Facebook	1
JR030912	Assignment Editor	Indeed	1
JR030912	Assignment Editor	Internal Candidate / WorkLife	1
JR030912	Assignment Editor	Scripps.com	2
JR031154	Director III	LinkedIn	2
JR031154	Director III	Scripps.com	1
JR031210	Assoc Producer	Employee Referral	1
JR031210	Assoc Producer	Indeed	2
JR031210	Assoc Producer	Internal Candidate / WorkLife	1
JR031210	Assoc Producer	Kent State	1
JR031210	Assoc Producer	LinkedIn	7
JR031210	Assoc Producer	Scripps.com	4
JR031331	Digital Content Producer	Employee Referral	5
JR031331	Digital Content Producer	LinkedIn	7
JR031331	Digital Content Producer	Scripps.com	1
11/031331	Digital Content Floudcei	эспррз.соп	1
			276

#### **EXHIBIT 5**

# DOCUMENTATION OF PARTICIPATION IN SUPPLEMENTAL OUTREACH ACTIVITIES

#### Career Fair Thank you - OMS

#### Lynda Leciejewski < lleciejewski@beonair.com>

Tue 12/7/2021 5:07 PM

To:Grant, Erica < Erica.Grant@WEWS.COM>;Frater, Moreen Bailey < bailey@WEWS.com>

1 attachments (1 MB)

Career Fair 2021.jpg;

#### [EXTERNAL SENDER]

Hi Erica and Moreen,

Thank you for joining us at the Career Fair yesterday. It was great to meet you both in person and have you on campus.

I hope that you gathered a list of grads who might align with your hiring needs. I would love to follow up with you and get some feedback. Let's set up a time that works with your availability. If you can provide a few days and times so that I can get you into the calendar.

I've attached a photo from yesterday's event. Additionally, here is the link to our LinkedIn post. We appreciate your support!

https://www.linkedin.com/posts/lynda-ieciejewski-93922614\_careerfair2021-learnfromaprotobeapro-careeropportunity-activity-6873931050381402112-jJZL [linkedin.com]

Welcome to our Ohio Media School Family!

Best regards, Lynda

#### Lynda Leciejewski

National Employer Representative, Beonair Network Employer Relations Representative, Ohio Media School Direct, Fax and Text: 234.203.2768 <a href="mailto:leciejewski@beonair.com">leciejewski@beonair.com</a> 9885 Rockside Road Valley View, Ohio 44125



Fw: Thank you for attending JobExpo.Comm 2022 and making it a success! We want to hear from you!

Tabay Hainer, Kelly < Tabay Hainer@wews.com >

Thu 12/7/2023 12:52 PM

To:Frater, Moreen Bailey <bailey@WEWS.com>

Will this do?

#### **KELLY HAINER**

**EXECUTIVE PRODUCER** 

216-431-3783(O) 216-704-8575 (M) tabayhainer@wews.com

#### EMMY FOR NEWS EXCELLENCE









From: Martin, Robert Paul < rpm163@psu.edu> Sent: Monday, February 28, 2022 9:25 PM To: Martin, Robert Paul <rpm163@psu.edu>

Subject; Thank you for attending JobExpo.Comm 2022 and making it a success! We want to hear from you!

#### [EXTERNAL SENDER]

Dear JobExpo.Comm 2022 Recruiters:

We'd like to take a moment to thank you for joining us today for our 23<sup>rd</sup> annual JobExpo.Comm 2022 Internship/Career Fair.

As you know, an event of this size simply doesn't happen without the support of a great team but also you, our recruiters. Your commitment to our college, our program, and of course, our students means so much and we are truly grateful for the relationships we have developed with each and every one of you.

At this time, we hope you will take a minute or two to give us your thoughts on the entire event. We'd like to know what you liked and perhaps how we can improve our virtual recruiting event in the future by taking the survey below. Please share the survey with any of your other colleagues who participated today. Should you have any comments you would personally like to share, please do not hesitate to call me directly at 814-863-4674.

We hope you made many positive connections throughout the afternoon with some of the Bellisario College's finest students. We also hope that you will continue to engage our students on the internships and full-time opportunities you have moving forward. And, of course, we would love to hear if you hire any Nittany Lions for the positions you recruited for today.

Once again, thank you for being a part of our (virtual) JobExpo.Comm 2022 Internship/Career Fair and making it an outstanding success!

Best regards,

From:

Frater, Moreen Ballev

To: Subject: Blue, Aesha FW: Thank you!

Date:

Friday, May 12, 2023 8:24:02 AM

Attachments:

Image001.png Image002.png Image003.png Image004.png Image005.png Image006.png

Good morning, Aesha,

I don't have a flyer for the Ohio Media School Career Fair, however, below is a thank you letter from a representative of the school thanking us for participating. You may use this as proof for the EEO records that we were there.

Warmest regards,

#### MOREEN BAILEY FRATER

DIRECTOR COMMUNITY RELATIONS 3001 Euclid Avenue Cleveland, Ohio 44115 216-431-3742 (O)

bailey@wews.com

#### **EMMY FOR NEWS EXCELLENCE**









Sent: Tuesday, August 2, 2022 6:51 PM

To: Frater, Moreen Bailey < bailey@WEWS.com>

Subject: Thank you!

#### [EXTERNAL SENDER]

Hi Moreen,

Thank you for sharing your time with us at the Career Fair. I enjoy your energy and appreciate your commitment to our graduates. It was a pleasure to meet Melissa, as well. I am sorry that I did not get her email. Perhaps you can forward that to me.

I would love your feedback on any standout graduates and opportunities for us to coach up.

I look forward to hearing from you!

Best,

Lynda

#### Lynda Leciejewski

National Employer Representative, Beonair Network

#### 234.203.2768

LLeciejewski@beonair.com



9885 Rockside Road Valley View, Ohio 44125

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## CENTER FOR CAREER SERVICES

Welcome to John Carroll University's 2023 Career Exploration Fairl We appreciate your participation.

Here are a few things to keep in mind:

- The Career Exploration Fair runs from 4:30-7:00 PM.
- Please enter campus from the main entrance off Warrensville Center Road and Carroll
  Boulevard. A campus map is attached. Parking is available to the left or right of Dolen as you
  come in from the main entrance.
- If you have items to drop off, please drive to the right side of Dolan.
- Due to construction on campus, parking is limited. Campus parking fills quickly If you cannot find a spot on campus, please drop off your materials at the DROP-OFF area and proceed to overflow parking in the lot near the BP Gas Station (left then right out of the front gate).
- Check-in is at the southeast entrance of the Dolan Center. Please check in at one of the tables.
- Name badges are on your table. Alumni ribbons for employers are available at the Employer Help Table at the southeast entrance to Dolan.
- Coat racks are placed around the Atrium. Restrooms are located in the east and west wings.
- Dinner will be available in the O'Connell Reading Room throughout the evening. Coffee and water are also available in the Reading Room throughout the evening.
- Schedule on-campus interviews with candidates you meet at this event! You may request interview schedules through Handshake or call Sue Grazia at 216-397-4236 for assistance.

