

**EEO PUBLIC FILE REPORT**

**Reporting Period: June 1, 2015 - May 31, 2016**

**I. List of Recruitment Sources**

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

| <b>Code</b>           | <b>Recruitment Source</b>     | <b>Address</b>                                    | <b>Contact Person</b>   | <b>Phone</b> | <b>Number of Interviewees Referred</b> |
|-----------------------|-------------------------------|---|---|--------------|--|
| <b>Common Sources</b> |                               |   |   |              |  |
| C1                    | Employee Referral             |   |   |              | 19                                     |
| C2                    | Internal Candidate / WorkLife |   |   |              | 15                                     |
| C3                    | Scripps.com                   | 312 Walnut St<br>Ste 2800<br>Cincinnati, OH 45202 |   |              | 66                                     |
| C5                    | Google                        | 1600 Amphitheatre Pkwy<br>Mountain View, CA 94043 | www.google.com  | 650-253-6000 | 5                                      |
| C6                    | America's Job Exchange        | SmartPost job board aggregator                    | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |
| C8                    | SimplyHired.com               | SmartPost job board aggregator                    | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 | 3                                      |
| C9                    | Oodle.com                     | SmartPost job board aggregator                    | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |
| C10                   | Job.com                       | SmartPost job board aggregator                    | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |
| C11                   | AboutJobs.com                 | SmartPost job board aggregator                    | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 | 1                                      |
| C12                   | Trovit U.S.                   | SmartPost job board aggregator                    | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |

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|-------------|---|--|---|--------------|--|
| C13         | TheLadders - Jobs need: Min 40K , Full Time                               | SmartPost job board aggregator                   | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |
| C14         | Flexjobs.com (Flexible schedule jobs only)                                | SmartPost job board aggregator                   | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |
| C15         | JuJu.com  | SmartPost job board aggregator                   | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 | 1                                      |
| C26         | NAHJ.org (The National Association of Hispanic Journalists-Career Center) | SmartPost job board aggregator                   | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 | 1                                      |
| C28         | Gradspring.com  | SmartPost job board aggregator                   | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |
| C43         | Rensselaer Polytechnic Institute Career Development Center                | SmartPost job board aggregator                   | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |
| C44         | JournalismJobs.com  | SmartPost job board aggregator                   | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 | 4                                      |
| C49         | Indeed.com Sponsored Jobs 200 Click                                       | SmartPost job board aggregator                   | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 | 15                                     |
| C68         | Media Job Market  | Nielsen<br>85 Broad Street<br>New York, NY 10004 | www.mediajobvine.com  |              | 1                                      |

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|----------------------|-------------------------------|---|---|--------------|--|
| C69                  | Yahoo                         | 701 First Avenue<br>Sunnyvale, CA 94089                       | www.yahoo.com   |              |  |
| C91                  | Careerbuilder US              | SmartPost job board aggregator                                | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 | 2                                      |
| C97                  | LinkedIn                      | 2029 Stierlin Court<br>Mountain View, CA 94043                | www.linkedin.com  |              | 12                                     |
| C100                 | Tvjobs.com                    | PO Box 4116<br>Oceanside, CA 92052                            | www.tvjobs.com  | 760-754-8177 | 8                                      |
| C116                 | Online Sports.Com             | SmartPost job board aggregator                                | Melissa Costales<br>SmartPost Director of Client Care<br>melissa.costales@hodes.com | 808-260-9055 |  |
| C130                 | Face-to-face Networking       |   |   |              |  |
| C131                 | Agency/Search Firm            |   |   |              | 10                                     |
| C132                 | Bing                          | One Microsoft Way<br>Redmond, WA 98052-7329                   |   |              |  |
| C134                 | Indeed                        | 6433 Champion Grandview Way<br>Building 1<br>Austin, TX 78750 | www.indeed.com  |              |  |
| <b>Local Sources</b> |                               |   |   |              |  |
| L1                   | AARP Senior Community Service | 4614 Prospect Ave<br>Suite 211<br>Cleveland , OH 44113        | Michelle Simko<br>msimko@aarp.org   | 216-881-1155 |  |
| L2                   | Adweek Media                  | 770 Broadway<br>New York, NY 10003                            | Jerry   | 646-654-7601 |  |

