

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017 through May 31, 2018

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-29,30,31,32,33,35,36,37,38,39,40,41	25
Anchor/Reporter	1-29,30,31,32,33,35,36,37,38,39,40,41	52
Graphic Artist	1-29,30,31,32,33,35,37,38,39,41	52
Morning Executive Producer	1-29,30,31,32,33,35,36,37,38,39,40,41,43	49
Morning Anchor/Reporter(2)	1-29,30,31,32,33,35,36,37,38,39,40,41	50,53
Digital Content Producer	1-29,30,31,32,33,35,36,37,38,39,40,41	49
Reporter/MMJ (2)	1-29,33,35,38,39,41	35,53
Director-	1-29,30,31,32,33,35,36,37,38,39,41	52
Producer	1-29,30,31,32,33,35,36,37,38,39,41	49
Operations Manager	1-29,30,31,32,33,35,37,38,39,40,41	52
HR-Generalist	1-29,31,32,33,35,36,37,38,39,41,43	43
Executive Producer NS	1-29,30,31,32,33,36,37,38,41,43	52
Director	1-28,31,32,33,35,36,37,38,41	53
Digital Content Producer (2)	1-29,31,32,33,35,36,37,38,39,41	49,50
Sr. Digital Sales Specialist	1-29,31,32,33,35,36,37,38,39,40,41,43	49
News Director	1-28,31,32,33,36,37,38,39,40,41	50
Producer	1-29,30,31,32,33,35,36,37,38,40,41,43	52
Assignment Editor/Web Prod	1-29,30,31,32,33,35,36,37,38,40,41,43	49
Account Executive	1-17,19-28,30,31,32,35,36,40,43	49

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST

**Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing Address</u>	<u>Website/Emailing address</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
Letters						
*1	New England Institute of Technology	Kathleen Dohoney	One New England Tech Blvd, East Greenwich, RI 02818-1258		401-739-5000	
*2	Lorain County Urban League	Jackie Smith	1530 West River Rd, Ste 300, Elyria OH 44035		440-323-3364	
*3	Emma L. Bowen Foundation	Rahsaan Harris	30 Hocketteller Plaza, 1221 Ave of the Americas #28A42, New York, NY 10012	Rahsaan.Harris@nbcuni.com	212-664-3392	
4	Ohio Civil Rights Commission	Rossi Hamby	615 Superior Ave, Cleveland, OH 44113		216-787-3150	
5	Kent State University	Marianne Warzinski	201 Franklin Hall, Kent, OH 44242-001		330-667-4467	
6	Spanish American Committee	Migdalia Cedeno	4407 Lorian Ave, Cleveland, OH 44113		216-961-2100	
Email						
7*	Specs Howard School	Brett Carey	19900 West 9th Mile Rd, Southfield, MI 48075	bcarey@specshoward.edu	248-358-9000	
8*	Career Center/Jewish Family	mita Leff/Andrea Johnson	24075 Commerce Park, #105, Beachwood, OH 44122	ajohnson@JFSA-Cleveland.org , elizabeth.little@rsc.ohio.gov	216-378-3427	
9*	Cleveland State University	Career Office	2344 Euclid Ave, Cleveland, OH 44114	a.rufyoung@csuohio.edu	216-687-2000	
10*	Bryant & Stratton College	Debra Johns (Parma & Akron) Jan Ghloson (Cleve & Eastlake)	12955 Snow Road, Parma, OH 44130	dmjohns@bryantstratton.edu , wjgholson@bryantstratton.edu	216-265-3151, 216-346-8806	
11*	Ohio Center for Broadcasting	Janice Hanna-Hardy	9000 Sweet Valley Dr, Valley View, OH 44125	jhardy@beonair.com	216-447-9117	
12*	Art Institute of Pittsburgh	Chris Rose	420 Blvd or Allies, Pittsburgh, PA 15219	wrose@aia.edu	412-291-6343	
13*	Ohio Dept of Jobs & Family Services/Employment Connection	Valerie King	11699 Brookpark Rd, Parma, OH 44130	Valerie.King@jfs.ohio.gov	216-664-2296	
14*	Cleveland Brand NAACP		2131 Stokes Blvd, Cleveland, OH 44106	Clevelandnaacp@yahoo.com	216-231-6260	
15*	Hiran College	Career Office	PO Box 67, Hiram, OH 44234	careercenter@hiram.edu	330-569.5131	