Should you have any questions or concerns, please stop at the Employer Help Table (at Employer Check-in) or ask any Career Center Staff member for assistance.

Thank you again for contributing to the success of this day!

Sincerely,

John Carroll University Center for Career Services



Your Invoice has arrived John Carroll University has invoiced you for your 2023 JCU Curser Exploration Fair career fair registration. Your total corner to \$275.00.

**Year Replaination** 

Plagistration Date: Jenuary 12th 2023 Symptoyee: WEWS Registrant: Asule Stue Billing Address: 3001 Euclid Ave, Claveland, CH 44115

Please contact the career fair host for any quastions: Name: Sue Grazin Exall: agrazin@jou.edu

#### Itemized List

ltem

Date/lime

Cost

Standard Table - For Profit

Thursday, Feb 2, 4:30 pm - 7:00 pm EST

\$250.00

Additional Representatives

Thursday, Feb 2, 4:30 pm - 7:00 pm EST

\$25.00

Total Cost: \$275.00

Lees Amount Pald: \$0.00

Amount Due: \$275.00

You can PAY HERE using a credit card.

John Carroll University has indicated that they'll be able to manually accept payments for this career fulr.

Thenk you for registering for the John Carroll University Annual Career Fair on February 2nd, 2023, 4:30pm - 7:00pm. Manual payments should be mailed to: John Carroll University Atm: Sue Grazia 1 John Carroll Boulevard University Heights, CH 44118 Parking Information will be sent prior to the event.

Beet, The Handshake Team

H Handehalee



E.W. SCRIPPS SCHOOL OF JOURNALISM



77<sup>th</sup> Annual High School Journalism Workshop
Presented by the E.W. Scripps School of
Journalism At Ohio University

July 6-9, 2022



### **High School Journalism Workshop Schedule**

July 6-9, 2022

### Hosted by the E.W. Scripps School of Journalism

#### Tuesday, July 5

6:00 p.m. - 8:00 p.m. - Early registration and dorm admittance (Sowle Hall)

8:00 p.m. - 9:00 p.m.- Entertainment by the Bob Stewart Band at Donkey Coffee

9:00 p.m. - 10:00 p.m.- Get-acquainted gathering/Dorm Rules (Sowle Hall lobby)

10:30 p.m. - Curfew

#### Wednesday, July 6

Noon-2 p.m. - Registration and Dorm Rules (move into Sowle Hall)

2:30 p.m. - 3:25 p.m. - Opening assembly: Welcome from Dr. Eddith Dashiell director of the E.W.

Scripps School of Journalism; Announcements (Schoonover 145)

3:35 p.m. - 3:50 p.m. - Group photo (College Gate at College & Union Streets)

4:00 p.m. - 5:00 p.m. - Introduction Track Meetings, Meet instructors and J Crew Track - Walk to Assigned Classrooms (Schoonover 145)

5:00 p.m. - 6:00 p.m. - Dinner (Nelson Commons Dining Hall)

6:30 p.m. – 7:30 p.m. – Keynote speaker - Ugonna Okpalaoka Intro by Dr. Dashell (Schoonover 145)

7:45 p.m. – 8:45 p.m. – Larry Seward. Mark Turner and Ugonna Okpalaoka; Diversity and Diverse Views (Schoonover 145)

8:45 p.m. - 9:00 p.m. - Meeting with J-Crew: Story assignments and Interview Intro (Schoonover 145)

9:00 p.m. - 10:00 p.m. - Get-acquainted Gathering with Pizza and Soda! (Schoonover Lobby)

10:30 p.m. - Curfew

#### Thursday, July 7

7:30 a.m. - 8:30 a.m. - Breakfast (Nelson Commons Dining Hall)

8:45 a.m. - 9:45 a.m. - Campus Tour (Meet outside of Nelson Commons Dining Hall)

10:00 a.m. - 11:30 a.m. - Track Session 1 (See location in next session)

12:00 p.m. - 1:15 p.m. - Lunch (Nelson Commons Dining Hall)

1:30 p.m. - 2:30 p.m. - News Conference

3:00 p.m. - 4:30 p.m. - Track Session 2 (Note: Advisers meet in Schoonover 230)

5:00 p.m. – 6:30 p.m. – Dinner (Nelson Commons Dining Hall)

(Optional 6:00-7:00 shadow Newswatch for interested students)

7:00 p.m. – 10:00 p.m. – Southern Ohio Copperheads Baseball Game and Outdoor Games 11:00 p.m. – Curfew

#### Friday, July 8

7:30 a.m. - 8:30 a.m. - Breakfast (Nelson Commons Dining Hall)

8:45 a.m. - 9:45 a.m. - Missing Media Coverage: What stories aren't being covered in your high school? (Schoonover 145)

10:00 a.m. - 11:30 a.m. - Track Session 3 (see location on next page)

12:00 p.m. - 1:30 p.m. - Lunch (Nelson Commons Dining Hall)

1:30 p.m. - 3:00 p.m.- Track Session 4

3:30 p.m. - 5:00 p.m. - Track Session 5

5:00 p.m. – 6:30 p.m. – Dinner (Nelson Commons Dining Hall)

6:30 - 7:15 Coding/data (Schoonover 145, Dr. Meyer) or 6:00-7:15 shadow Newswatch for interested students

7:15 - 8:00 Law (Schoonover 145, Dr. Dashiell)

8 - 8:15 Break

8:15 - 9:00 Ethics (Schoonover 145, Kevin Smith, Kiplinger)

9:30 p.m. - 11:15 p.m. - Movie at Athena Theater

Midnight - Curfew

#### Saturday, July 9

8:00 a.m. - 9:00 a.m. - Breakfast (Nelson Commons Dining Hall)

9:15 a.m. - 11:30 a.m. - Closing Program (Schoonover 145)

12:00 p.m. - 1:30 p.m. - Lunch (Nelson Commons Dining Hall)

1:30 p.m. - 3:00 p.m. - Packing Time (Sowle Hall)

3:30 p.m. - 4:00 p.m. - Check Out of Sowle Hall and Head Home

### **Track Room Assignment Schedules**

#### TRACK ROOM ASSIGNMENTS

**Broadcast:** RTV 371

Magazine: RTV 204

News Writing: RTV 206 Photojournalism: RTV 483

Sports: RTV 267 & Convocation Center

Advertising and Public Relations: Schoonover 380

Design: RTV 497

Virtual Reality Video (VRV): GRID Lab Room 200 & XR Lab; Scripps Hall

Podcasting: Schoonover Podcasting Lab; 1st Floor Schoonover Lobby

#### TRACK SESSION 1

**Broadcast:** Writing for broadcast and interviewing techniques **Magazine:** What is great writing? Examples from the masters

News Writing: Critiquing work from HS publications, interviewing tips Photojournalism: Building photographs that communicate (shoot 1)