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|-------------|---------------------------------|--|--|--------------|--|
| L3          | Baldwin Wallace College         | 275 Eastland Rd<br>Berea, OH 44017                         | Laura Anderson<br>career@bw.edu / landrso@bw.edu         | 440-826-2101 |  |
| L4          | Bryant & Stratton College       | 3121 Euclid Ave.<br>Cleveland, OH 44115                    | Jane Gohlson<br>wjgohlson@bryantstratton.edu             | 216-771-1700 |  |
| L5          | CareerBoard                     | 6120 Parkland Blvd<br>#101<br>Mayfield Hts, OH 44124       | Shawn Randall<br>mrandall@careerboard.com                | 216-763-0830 |  |
| L6          | Case Western Reserve University | 10900 Euclid Ave<br>Sears Bld. #229<br>Cleveland, OH 44106 | Alyssa Register<br>alyssa.register@case.edu              | 216-368-6648 |  |
| L7          | Central State University        | PO Box 1004<br>Wilberforce, OH 45384                       | Career Services<br>careerservices@centralstate.edu       | 937-376-6011 |  |
| L8          | Cleveland/Ohio Means Jobs       | 1020 Vair<br>Cleveland, OH 44115                           | Lizann R. Hudson<br>lizannh2002@yahoo.com                | 216-664-3049 |  |
| L9          | Cleveland State University      | 2121 Euclid Avenue<br>Cleveland, OH 44115                  | Karen Lieske<br>careers@csuohio.edu/k.lieske@csuohio.edu | 216-687-2233 |  |
| L10         | Cox Ohio Publishing             | 1611 S. Main Street<br>Dayton, OH 45409                    | Amanda Massey<br>amanda.massey@coxinc.com                | 866-901-4473 |  |
| L11         | DeVry Institute of Technology   | 1350 Alum Creek Dr<br>Columbus, OH 43209                   | Amy Raab<br>araab@devry.edu                              | 614-257-5015 |  |
| L12         | Hampton University              | 2 Frissell Ave.<br>Hampton, VA 23668                       | Vivian David<br>vivian.david@hamptonu.edu                | 757-727-5000 |  |
| L13         | John Carroll University         | 1 John Carroll Blvd<br>University Heights, OH 44118        | Barb Koeth<br>bkoeth@jcu.edu                             | 216-397-4237 |  |

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|-------------|-----------------------------------|--|--|------------------|--|
| L14         | Lorain County Urban League        | 1530 West Rive Rd<br>#300<br>Elyria , OH 44035                     | Gloria Simpson<br>gsimpson@lcul.org                  | 440-323-3364 x33 |  |
| L15         | Lorain County Community College   | 1005 Abbe Rd. N<br>Elyria, OH 44035                                | Career Services Center<br>careers@lorainccc.edu      | 440-366-4076     |  |
| L16         | Lost Remote.com                   |  | Rachel LaMariana<br>Lostremote.com                   | 212-389-2000     |  |
| L17         | Malone College                    | 515 25th St. NW<br>Canton, OH 44709                                | Jen Vannest<br>careerdevelopment@malone.edu          | 800-521-1146     |  |
| L18         | NAHJ Parity Project               | 1000 National Press Bldg<br>529 14th St NW<br>Washington, DC 20045 | Kevin Olivas<br>kolivas@nahj.org / lsalazar@nahj.org |                  |  |
| L19         | NATAS - Lower Great Lakes Chapter | 1440 Rockside Road<br>#221<br>Cleveland, OH 44134                  | Gary Manke<br>administrator@natasgl.org              | 440-526-3669     |  |
| L20         | NCCU                              | PO box 19585<br>Durham, NC 27707                                   | Donna Hembrick<br>nccucareerservices@ncu.edu         | 919-530-6878     |  |
| L21         | Notre Dame College                | 4545 College Rd<br>S Euclid, OH 44121                              | Kim Lane<br>klane@ndc.edu                            | 216-373-5216     |  |
| L22         | ODJFS                             | 30 E Broad St<br>32nd floor<br>Columbus, OH 43215                  | STURTV@odjfs.state.oh.us                             | 614-466-6282     |  |
| L23         | Office of Equal Opportunity       | 601 Lakeside Avenue #121<br>Cleveland, OH 44114                    | Kimberly Harden<br>kharden@city.cleveland.oh.us      | 216-664-6296     |  |
| L24         | Ohio Assn of Broadcasting         | 17 South High<br>Columbus, OH 43215                                | Chris Merrit<br>oab@oab.org                          | 614-228-4052     |  |

