

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2016 - May 31, 2017

Station Included in Report: WEWS-TV

I. List of Recruitment Sources

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				25
C2	Internal Candidate / WorkLife				19
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			93
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	15
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	7
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	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		51
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	6
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				19
C131	Agency/Search Firm				24
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			

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C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		67
C139	Rick Gevers & Assoc	PO Box 477 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com	317-769-7900	
C146	Development Test Emedia	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C147	testing once more	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C159	Recruiting.com		recruiting.com		1

Local Sources

L1	AARP Senior Community Service	4614 Prospect Ave Suite 211 Cleveland , OH 44113	Michelle Simko msimko@aarp.org	216-881-1155	
L2	Adweek Media	770 Broadway New York, NY 10003	Jerry	646-654-7601	
L3	Baldwin Wallace College	275 Eastland Rd Berea, OH 44017	Laura Anderson www.myinterfase.com/bw/employer	440-826-2101	
L4	Bryant & Stratton College	3121 Euclid Ave. Cleveland, OH 44115	Jane Gohlson wjgohlson@bryantstratton.edu	216-771-1700	
L5	CareerBoard	6120 Parkland Blvd #101 Mayfield Hts, OH 44124	Shawn Randall mrandall@careerboard.com	216-763-0830	
L6	Case Western Reserve University	10900 Euclid Ave Sears Bld. #229 Cleveland, OH 44106	Alyssa Register alyssa.register@case.edu	216-368-6648	
L7	Central State University	PO Box 1004 Wilberforce, OH 45384	Career Services careerservices@centralstate.edu	937-376-6011	
L8	Cleveland/Ohio Means Jobs	1020 Vair Cleveland, OH 44115	Lizann R. Hudson lizannh2002@yahoo.com	216-664-3049	
L9	Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	Karen Lieske careers@csuohio.edu/k.lieske@csuohio.edu	216-687-2233	
L10	Cox Ohio Publishing	1611 S. Main Street Dayton, OH 45409	Amanda Massey amanda.massey@coxinc.com	866-901-4473	

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L11	DeVry Institute of Technology	1350 Alum Creek Dr Columbus, OH 43209	Amy Raab araab@devry.edu	614-257-5015	
L12	Hampton University	2 Frissell Ave. Hampton, VA 23668	Vivian David vivian.david@hamptonu.edu	757-727-5000	
L13	John Carroll University	1 John Carroll Blvd University Heights, OH 44118	Barb Koeth bkoeth@jcu.edu www.jcu.edu/careercenter	216-397-4237	
L14	Lorain County Urban League	1530 West Rive Rd #300 Elyria , OH 44035	Gloria Simpson gsimpson@lcul.org	440-323-3364 x33	
L15	Lorain County Community College	1005 Abbe Rd. N Elyria, OH 44035	Career Services Center careers@lorainccc.edu	440-366-4076	
L16	Lost Remote.com		Rachel LaMariana Lostremote.com	212-389-2000	
L17	Malone College	515 25th St. NW Canton, OH 44709	Jen Vannest careerdevelopment@malone.edu www.collegecentral.com/malone	800-521-1146	
L18	NAHJ Parity Project	1000 National Press Bldg 529 14th St NW Washington, DC 20045	Kevin Olivas kolivas@nahj.org		
L19	National Academy of Television Arts & Sciences - Lower Great Lakes Chapter	1440 Rockside Road #221 Cleveland, OH 44134	Gary Manke administrator@nataslgl.org	440-526-3669	
L20	NCCU	PO box 19585 Durham, NC 27707	Donna Hembrick nccucareerservices@nccu.edu	919-530-6878	
L21	Notre Dame College	4545 College Rd S Euclid, OH 44121	April Kennedy akennedy@ndc.edu	216-373-5216	
L22	ODJFS	30 E Broad St 32nd floor Columbus, OH 43215	STURTV@odjfs.state.oh.us	614-466-6282	
L23	Office of Equal Opportunity	601 Lakeside Avenue #121 Cleveland, OH 44114	Kimberly Harden kharden@city.cleveland.oh.us	216-664-6296	
L24	Ohio Assn of Broadcasting	17 South High Columbus, OH 43215	Chris Merrit oab@oab.org	614-228-4052	
L25	Ohio Center for Broadcasting	9885 Rockside Rd. Valley View, OH 44125	Janiece Hardy jhardy@beonair.com	216-447-9117	