Sports: Writing a player profile

Advertising and PR: Approach to strategic communications

Design: Introduction to visual communications

VRV: 360-degree Video and how it can be used (viewing journalistic examples)

Podcasting: Introduction to the podcasting lab and interviewing techniques

#### **TRACK SESSION 2**

Broadcast: Covering a news conference
Magazine: Covering a news conference
News Writing: Covering a news conference

Photojournalism: Capturing found moments (shoot 1 & 2 review)

Sports: Interview an athlete at the Convocation Center Advertising and PR: Creating a plan and key messages

Design: Introduction to basic design principles

VRV: 360-degree production techniques and planning your stories

Podcasting: Covering a news conference

#### **TRACK SESSION 3**

Broadcast: Putting it all together

Magazine: Reporting: Information gathering and using sources & quotes

News Writing: How to structure stories: great ledes vs. awful ledes **Photojournalism:** Image selection and ethics (shoot 3 & 2 review)

Sports: Preparing to write player profiles

Advertising and PR: Targeting comms for specific audiences

Design: Introduction to publication design

VRV: Shooting in the field

Podcasting: Structuring a podcast

#### **TRACK SESSION 4**

Broadcast: Finalizing edits and polishing your work

Magazine: Writing

**News Writing:** Time to write the story

**Photojournalism:** Creating images that work together (more shoot reviews)

Sports: Write athlete profile

Advertising and PR: Refining the content and plan

Design: Working with InDesign

VRV: Editing (each team will be working with an experienced editor)

Podcasting: Doing your homework and welcoming guests

#### TRACK SESSION 5

**Broadcast:** Viewing/critique session **Magazine:** Reading and critiques

News Writing: Time to get feedback on the story

Photojournalism: Image sequencing, telling the story; produce package/essay

Sports: Story critiques

Advertising and PR: Final plan and presentation

Design: Design critique/finalizing project

VRV: Exporting and critique Podcasting: Putting it all together

#### **HSJW OU Student Leadership Biographies**

Claire Schlopota is a rising junior from Aurora, Ohio studying News and Information Journalism with a minor in political science and certificate in social media. She is a Scripps Innovation Scholar in the Ohio Honors Program and works as Production Assistant for the J-school. During the school year, Claire is a reporter and social media curator for The Post, Vice President for OU's chapter of the Society of Professional Journalists and a Producer, Director and Audio Director for WOUB with NewsWatch, Gridiron Glory and Hardwood Heroes. She was also a Voinovich Scholar this past year. This summer, she is working at WOUB as the primary producer and as a multimedia journalist. Claire is looking forward to spending her upcoming fall semester in



Washington D.C. with a full-time internship. She ambitiously dreams of becoming a broadcast producer for TV news in a big city upon graduating. Claire attended the HSJW when she was a rising senior in high school and hopes you enjoy it as much as she did!

Mia Walsh is a rising junior from Tallmadge, Ohio studying News and Information Journalism with a minor in Women, Gender, and Sexuality Studies and a certificate in Italian. She is a Cutler Scholar and works as Production Assistant for the J-school. Mia is the Editor in Chief for Backdrop magazine, a writer for Thread magazine, a Learning Community Leader, and President of Cutler Council during the school year. She is also a nationally recognized orator for OHIO's Speech and Debate team and sits on the Scripps College Diversity Panel. This summer, she is working as the Scripps College Representative for Bobcat Student Orientation. Mia is looking forward to spending her upcoming fall semester in Athens, OH after studying in Italy for five months. She hopes to become a writer for an international publication post-graduation. Mia wishes you all the best of luck and welcomes you to the High School Journalism Workshop.



Sedric Granger is a third year Journalism News and Information Major from New Albany, Ohio and a proud graduate of St. Charles Preparatory School. In addition to pursuing a Journalism degree, he minors in sports management and aims to graduate with a podcasting certificate as well. At Ohio University, Sedric is an on-air talent for Bobcat Soccer, Softball, and Field Hockey on OhioBobcatTV, Bobcat Volleyball on ESPN 3, and was a lead reporter on WOUB's Gridiron Glory and Hardwood Heroes shows. Outside of Ohio University, he is a broadcaster and board operator for 970 WATH Athens Radio Station and an on-air talent for the Southern Ohio Copperheads baseball team. Outside of the broadcast realm, Sedric is a RA, OMSAR peer mentor, and a member of the Ohio Men of Excellence Network. As for his hobbies, Sedric is a huge roller coaster enthusiast with his personal favorite coaster being Orion at Kings Island and is a passionate fan of the Ohio State Buckeyes, Baltimore Ravens, and the Ohio Bobcats. This is Sedric's second year with the journalism workshop, and is excited to help lead and organize this year's program!

### **HSJW OU Staff Leadership Biographies**



Tim Sharp (Workshop co-director) is a lecturer at the E.W. Scripps School of Journalism at Ohio University. Prior to his faculty work, he served as the news director for WOUB TV, WOUB AM and the WOUB FM Radio Network – the broadcast properties of Ohio University. He has worked as a reporter, anchor, investigative reporter and manager at broadcast affiliates of ABC, CBS and NBC. He also founded the Mountain News Network – a 24/7 cable news service operating in the Mid-Atlantic region. Tim has also conducted training programs in media and management skills for companies nationwide since 2003. Role: Program Director of HSJW.



Mark Turner (Workshop co-director) is the former executive news editor at the Akron Beacon Journal in Akron, Ohio, where he supervised daily presentation and production. Turner began his journalism career in Northeast Louisiana reporting on crime, courts and education for the News Star in Monroe, Louisiana. He then became the deputy features editor, moving into the area of copy editing and news design. Turner has won numerous awards in newspaper design, a large focus during his 21-year stint at the Beacon Journal which began in 1998. A native of Louisiana, Turner graduated from Louisiana Tech University with a bachelor's degree in journalism and received a master's degree in media management from Kent State University.

#### **HSJW Track Session Leader Biographies**



Howard Hoffman is a strategic communications leader who has counseled numerous high-profile executives through crisis and other communications challenges. Currently director of strategic messaging at BlackRock Inc., Howard coordinates crucial transitional and organizational communications for the investment management firm. He previously was vice president, corporate affairs, at Dow Jones & Company where he led communications as well as corporate social responsibility. A journalist for 20 years, Mr. Hoffman has been an editor and writer for The Wall Street Journal, Dow Jones Newswires and the New York Times. He received his bachelor's degree from Columbia University and studied journalism at the Graduate School of Journalism at the University of Missouri.

**Barbara J. Perenic** is a photojournalist and picture editor with The Columbus (Oh.) Dispatch daily newspaper. She has almost twenty years of experience behind the camera



since graduating from Ohio University's Honors Tutorial College in 1997. Barbara is currently pursuing a Master's degree in journalism education from Kent State University. She and her husband David Jablonski (of the Dayton Daily News) are regular faculty members with the High School Journalism Workshop. They live in Columbus with their young son and two dogs. Barbara is a long-time member of the Ohio News Photographers Association and currently serves on the board as treasurer. She is also the Midwest regional representative for the National Photographers Association. She was the first female recipient of the Ron Kuntz Sports Photographer of the Year award. Barbara has been on special assignment for the USA Today network covering the MLS Cup and the NCAA basketball tournaments for both men and women. She was recently a presenter at the Ohio State University Sports Society Initiative's CreativeCon.