16*	Lutheran Metropolitan Ministry		1468 W. 25 th Street, Cleveland, Oh 44113-3102	dvalentin@lmyouth.org	216-658-4638	
17	OSU- School of Journalism	Bill O'Neil; Ronda Balwin	3016 Derby Hall\154 Oval Mall, Columbus, OH 43210	oneil.73@osu.edu , Baldwin.185@osu.edu	614-292-3400	
18	Urban League of Gtr Cleveland	Evette Clark	1255 Euclid Ave, #205, Cleveland, OH 44115	eclark@ulcleveland.org	216-622-0999	
19	Medialine Broadcast Employment			medialine@medialine.com		
20	NAJA-(Native American Journalists Assoc)	Rebecca Landsberry		rebeccalandsberry@naja.com	405-325-1649	
21	602 Communications	Sandy Lizik		slizik@602communications.com		
22	EW Scripps School of Journalism	Becky Fox	Schoonover Center 200, 1 Ohio University, Athens, OH 45701-2979	Foxr@ohio.edu	740-593-2590	
23	Society of Professional Journalists	Carrie Buchanan	Cleveland Pro Chapter	spicleveland@me.com		
WEBSITES						
24*	Cuyahoga Comm. College	Martin Kinsella	11000 Pleasant Valley #G201, Parma, OH 44130	https://www.collegecentral.com/tric/		
25*	John Carroll University	Career Center	20700 N. Park Blvd/Career Srv., University Hts, OH 44118	http://sites.jcu.edu/careercenter/pages/career-connection/	216-397-4237	1
26*	Notre Dame College of OH	Kim Lane	4545 College Rd, So. Euclid, OH 44141	https://www.collegecentral.com/NotreDameCollege/	216-373-5290	
27*	Ursuline College	Gerrie Sullivan	2550 Lander Rd, Pepper Pike, OH 44124	https://www.collegecentral.com/ursuline/	440-646-8324	
28*	Case Western Reserve	Heidi McCormick	10900 Euclid Ave, Cleveland, OH 44106	https://cwru.joinhandshake.com/login	216-368-4446	
29	Lorain Community College	Marci Field	Career Services Center, 1005 Abbe Rd. N, Elyria, OH 44035	https://www.collegecentral.com/lorainccc/Employer.cfm	440-366-7563	
30	OSU- Buckeye Careers		05 Brown Hall/ 190 W 17th St, Columbus, OH 43210	https://asc-osu-csm.symplicity.com/	614-292-1255	
31	OSU Alumni Association		2100 Neil Ave, Columbus, OH 43210	https://www.myinterfase.com/osualumniconsortium/employer/home.aspx		
32	University of Akron	Nancy Beirne	Placement Office, SHN 153, Akron, OH 44325	https://uakron.joinhandshake.com/login	330-972-7111	1
33	Central State University	Career Center	PO Box 1004, Wilberforce, OH 45384	www.centralstate-csm.symplicity.com	937-376-6383	
34	Indeed Jobs			www.indeed.com		
35	TVJobs			www.tvjobs.com		5
36	AAJA- Asian American Journalists Association			https://aaja.nationbuilder.com/login		
37	OAB-OHIO Associaton of Broadcasters			www.oab.org		
38	NATAS (Nat'l. Assoc. Television Arts & Sciences)			www.emmyonline.com		
39	TVB Broadcast Jobs			TVB.org		
40	NAHJ- National Association of Hispanic Journalists			https://www.nahjcareercenter.com/		
41	Raycom Media Website			https://careers-raycommedia.icims.com		13
42	Craigslist			www.craigslist.com		
43	LinkedIn		Corporate account	www.Linkedin.com		7