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|-------------|--|--|---|-------------------|--|
| L25         | Ohio Center for Broadcasting               | 9885 Rockside Rd.<br>Valley View, OH 44125               | Janiece Hardy<br>jhardy@beonair.com                     | 216-447-9117      |  |
| L26         | Ohio State School of Journalism            | 100 Denney Hall<br>164 W. 17th Ave<br>Columbus, OH 43210 | Randy Dineen<br>asccareer@osu.edu /<br>dineen.2@osu.edu | 614-688-4522      |  |
| L27         | National Oklahoma Assn of Black Journalist | 400 Civic Center<br>Tulsa, OK 74103                      | Russel LaCour<br>www.nabj.org                           | 918-902-6013      |  |
| L28         | Rick Gevers & Associates                   | 355 E. Ohio St.<br>#303<br>Indianapolis, I 46204         | Rick Gevers<br>rick@rickgevers.com                      | 317-635-7912      |  |
| L29         | Society of Broadcast Engineers             | 9102 North Meridian St.<br>#150<br>Indianapolis, I 46260 | Scott Jones<br>kjones@sbe.org                           | 317-846-9000      |  |
| L30         | Spanish American Committee                 | 4407 Lorain Ave<br>Cleveland, OH 44113                   | Francis Cintron<br>francisc@spanishamerican.org         | 216-961-2100      |  |
| L31         | Specs Howard School                        | 19900 West 9th Mile Rd<br>Southfield, MI 48075           | Tony<br>tsherock@specshoward.edu                        | 248-228-8980      |  |
| L32         | Stillman College                           | PO Box 1430<br>Tuscaloosa, AL 35403                      | J. Currie<br>jcurrie@stillman.edu                       | 205-366-8894      |  |
| L33         | TVSpy Job Bank                             |  | Tvspy.com   |                   |  |
| L34         | TV Technology/IMAS Publishing              |  | Bob Kovacs<br>bkovacs@nbmedia.com                       | 703-852-4640      |  |
| L35         | Urban League of Greater Cleveland          | 1255 Euclid Ave<br>Cleveland, OH 44115                   | Cordell Stokes<br>cstokes@ulcleveland.org               | 216-622-0999 X218 |  |
| L36         | Ursuline College                           | 2550 Lander Road<br>Pepper Pike, OH 44124                | Gerri Jenkins<br>gjenkins@ursuline.edu                  | 440-646-8329      |  |

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|-------------|------------------------------|--|--|--------------|--|
| L37         | Vocational Guidance Services | 2239 E 55th St<br>Cleveland, OH 44103    | K. Piotrowski<br>kathypiotrowski@vgsjob.org  | 216-881-6089 |  |
| L38         | Wooster College              | 1140 Beall Ave<br>Wooster, OH 44691      | Lucinda Sigrist<br>career@wooster.edu        | 330-263-2496 |  |
| L39         | Ashland University           | 401 College Ave<br>Ashland, OH 44805     | Karen Hagans<br>cardev@ashland.edu           | 419-289-5064 |  |
| L40         | University of Akron          | Shank North-Room #153<br>Akron, OH 44325 | Chris Margala; Kim Ede<br>margala@Uakron.edu | 330-972-7747 |  |