Larry Seward is a senior reporter for WCPO 9 News. He is a Cincinnati native who moved his family home last year after nearly a decade covering news in Houston. He was KHOU's lead nightside reporter and always assigned his team's biggest stories including Hurricane Harvey, the Astros first World Series championship, Super Bowl LI, the 2016 Final Four and the 2015 police shootings in Dallas and Baton Rouge. His enterprise work includes a series of stories about slum apartments that moved Houston's mayor to file a lawsuit against the landlord. The stories led to safe, adequate housing for hundreds of people. He was a 2017 Kiplinger Fellow, a graduate of the American Society of News Editors Emerging Leaders program, and participant in the John Jay College of Criminal Justice's Media, Crime and Justice seminar. In 2016, the Harris County Medical Society awarded Larry a Francis C. Moore Award for reporting on financial challenges threatening pediatricians in independent practices. Prior to Houston, Larry spent more than six years working in Kansas City. He broke stories about the state of Kansas mismanaging millions of dollars on a sexual predator treatment program; a Missouri bail bondsman cheating Jackson County out millions of dollars; and in the wake of Kansas City Public School Board's historic closure of half its schools exposed cuts that left denied a dozen inner city athletes opportunities for scholarships. In 2010, Larry was one of 12 reporters selected for the Association of Health Care Journalists Midwest Fellowship. He earned an Emmy-nomination that same year. Larry's career began as a photographer in the Florence-Myrtle Beach, S.C. market where he ran live trucks and, after earning a reporting role, performed his own live shots. While in college, he was the assistant sports director for WOUB-TV and radio. Larry was part of a team of students that won an Emmy award in 2003 for a high school football show called "Gridiron Glory." He graduated magna cum laude from Ohio University's E.W. Scripps School of Journalism in 2002. For the last two years, he's participated in the school's summer workshop for high school journalists.



Bill Clack is a 1995 alum of Ohio University's Scripps School (BSJ, Broadcasting) and the Theater school (BFA, Directing/Acting.) He also has a Masters from Chatham University (MFA, Film and Digital Arts). For a decade and a half after leaving Athens, Bill worked in television news as an anchor and reporter. Within the first 4 years, he broke into a Top-20 market. Interviewing a replenishing list of news-makers, from local school board members to presidential candidates, occupied most of his news career. However a personal highlight was reporting 30-plus hours straight from inside a category 2 hurricane. Presently Pittsburgh based, Bill is the Webmaster & the Media/Web services coordinator at the Pine-Richland School District. Simultaneously, he was an adjunct professor at Robert Morris University. He teaches film and broadcasting to students ranging from 4th graders through college seniors. Bill is an admitted superhero geek and passed the gene down to both children. The three routinely catch the latest Marvel movie on opening night.



Tom McKee is a 1973 Ohio University journalism graduate who went on to a 40 year career with WCPO-TV in Cincinnati as a reporter, producer, assignment manager and multimedia journalist. He currently is an adjunct professor in the Media Production Department of the University of Cincinnati teaching broadcast journalism. Active with the Society of Professional Journalists, he has served at the chapter, regional and national levels. In the summer of 1968 he attended this workshop prior to his senior year at Maumee High School. It was the key to enrolling at OU in the fall of 1969.



Jen Jones-Donatelli is a Cleveland-based journalist, editor, author and educator. To date, her work has appeared in a wide array of publications including Glamour, REDBOOK, Playboy, Business Insider, Budget Travel, Variety, Los Angeles Confidential, Thrillist and many more. Jen has also acted as managing editor for numerous publications, including FreshWater Cleveland and Edible Cleveland. Along with her work for print and online publications, Jen has authored nearly 100 books for tweens and teens for publishers such as Capstone Press. When not typing the day away at her laptop, Jen runs her own small business called Creative Groove, through which she offers courses, coaching, and community around creativity and self-expression. Jen is a proud graduate of the E.W. Scripps School of Journalism.



Joe Donatelli is a journalist who was born and raised in Cleveland and is a proud graduate of Ohio University's E.W. Scripps School of Journalism. At OU, Donatelli worked for The Post for four years, graduating as the paper's managing editor. Donatelli has been a writer and editor at Scripps-Howard News Service, Playboy and Los Angeles magazine while also writing for dozens of other publications. He is currently the digital director at News 5, the Scripps-owned ABC station in Cleveland. He has won two regional Murrow awards for his work at News 5.



David Jablonski covers the Dayton Flyers, Ohio State Buckeyes football, the Cincinnati Reds and Wittenberg University sports, as well as high school sports, for the Dayton Daily News, Springfield News-Sun, Journal News. He graduated from Fayetteville High School in 1995 and the E.W. Scripps School of Journalism at Ohio University in 1999. He completed internships at the Fort Wayne Journal Gazette, the South Bend Tribune and the Scripps Howard News Service and worked at the Vero Beach (Fla.) Press Journal for two years in his first job after college before returning to Ohio in 2001 to work at the News-Sun. He was born in Toledo, Ohio, and grew up in Mount Orab, Ohio.

Mike Marot has been chasing his dream job as a sports writer since he was 10 years old and realized he would never become a pro athlete. Since then, he's viewed the sports world through a different prism, waiting for an athlete to actually say something meaningful, profound or at least quote worthy. The journey has taken him from the frozen lands of Wisconsin to the football factory of Cincinnati Moeller to the sports writing factory of Ohio University. He covered the Washington Redskins, Cincinnati Bengals, Indianapolis Colts, Indiana University, and Indiana Pacers. He has covered 20 Indianapolis 500s, eight Final Fours (five men's and two women's), three Super Bowls,



the Rose Bowl, the NBA Finals, the Major League Baseball playoffs and a plethora of other national and world championship events. Mike's not sure where the sports world will take him next, but wherever it is, he plans to be there with pen and paper -- or at least a recorder and computer -- explaining why Ohio U. is better than Ohio State.

Lukas Moore is a 2019 graduate of the E.W. Scripps School of Journalism with a minor in sports administration and a specialization in live sports production. Lukas is currently an on-air talent located in Chicago, IL. His podcast @3am Coney, focused on Cincinnati sports, has been featured in B/R Gridiron, NFL on ESPN, Barstool Sports, and Sports Illustrated - and accrued over 1 million social media engagements in 2021. Lukas has done play by play for over 400 live sporting events in 7 states - ranging from high school football to collegiate national championships. While in Athens, Lukas hosted the sports radio show SportsBeat for WOUB while covering Bobcat football. He also co-founded the first play-by-play focused student organization at OU while being the first Freshman to direct an ESPN+ event! Shortly after graduation Lukas worked for Power 105.5, where he hosted "Lukas and Kendra in the Mornings" while holding the Production Director role at the station. He is an alum of the High School Journalism Workshop and is working the workshop for the 4th straight year!