TRADES/Others						
44	Broadcast and Cable	Zahra Majma	810 Seventh Ave, 27th FL, New York, NY 10019	zmaja@nbmedia.com	212-378-0400x517	
45	Northeast Ohio Media Group- (Cleveland.com)	Classified Dept	1801 Superior Ave, Cleveland, OH 44114		216-999-3783	
46	Akron Beacon Journal (Monster.com)	Classified Dept	44 E. Exchange St, Akron, OH 44328		330-996-3600	
47	Monster.com			monster.com		
48	Outside Internet Source					
49	Employee Referral					26
50	Misc. External Referrals/Market Referrals					15
51	Walk-In/Phone-In/Personal Inquiry					
52	WOIO/WUAB Staff Promotion					11
53	Raycom Media Internal Hire					5
54	Sites that pull from our posting					5
					TOTAL	89

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017 – May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): ON Going

Describe Nature of Initiative:

Outreach Promotion

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

During the year, we broadcast on-air announcements on both WOIO and WUAB encouraging viewers to refer to our web site, www.cleveland19.com for information on our current employment opportunities and information on becoming one of the local companies that would like to post our positions for local, diversified recruitment. These :20 second spots typically run 3 to 4 x per week on WUAB and WOIO.

For current job opening at Cleveland's CBS 19 and CLE43 WUAB, please check our website at www.Cleveland19.com.

If your organization would like to be notified about employment opportunities at our stations, please contact the Human Resources Department at the phone numbers listed above.

Names of Station Personnel involved in Initiative:

Lisa Marko-EEO Coordinator, Lisa McManus- Prog Director, Traffic Dept

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): July 17, 2017

Describe Nature of Initiative:

International Journalist Students visit Cleveland 19.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Mary Rogus, Associate Professor from the E.W. Scripps School of Journalism at Ohio University brought 17 International Journalist Students.

Panel Discussion and Q&A Session: 10:45am

Panelists: Asst. News Director, Executive Producer, Investigative Producer, Reporter MMJ

- Station employees discussed various aspects of their jobs and entertained questions from the attendees.

Noon-12:30 Tour of the station- detailing the various aspects of the station and the roles in News and on-air programming.

The scholars are from Russia, Lebanon, Costa Rica, Sri Lanka, Chile, Finland, Kuwait, Sudan, Hong Kong, Malawi, Zambia, Myanmar, Tunisia, Romania, Kyrgyzstan, Philippines, India

Names of Station Personnel involved in Initiative:

Chris Arnold- Admin Asst. News;
Brian Sinclair, Asst. News Director
Mel Watson, Executive Producer
Cassie Nist, Investigative Producer
Damon Maloney, Reporter MMJ

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 29, 2017

Describe Nature of Initiative:

Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Hire Ohio Alumni Career Fair:

This event offered employers the ultimate talent pool featuring alumni candidates. All attendees are graduates of the participating colleges and universities, many having experience. Our managers in Sales and News met with prospective candidates about open positions at the station.

This event is available to alumni from The Ohio State University, Capital University, Cedarville University, Miami University, Ohio University, Otterbein University, Wright State University, Xavier University, University of Mount Union and Franklin University

Names of Station Personnel involved in Initiative:

Izzy Aguinaga- Local Sales Manager
Tamu Thomas- Director of Digital Editorial Process

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 17, 2017

Describe Nature of Initiative:

FCC EEO Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Online presentation on FCC EEO Guidelines- presented by Sharel Bend and Felicia Rylee, Raycom Media.

Names of Station Personnel involved in Initiative:

Lisa Marko- EEO Coordinator

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 3, 2017

Describe Nature of Initiative:

Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Recruiting Russerts Career & Internship Fair

John Carroll University

Director of Marketing attended the Career & Internship Fair, meeting with students regarding internships and career opportunities. He distributed internship applications and received positive students from the students.