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L26	Ohio State School of Journalism	100 Denney Hall 164 W. 17th Ave Columbus, OH 43210	Randy Dineen asccareer@osu.edu / dineen.2@osu.edu	614-688-4522	
L27	National Oklahoma Assn of Black Journalist	400 Civic Center Tulsa, OK 74103	Russel LaCour www.nabj.org	918-902-6013	
L28	Rick Gevers & Associates	355 E. Ohio St. #303 Indianapolis, IN 46204	Rick Gevers rick@rickgevers.com	317-635-7912	
L29	Society of Broadcast Engineers	9102 North Meridian St. #150 Indianapolis, IN 46260	Scott Jones kjones@sbe.org	317-846-9000	
L30	Spanish American Committee	4407 Lorain Ave Cleveland, OH 44113	Francis Cintron francisc@spanishamerican.org	216-961-2100	
L31	Specs Howard School	19900 West 9th Mile Rd Southfield, MI 48075	Tony tsheroch@specshoward.edu	248-228-8980	
L32	Stillman College	PO Box 1430 Tuscaloosa, AL 35403	J. Currie jcurrie@stillman.edu	205-366-8894	
L33	TVSpy Job Bank		Tvspy.com		
L34	TV Technology/IMAS Publishing		Bob Kovacs bkovacs@nbmedia.com	703-852-4640	
L35	Urban League of Greater Cleveland	1255 Euclid Ave Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999 X218	
L36	Ursuline College	2550 Lander Road Pepper Pike, OH 44124	Gerri Jenkins gjenkins@ursuline.edu	440-646-8329	
L37	Vocational Guidance Services	2239 E 55th St Cleveland, OH 44103	K. Piotrowski kathypiotrowski@vgsjob.org	216-881-6089	
L38	Wooster College	1140 Beall Ave Wooster, OH 44691	Lucinda Sigrist career@wooster.edu	330-263-2496	
L39	Ashland University	401 College Ave Ashland, OH 44805	Linda Stoffer lstoffer@ashland.edu	419-289-5064	
L40	University of Akron	Student Union 211 Akron, OH 44325	Chris Margala; Kim Ede margala@Uakron.edu https://akron.joinhandshake.com/	330-972-7747	
L41	Graeme Newell		602communications.com		

Total Number of Interviewees Referred: 333

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, C146, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C3
Account Exec, Integrated	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, C146, C147	C97
Assignment Editor	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, C130, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C1
Assignment Editor	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, C130, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C130
Commercial Photographer III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C43, C69, C95, C97, C130, C131, C132, C134	C2
Content Coord III	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C97
Content Coord III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C43, C69, C130, C131, C132, C134	C2
Dir, Engineering	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C2
Director III	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15	C3
Evening Anchor, MMJ	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C131, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C131
Exec Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C2

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Maintenance Engineer III	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C134
Meteorologist, Morning	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	C2
Meteorologist, Weekend	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C27, C43, C69, C97, C100, C130, C131, C132, C134, L1, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L30, L31, L32, L35, L36, L37, L38, L39, L40	C130
Mgr, Assignment	C1, C2, C3, C5, C69, C130, C131, C132, C134	C2
Mgr, Maintenance Engineering	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L29, L30, L31, L32, L35, L36, L37, L38, L39, L40	C1
Multimedia Journalist	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L3, L6, L7, L8, L9, L10, L12, L13, L14, L15, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	C131
Photographer II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, L1, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L30, L31, L32, L35, L36, L37, L38, L39, L40	C130
Photographer II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, L1, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L30, L31, L32, L35, L36, L37, L38, L39, L40	C3
Photographer II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, L1, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L30, L31, L32, L35, L36, L37, L38, L39, L40	C97
Producer	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, L3, L4, L6, L7, L8, L9, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	C2
Producer, Creative Services	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	C134

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer, Creative Services	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, C159, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	C130
Reporter/Multimedia Journalist	C1, C2, C3, C5, C69, C130, C131, C132, C134	C131
Sales Support Asst II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134	C3
Specialty MMJ	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	C2
Weekend Anchor, MMJ	C1, C2, C3, L1, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40	C1

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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.	9/9/16 - Ohio Means Jobs Career Fair. Attended by Moreen Bailey Frater, Director Community Relations.
	2/2/17 - John Carroll University Career Fair. Attended by Moreen Bailey Frater, Director Community Relations.
	3/1/17 - Kent State University Career Fair. Attended by Kelly Hainer, Executive Producer and Justin Chambers, Local Sales Manager
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WEWS recruits students from local colleges and from around the country. This gives them the opportunity to get exposure to the television industry and learn more about the area of broadcasting they are interested in pursuing as a career. WEWS offers internships at the News Assignment Desk, with Good Morning Cleveland, and in Operations. During this reporting period, three (3) interns were hired by WEWS.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	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.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	2/13/17 - Station Tour for John Carroll University via Dan Coyle, Director, Creative Services
	9/7/16 - 1 student in a career transition shadowed the Producers & Reporters in the News Department 10/12/16 - 1 student from Hathaway Brown with an interest in Journalism shadowed the News Department 11/5/16 - 1 student interested in Videography shadowed Rich Geyser (Videographer) 11/6/16 - 1 student from Bristol High School interested in Sports shadowed Hakem Dermish (Feature Reporter/Sports MMJ) 12/3/16 - 1 student from Cleveland State University interested in Journalism shadowed Dhomonique Ricks (show host) 12/7/16 - 1 student from Denison University interested in Journalism shadowed Kristin Volk (MMJ) 1/23/17 - 1 student from Holy Name High School with an interest in Journalism shadowed the News Department 3/16/17 - 1 student from Brunswick High School with an interest in Directing shadowed Meredith Kieger (Director) 3/22/17 - 2 students from Holy Name High School with an interest in Journalism shadowed the News Department
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 14 times times in various dayparts during this reporting period.