Brandon "Scoop B" Robinson is a National Hoops television analyst, writer, host and executive producer at Bally Sports Network. He's also the host of the Scoop B Radio Podcast & Scoop B Sources on Spotify. With stops as a staff writer at The Source Magazine and CBS Radio, he's had previous stops as a Senior Writer at Heavy dot com, television analyst at MSG Networks and NBC Sports Network and a managing editor/columnist at RESPECT Magazine & Basketball Society. He also currently appears in the NBA 2K video game. A graduate of Eastern University, with a BA in Media Communication & Hofstra University with an MA in Journalism, he began his Journalism career at 12 years old hosting Nets Slammin' Planet on AM Radio in NYC with the Nets.

Adonis Durado is a product of advertising and editorial design with more than 20 years of professional experience as a visual journalist, art director, and design manager. He was the former Design Director of Muscat Media Group, publisher of two major daily newspapers — the Times of Oman and Al Shabiba. During his tenure, he transformed its products from the unknown to the most-awarded publications in the Middle East, winning more than 500 international honors from the Society of News Design, Society of Publication Design, World Association of Newspapers, and the European Newspaper Award. As a freelance design consultant, he helped launch and redesigned more than a dozen magazine and newspaper titles in Europe, the Middle East, Africa, and Asia. He also served as a resource speaker to design conferences and conducted workshops in the United States, India, Bangladesh, Turkey, Ukraine, UAE, Indonesia, Germany, and the Philippines. His personal works were also recognized by Malofiej Awards, Society of Illustrators, Type Directors Club, Communication Arts magazine, HOW magazine, Creative Quarterly Journal, Pixie Awards, AVA Digital Awards, Tabbie Awards, and FOLIO's Eddie Awards. In 2017, he received The President's Award from the Society for News Design and the Knight Fellowship from The School of Visual Communication



at Ohio University. As a poet, he was honored with several literary awards, including the Lacaba Prize, the Faigao Prize, the Vicente Ranudo Literary Excellence Award, and the Writers' Prize from the National Commission for Culture and the Arts. His fourth poetry collection became a finalist in the 2019 International Book Awards. He also wrote and contributed a chapter in the book Virtual Reality Cinema: Narrative Tips and Techniques (Focal Press / Routledge), while his works were featured and cited in the books and periodicals, including The Newspaper Designer's Handbook (McGraw-Hill), All About Mags (Sendpoints Publishing), Creative Anarchy: How to Break the Rules of Graphic Design for Creative Success (How Books). He received his Bachelor of Fine Arts in Advertising from the University of San Carlos (Philippines) and a Master of Fine Arts in Communication Media Arts from Ohio University. His areas of interest include book and publication design, immersive media and interactive design, and infographic and data visualization.

Bill Reader teaches news editing, community journalism, media ethics, news & information literacy, and senior seminars in food journalism and humor writing in journalism. He previously taught in the Department of Journalism and Mass Communication at the University of Wisconsin-Milwaukee from 2000-2002 and was a lecturer in the College of Communications at The Pennsylvania State University from 1998-2000. Bill worked as a newspaper reporter, editor, photographer, copy editor, and page designer throughout the 1990s. Reader has several professional awards, including first-place honors for reporting and editorial writing from the Keystone Press Awards in Pennsylvania and was a member of the design team that won World's Best Designed Newspapers honors from the Society of News Design in 1998, 1999, and 2000.



Hans K. Meyer has been a professor at the E.W. Scripps School of Journalism since 2009. He has served as the associate director of undergraduate studies for the last two years, so if you have any questions about classes to take, what might be on the schedule next term, and how to graduate in four years let him know. Before becoming a professor, Hans worked as a reporter and editor in Southern Utah, California and Nevada. He has always had a strong interest in technology and conducts research on how legacy news organizations adapt to technology to connect with their audiences. He also love adapting tech for his own and students uses. This summer he, along with Tim Sharp and Mary Rogus, are building a streaming news studio for NewsWatch @ Noon and other student projects.

# HSJW Panelists/Keynote/Guest Speaker Biographies



Eddith Dashiell joined the E.W. Scripps School of Journalism faculty in 1992 and is the Director for undergraduate students. She was the director of studies for the Honors Tutorial College in journalism school from 1996- 2004 and director of the O.U. summer high school journalism workshop from 1993-2000. She served as a host of Forum, a regional public affairs program at WOUB-TV Athens from 1996-98. She also won University Professor of the year in 1997-98. Role: Executive Director for HSJW.



Kevin Z. Smith is the executive director of the Kiplinger Program in Public Affairs Journalism, located in the Scripps School of Journalism at Ohio University. Smith has been researching, writing, lecturing and training on media ethics for 32 years, 28 of those spent on the national ethics committee for the Society of Professional Journalists. He chaired the committee for six years and led two ethics code revisions (1996, 2014). He is a contributing author to four textbooks on media ethics. He is a speaker specialist with the U.S. Department of State and has visited eight countries to assist journalists in ethics, media literacy and misinformation matters. He has degrees in journalism and mass communication studies.



Ugonna Okpalaoka is an Emmy Award-winning producer based in Brooklyn, NY. She made her directorial debut in 2020 with Gloves Off, a documentary short film that premiered at the Tribeca Film Festival and nationally on BET, CBS, and VH1. Prior to that, Ugonna was a producer at NBC's TODAY, where she oversaw hundreds of breaking news segments, high-profile interviews, and feature stories. Now as a freelance producer, her work focuses on storytelling across television, film, and event platforms. Ugonna was born in Nigeria, grew up in the Columbus, OH area, and is a proud alumni of Ohio University's E.W. Scripps School of Journalism.

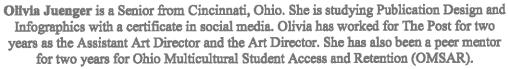


Jimmy Burrow is a former defensive coordinator for the Ohio Bobcats. He coached for Ohio from 2005 through the 2018 season. He then retired to focus on his son Joe. Before his time at Ohio, Burrow went on to play five years in the Canadian Football League. A native of Amory, Miss., Burrow graduated with a Bachelor of Science in education from Nebraska in 1976, and he earned a Master's in Education from Washington State in 1981. Burrow and his wife, Robin, have one son, Joe, who is the quarterback of the AFC Champion Cincinnati Bengals. Burrow also has two other sons, Jamie, and Dan, both of whom played football at Nebraska.