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

| Job Title           | Recruitment Sources Utilized to Fill Vacancy<br>[by code number]   | Recruitment Source for Person<br>Hired<br>[by code number] |
|---------------------|--|--|
| Assignment Editor   | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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   |
| Associate Producer  | 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  | C3   |
| Associate Producer  | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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   |
| Chief Photographer  | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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   |
| Content Coord III   | 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  | C3   |
| Content Coord III   | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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   |
| Dir, Finance        | 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  | C2   |
| Exec Producer       | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C28, 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  | C1   |
| HR Business Partner | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C69, 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 | C49  |
| Local Sales Manager | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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   |



**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

| <b>Job Title</b>      | <b>Recruitment Sources Utilized to Fill Vacancy<br/>[by code number]</b>   | <b>Recruitment Source for Person<br/>Hired<br/>[by code number]</b> |
|-----------------------|--|---|
| Morning Anchor, MMJ   | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C28, C44, C49, C68, C97, C100, 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  |
| Multimedia Journalist | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C28, C91, 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                                | C91   |
| Multimedia Journalist | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C28, 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  |
| Multimedia Journalist | C1, C2, C3, 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  |
| Multimedia Journalist | C1, C2, C3, 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  |
| Multimedia Journalist | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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  |
| Multimedia Journalist | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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  |
| Multimedia Journalist | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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  |
| Multimedia Journalist | 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  |
| News Producer         | C1, C2, C3, C5, 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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**II. Full-Time Vacancies Filled During the Reporting Period**

| Job Title       | Recruitment Sources Utilized to Fill Vacancy<br>[by code number]  | Recruitment Source for Person<br>Hired<br>[by code number] |
|-----------------|---|--|
| News Producer   | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C26, C49, C91, 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   |
| News Producer   | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C26, C49, C91, 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 | C91  |
| News Producer   | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C26, C49, C91, 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 | C26  |
| News Producer   | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C26, C49, C91, 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 | C3   |
| News Producer   | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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   |
| Photographer II | C1, C2, C3, C5, 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   |
| Photographer II | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, 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   |
| Photographer II | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, 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   |
| Photographer II | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, 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   |
| Photographer II | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, 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   |

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

| <b>Job Title</b>            | <b>Recruitment Sources Utilized to Fill Vacancy<br/>[by code number]</b>  | <b>Recruitment Source for Person<br/>Hired<br/>[by code number]</b> |
|-----------------------------|---|---|
| Producer, Creative Services | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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  |
| Sales Support Assoc II - TV | 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   | C2  |
| Specialty 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   | C2  |
| Specialty MMJ               | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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  |
| Traffic Assistant II        | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, 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  |

**EEO PUBLIC FILE REPORT**

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

|  |   |
|--|---|
| <p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>            | <p>Kent State University CareerExpo2016 - Friday, March 4, 2016 David Kaplar, Assistant News Director, Erika Storrs, HR Director, and Steve Weinstein, GM, were in attendance for the event.</p>  |
| <p>Hosting at least one job fair.</p>  | <p>Hosted by WEWS NewsChannel 5 - Career Day, Job Fair and TV Station Tour - Saturday, October 24, 2015</p>   |
| <p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>         | <p>WEWS recruits students from local colleges and from around the country giving 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 in Investigative Reporting, Consumer Reporting, News Assignment Desk, Good Morning Cleveland, Sports, Weather, NewsNet5, and Operations. During this reporting period one (1) intern was hired by WEWS.</p> |
| <p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>                            | <p>WEWS established the JoAnne Robinson Memorial Scholarship with assistance from the Scripps Howard Foundation in April 1999, to assist students who are interested in a broadcasting career. The scholarship is open to African-American students nationwide. The 2016 Scholarship was awarded to a student currently enrolled at Hampton University.</p>   |
| <p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> | <p>Online management training programs are offered to all employees. All mid-level managers attend the corporate lead SMT (Scripps Management Training) course to better equip them for higher-level positions. All managers attend Leadership training. Employees have access to numerous online learning courses.</p>   |
| <p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>     | <p>WEWS managers are required to attend training annually on EEO compliance, recruiting and interviewing, and legal review. These training sessions are organized by Human Resources and are designed to prevent discrimination in hiring and to ensure equal employment opportunity.</p>   |