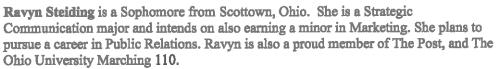
**HSJW OU Student J-Crew Member Biographies** 



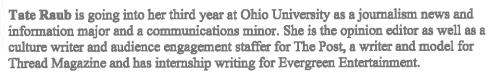




Olivia Roman is a junior from New York, majoring in Journalism (News and Information track). Wanting to go into broadcasting, Olivia is a news anchor and MMJ for WOUB Public Media's night show, NewsWatch. She also has experience in writing news stories for The Post, but feels that broadcast is her true calling, as she has experience with publicly speaking to large audiences. Olivia has publicly spoken for the Tourette Association of America since the age of 11 years old. Olivia is also an External Vice President for the co-ed Latino fraternity, Alpha Psi Lambda (Eta Chapter). This fraternity advocates, celebrates and educates others on the culture of the Latinx community. Olivia is hoping to find a job as an MMJ and news anchor in either NYC or Arizona after graduation! She also sees a possibility in becoming a foreign correspondent, later in her career. A fun fact about Olivia is that she never thought she would major in journalism, and it turned out to be the best decision she has ever made for her education!



Maya Meade is a fourth-year journalism news and information student who is minoring in political science and getting a political communication certificate and a women's, gender and sexuality studies certificate. Since starting her collegiate career, she served as the editor-in-chief of Backdrop magazine, an entirely student-produced lifestyle magazine on campus, and the president and founder of Best Buddies Ohio University. This year she will continue as president of Best Buddies, the communications intern for the Center for Campus and Community Engagement, the social media chair for the Ambassadors to the Survivor Advocacy Program, a staff writer for Backdrop, a LINKS peer mentor through the Office of Multicultural Success and Retention and be Ohio University's Newman Civic Fellow.







Hannah Campbell is a rising junior studying journalism news and information with a minor in marketing, a specialization in visual communication and media arts studies and a certificate in podcasting. She is the projects (longform) editor for The Post. She is also a section editor for Thread Magazine. She hopes to one day work for a magazine in New York City.



Maria Monesi is a junior from Columbus, Ohio majoring in Journalism News and Information and has a minor in Sports Management. Maria is involved with WOUB Public Media as the associate sports director and lead producer of Bobcat Showcase. She has a podcast with two women called 'Yes Ma'am' highlighting both women sports at Ohio University and on the national level. She is also a tour guide and is a part of Greek Life on campus as a member of Delta Zeta.



Tre Spencer is a third-year OU student studying journalism with a specialization in English and Fine Art. As a native Toledoan, Tre enjoys his time hanging out with his friends, cycling at a local park or exploring somewhere new in Northwestern Ohio. A graduate of Toledo Early College High School, Tre received his diploma and associate degree at The University of Toledo following an unprecedented year in 2020. Currently, Tre is a multimedia journalist for The Post and a member of the Society of Professional Journalists (SPJ) and will be graduating a year ahead of schedule in May 2023. With big plans in store for him next year, he will be working with the Voinovich School of Leadership and Public Service as a research scholar for the 2022-23 academic year. With dreams of becoming an environmental impact reporter for The Denver Post in Colorado and photojournalist, Tre is looking forward to using his leadership abilities to connect with new prospective journalists at this years' workshop in July and teach key elements of photojournalism.



Erin Finan is a senior studying journalism at Ohio University with the news and information track and has a specialization area in linguistics.

Molly Wilson is a junior studying journalism, marketing and criminal justice. Molly is a news editor at The Post, OU's largest student-run publication. She is also involved with The Post's coding, audience engagement, and recruitment staffs. Molly works on campus as a resident adviser and tour guide. Feel free to ask Molly about the books she is reading or Formula 1. Reach out to Molly on Twitter @Mollywmarie.



Ethan Sargeant is a junior here at Ohio University. His passion is sports reporting, as he's gotten his feet wet with many different sports broadcasting organizations, such as WOUB and OhioBobcatTV. He's also featured as a lead reporter on WOUB's high school sports shows, Gridiron Glory and Hardwood Heroes. Ethan will talk sports with anyone for hours on end, and will intensely debate his beloved Bengals! Ethan is thrilled to have the opportunity to help out at the workshop and he can't wait to get started!



Ryan Maxin is a junior at Ohio University and editor-in-chief of The Post, a student-run, editorially independent publication at OU. He is from Massillon, Ohio, and initially came to OU to study publication design before switching to journalism. This summer, Ryan is a reporting intern with the Canton Repository, a paper near his hometown. In his free time, he enjoys playing golf, reading and spending time with friends. Connect with him on Twitter at @ryanmaxin.

Ashley Beach is a junior from Waynesville, Ohio, studying journalism on the news and information track with a minor in sports management. She is the current sports editor at the award-winning student newspaper, The Post. Last winter, she won honorable mention for best podcast at the College Media Association's Apple Awards for her work on "Yes Ma'am." Her career goal is to become a beat writer for MLB.com. A fun fact about Ashley is that she is the Director of Community Service for the Zeta chapter of Alpha Gamma Delta at Ohio University.



Abby Neff is a senior from Columbus, Ohio and is double majoring in journalism and Spanish with a certificate in Latin American studies. She is a Bob and Colleen "Koky" Dishon scholarship recipient through the E.W. Scripps School of Journalism, a 2020 Hearst Award for Breaking News recipient and recently, a White House Correspondents' Association scholarship recipient for the 2022-23 school year. Abby has worked for several news publications on campus, including The New Political, Backdrop magazine and The Post. She interned for Matter News, a nonprofit organization in Columbus, in 2020. Currently, she is studying abroad at the University of Castilla La-Mancha in Toledo, Spain and is the treasurer for Sigma Delta Pi, Pi Rho, the National Hispanic Honors Society at OU. She is also an OHIO tour guide. A fun fact about Abby is that she has six siblings, including a twin and will be welcoming her first niece in August (and her second niece in September). Her career goals include interning as a Capitol Hill reporter in Washington, D.C., working as a foreign correspondent in Madrid, Spain and using her language skills to report on Spanish-speaking populations in the U.S.



Michelle Michael is a Ph.D. candidate and teaching fellow at the E.W. Scripps School of Journalism. She has worked in both print and broadcast newsrooms and managed communications for B2B, B2C, and non-profit organizations. Her current research focuses on the intersection of news, conflicts, and intergroup solutions.



Caroline Bissonnette is a Journalism-Strategic Communication major entering her senior year. Along with Journalism, she is pursuing a German degree. She spent the second semester of her freshman year in Salzburg, Austria, and hopes to return there after graduation working in Corporate Communications. Her summer internships have been centered around social media and strategic communication.



Maggie Palma is a sophomore from Columbus, Ohio. She is studying News and Information through the Honors Tutorial College. Maggie has worked for The Post by writing, scheduling social media posts, hosting a podcast and more. Her twitter is maggiepalma01.



Emily Squance is a junior from Oxford, Ohio. She is currently the president for Active Minds at Ohio University and is the Social Media Manager for A Plus Staffing Solutions in Columbus, Ohio. She is also currently the Twitter Manager for HerCampus and devotes her time to writing blogs for both HerCampus and Variant Magazine. During the Fall 2022 semester she will be the Social Media Storyteller for Scripps. After graduation she hopes to work in PR/Marketing for a mental health organization. When she's not in class or working her on-campus job, Emily enjoys hiking and painting. She tries to visit her hometown as much as she can on the weekends to take care of her many animals which include two baby parakeets.

# **HSJW OU Workshop Participants**

# **Career Day Nov. 2 Presenters**

## Morning sessions 8:45AM - 10:15AM

- 1. Dr. Kim Gifford Pediatrician
- 2. Dr. Charlie Berner Forensic Odontologist (was a general dentist to start)
- 3. Dustin Matrix Trade Institute Hands on Mechanic Training
- 4. Molly McVoy MD Child Psychiatry
- 5. Rick LaConte- Tri County Electric Co.
- 6. Megan Pugei Construction Trades & Carpenter's Union
- 7. Valerie Temple CSU Film & Acting
- 8. Steve Jerome Plumbing & Small Business Owner
- 9. Anna Powell Ballpark Operations Manager
- 10. Brad Pietrafese Best Buy Painting
- 11. Pat Hengst Narcotics Detective/Special Agent

## OPTIONAL Lunch session 11:00AM - 12:00PM

1. Joe Donatelli - OU's Journalism

#### Afternoon sessions 1:30PM - 3:00PM

- 1. Amy Bell Physical Therapist
- 2. Brian Greenberg Data Analytic Director
- 3. Steve Armstrong Audi Brand Specialist (Marketing & Sales)
- 4. Dr. Kelly Willard Veterinarian, Captain US Army Reserves
- 5. Dustin Matrix Trade Institute Hands on Mechanic Training
- 6. Rick LaConte-Tri County Electric Co.
- 7. Megan Pugel- Construction Trades & Carpenter's Union
- 8. Mark Nead- Boondock Walker (Graphic Designer-Corporate Branding Company)
- 9. Dr. Kim Gifford -Pediatrician
- 10. Steve Jerome-Plumbing

#### Maybes still pending-

- 1. Natalie Senra- LPCC (still not sure but maybe)
- 2. Jeff Paul from Wigs for Kids Hair Studio 'Jeffrey Paul' & Emmanuel Mroczka
- 3. Global Cleveland Services 'Gwendolyn Kochur'
- 4. Marous Brothers Construction Heather Fresenko & Sean Mee
- 5. Swagelok Swan, William J.

Fwd: 2REVISED: UFTAC schedule this week

Weinstein, Steve <weinstein@wews.com>

Wed 2/16/2022 5:17 PM

To:Grant, Erica < Erica.Grant@WEWS.COM>; Frater, Moreen Bailey < bailey@WEWS.com>

This is information for the public file. It has all the classes and others chats I am having with students and the advisory board.

Sent from my iPad

Begin forwarded message:

From: Stacey Readout <sreadout@wjxt.com>
Date: February 14, 2022 at 4:23:47 PM EST

To: Brian Marsh <brian\_marsh@comcast.com>, Donna Bell <donna.bell@wjhg.com>, Cindi Avila <cindi@greengoddesspr.org>, Dana Webber <dana@legacydistribution.com>, Dawn Rodriguez <dawn.rodriguez@ymail.com>, Doug Bartel <dougbartel@gmail.com>, "Waxler, Erik" <EWaxler@wfts.com>, Jason Alpert <jason@alpertenterprises.com>, Manuel Aragon <aragonmanuel@comcast.net>, Marc Robertz-Schwartz <marc@redapplesmedia.com>, Patrick Nealis prnealis@gmail.com>, Tom Doerr <tom.doerr@winknews.com>, Trimmel Gomes <trimmel@gomesmedia.com>, "Weinstein, Steve" <weinstein@wews.com>

Cc: "Ostroff,David Howard" <dostroff@ufl.edu>, "Tripp, Olga L" <otripp@jou.ufl.edu> Subject: 2REVISED: UFTAC schedule this week

# [EXTERNAL SENDER]

The department update starts at 10:30 now. See highlighted change below.



[news4jax.com]

Stacey Readout | Assistant News Director

WJXT Channel 4

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O: 904.393.9876

E: sreadout@wjxt.com

THE LOCAL STATION | NEWS4JAX.COM | THISTY JACKSONVILLE

From: Stacey Readout

Sent: Monday, February 14, 2022 12:57 PM

To: Brian Marsh <bri>sprian\_marsh@comcast.com>; Donna Bell <donna.bell@wjhg.com>; Cindi Avila <cindi@greengoddesspr.org>; Dana Webber <dana@legacydistribution.com>; Dawn Rodriguez <dawn.rodriguez@ymail.com>; Doug Bartel <dougbartel@gmail.com>; Erik Waxler <ewaxler@wfts.com>; Jason Alpert <jason@alpertenterprises.com>; Manuel Aragon <aragonmanuel@comcast.net>; Marc Robertz-Schwartz <marc@redapplesmedia.com>; Patrick Nealis prnealis@gmail.com>; Tom Doerr <tom.doerr@winknews.com>; Trimmel Gomes

<trimmel@gomesmedia.com>; 'Weinstein, Steve' <weinstein@wews.com>; Stacey Readout <sreadout@wjxt.com>

Cc: Ostroff, David Howard <dostroff@ufl.edu>; Tripp, Olga L <otripp@jou.ufl.edu> Subject: REVISED: UFTAC schedule this week

Changes highlighted below.

# WHAT YOU NEED TO KNOW ABOUT THIS VISIT

- We have 3 Q&A sessions scheduled (a couple like Rapid Fire) they are Wednesday 6:30pm, Thursday 3:30pm, Thursday 4:30pm. The Thursday 3:30pm session we've branded as "Coffee with the Council" and it's marketed as a "drop-in for one-on-one, in person advice or resume help." The feedback I received: Students really need help with resume review and networking advice. There's also Zoom fatigue. Wednesday 6:30pm and Thursday 4:30pm are panel format like Rapid Fire. I realize I put "all council members" next to these sessions and that can be overwhelming if the news folks want to go to INC during that time, or visit with faculty you're welcome to do so. Trying something new here we'll see how many students show up and go with the flow. Thanks in advance for your patience on this.
- Classes if your name isn't next to a class but you'd like to attend .. you can! We've never had issues with this. Don't look at the schedule and think you're not scheduled for much .. remember, we have 3 Q&A sessions and from what I'm told, students could use one-on-one time. There's time in this schedule to allow for that.
- Business meeting -- scheduled for Thursday over lunch. I'm working on agenda.
- Guest Steve Weinstein is joining us in person! Steve was our guest last session and his contributions were excellent. He's the Vice President and General Manager of WEWS in Cleveland.
- Thursday morning I'm aware 2 of the morning classes overlap Ryan Vasquez's department update .. I apologize for that. The good news everyone will be available for the 10:30am update from Dean Hub Brown.

### WEDNESDAY, FEBRUARY 16

- 2:45-3:50pm Management and Strategy Amy Jo Coffey (Weimer G030) VIA
   ZOOM: Weinstein, Robertz-Schwartz, Bell ((working to get Zoom link))
- 6:30-7:30pm Q&A and resume/job/networking advice (Weimer 3032) all council members available

#### THURSDAY, FEBRUARY 17

- 9:35-10:25am Intro to Media & Communications ((aka Intro To Weimer)) Allicia Bolen (Weimer 1082) Readout, Robertz-Schwartz, Doerr, Waxler
  - Topics: Speaking about the industry, career search experience post-graduation, advice for experiences to pursue during college
  - Approx 28 students
- 9:35-10:10am Intro to Media & Communications ((aka Intro To Weimer)) Geoff Thompson (Norman Hall 1020) Marsh, Weinstein, Avila, Gomes, Webber ((PLEASE NOTE: Norman Hall is not close to Weimer so allow enough time. Hard out at 10:10am so you can make it to Weimer for Dean Brown's 10:30am update.))
  - Approx 200 students primarily freshmen and sophomores
- 10:30am-12pm Department updates (Weimer 3032) all council members
  - 10:30am Dean Hub Brown
  - 11am Julie Frey / Office of Careers and Corporate Partnerships
  - 11:30am Ryan Vasquez / Interim Innovation News Center Director
- 12:00-1:30pm Council business meeting over lunch all council members working on making this available via Zoom for members who can't attend in

person

- 1:45-2:15pm One-on-one with WUFT anchor Gabriella Mercurio in INC Doerr ((Gabriella will reach out to you))
- 1:55-2:45pm Writing for Electronic Media Andrew Selepak (Rinker Hall 0110 this is basically across from Turlington) Webber, Avila, Waxler, Gomes
  - What students are interested in: Some want to make movies/TV shows, some interested in sports, the rest interested in social media. No news students.
- 3:30-4:30pm Coffee with the Council (Weimer 3032 this is drop in, good for one-on-one advice) all council members available
- 4:30-5:30pm Q&A and resume/job/networking advice (Weimer 3032) all council members available
- 7pm (ish) Dinner -- our social chair, Dawn Rodriguez, is efforting reservation at Spurrier's Gridiron Grille located in Celebration Pointe at 4860 Steve Spurrier Way. Here's the menu if you'd like a preview: <a href="https://spurriers.com/spurriers.com/spurriers.com/spurriers.com/">https://spurriers.com

# FRIDAY, FEBRUARY 18

- 9:35-10:15am Electronic Field Producing 2 / Documentary Prep Skills Houston Wells (Weimer G215) Aragon, Gomes ((removed Sieron))
- 10:40-12:35pm ((don't think you're needed for entire 2 hour block)) Sports Reporting – Eric Esterline (Weimer 3028) – Alpert, Waxler, Weinstein ((removed Sieron))
- 10:40-11:30am Adv Writing Genevieve Murphy (Weimer 2050) Doerr, Robertz-Schwartz, Marsh ((removed Avila))

\_[news4jax.com]

Stacey Readout | Assistant News Director

WJXT Channel 4

4 Broadcast Place | Jacksonville, FL 32207

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THE LOCAL STATION | NEWS4JAX.COM | THISTY JACKSONVILLE

From:

Bass, Janelle

To:

Blue, Aesha; Frater, Moreen Balley

Subjecta

Western Reserve Chapter of the Links Incorporated, Growing Leaders visit WEWS

Date:

Monday, May 8, 2023 9:40:40 AM

Attachments:

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### Hi Aesha and Moreen,

Ten high students ("Growing Leaders") came to visit News 5 on Saturday May 6<sup>th</sup>. The students got a behind the scenes look at the studio, control room and spoke to various WEWS staff. Meredith Kieger, Danita Harris, Remi, Murrey, Camryn Justice, AJ Smith, Tara Morgan, Mike Holden and former WEWSer Helen Maynard were on a panel and spoke to the students about positions within the station.

The girls had a blast!

# Janelle Bass Hawthorne

Managing Editor 216-431-3645 (O) 216-217-6294 (M)

Janelle.Bass@wews.com

image001.jpg









# The JoAnne Robinson Memorial Scholarship

## GUIDELINES FOR APPLICATION:

- Applicant must be a fulltime college student with a major in broadcast journalism and should be African-American
- Scholarship is open to students nationwide
- Scholarship is one time only and cannot be renewed and is open to students going into their sophomore, junior or senior year
- Applicant does not have to prove financial need
- Applicant must exemplify qualities demonstrated by JoAnne Robinson — hard working, detail oriented; must have strong communication and interpersonal skills and a dedication to excellence, personally and professionally
- Applicant must submit academic records (transcripts), a written statement describing personal background, goals, values and characteristics distinguishing the student, making him/her a candidate worthy of recognition. Applicant should also submit a statement from at least one college professor.

Each year a Scholarship Committee will select the recipient of the JoAnne Robinson Memorial Scholarship. The name of the recipient will be submitted to the Scripps Howard Foundation. The Foundation will forward funds directly to the student's educational institution. Funds may be used towards tuition, books and/or other educational expenses.

Desdline for applications is February 28th each year. A scholarship of \$1,000.00 will be awarded at the end of the Spring Semester for use during the upcoming academic year.

Applicants should forward information to:

JaAnns Robinson Memorial Scholarship WEWS 3001 Rucild Avenue Cleveland, Ohio 44115

216.431.5555

dol

Claveland, Euclid Avenue, WEWS

Manager

WEWS.COM

Intern

View Workers

Email Address Location

Job Details

Job Details

Employee ID

Company () >> Supervisory Org Supervisory Organization

181578

Intern Position

Intern **Business Title** 

Intern - 12834 Job Profile

Administration > ADM - Intern Job Family

**Femporary Employee Type** 

Management Level

Full time Time Type

Cleveland, Euclid Avenue, WEWS 100.00% Location

06/05/2023 Hire Date

06/05/2023 Original Hire Date

06/05/2023

0 year(s), 2 month(s), 6 day(s) Langth of Service

08/11/2023 Termination Date

Contact Information - Public

Email

**@WEWS.COM** .inkedIn Website

**Employment Data** 

Position

Temporary Employee Type

Cleveland, Euclid Avenue, WEWS Location

Continuous Service Date

View Worker

Email Address STEE

Location

Cleveland, Euclid Avenue, WEWS



Peter Gunn Manager

dol

Job Detalls

Job Details

Employee ID 181429

Supervisory Organization Company () >> Supervisory Org

Position Sales Intern
Business Title Sales Intern

Sales Internation Sales Internation Job Profile Internation 12834

Job Family Administration > ADM - Intern

Employee Type Temporary

Management Level S

Time Type Full time FTE 100.00%

FTE 100.00% Location Cleveland, Euclid Avenue, WEWS

Hire Date 06/05/2023

Original Hire Date 06/05/2023

Confinuous Service Date 06/05/2023
Length of Service 0 year(s), 2 month(s), 6 day(s)

Termination Date 08/11/2023

Contact Information - Public