*1 Candidate from fair did internship from Nov- May

Names of Station Personnel involved in Initiative:

Rob Boenau- Director or Marketing

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 28, 2017

Describe Nature of Initiative:

FCC EEO Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Online presentation on FCC EEO rules and regulations – by Hannah Lepow from Covington & Burling

Names of Station Personnel involved in Initiative:

Lisa Marko- EEO Coordinator

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 7, 2017 and Ongoing

Describe Nature of Initiative:

Erik Williams one of our Account Executive is a member of Cleveland Association of Broadcasters (CABCleveland.com)
2017 Holiday Party raised funds for Broadcast Scholarships

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

The station donated Indians Tickets and Cedar Point Tickets to a holiday fundraiser that helped to raise money for broadcast scholarships

Names of Station Personnel involved in Initiative:

Erik William- Account Executive

Event also attended by Erik Williams

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 9, 2018

Describe Nature of Initiative:

Walsh Jesuit High School students visit WOIO.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

22 Students from the Journalism class and school newspaper visited the Station. The day consisted of a tour of the station and explanation of the various studios and their roles in OTT, News, and On-Air programming. Several employees spoke with the students regarding their job at the station.

Names of Station Personnel involved in Initiative:

Nikki Vransky- Anchor

Victor Williams- Reporter

Amanda Harnocz- Dir. Of Digital Content

Various employees as students were split between the studio and the control room during the noon news.

Organized by JoAnn Larsen and

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 28, 2018

Describe Nature of Initiative:

Cleveland Height High School, Digital Video and Television Production students visit WOIO.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Approximately 20 Students from the Journalism class and school newspaper visited the Station. The day consisted of a tour of the station and explanation of the various studios and their roles in OTT, News, and On-Air programming. Several employees spoke with the students regarding their job at the station.

Names of Station Personnel involved in Initiative:

Nikki Vransky, Jeff Tanchak- Anchors
Sia Nyorkor, Dan DeRoos- Reporters
Jon Jankowski- Digital Content Producer
Various employees as students were split between the studio and the control room during the noon news.
Organized by JoAnn Larsen and Chris Arnold

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Various times throughout the period

Describe Nature of Initiative:

INTERNSHIPS – WOIO/WUAB offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university, and by receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the stations, including News, Marketing/On-Air Promotions, Programming, Sales, Graphic Design and Community/Public Affairs. All internships are non-paid, so students must be receiving academic credit to work or observe at the stations. Hours can be flexible, to accommodate class schedules and school requirements; however, most interns are usually required to attend a minimum of 15-20 hours per week.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

For the time period of this report, we accepted **8 interns (6 Summer, 1 Winter, 2 Spring)** to work in various departments. Educational facilities they attend are: John Carroll University, Kent State University, Bowling Green, Columbia College-Chicago, Ohio University, Syracuse University and Ohio Media School.

Names of Station Personnel involved in Initiative:

Lisa Marko-EEO Coordinator, Chris Arnold-Admin Asst. News, Fred D' Ambrosi-New Director, Rob Boenau-Director Marketing, Joann Larson-Producer/Director, Chris Dellecese-Sports Producer.
Various News Personnel

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2017- May 31, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Various times throughout the period

Describe Nature of Initiative:

Shadowing: WOIO-WUAB offers the opportunity to Shadow their employees to eligible high school students. This is wonderful opportunity for students looking to gain knowledge and insight about the communications and television industry. Students are eligible to shadow our employees provided they have permission from their high school, preferably an established senior project program.

Shadowing is offered in a variety of departments at the station, including News, Marketing, Sales, and Community/Public Affairs.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

For the time period of this report, we have accepted **2 Students** to work in various departments. Educational facilities they were associated with were: Solon High School and Beaumont School

Names of Station Personnel involved in Initiative:

Chris Arnold- Admin Asst. News; Tony Zarrella- Sports Anchor; Various News Personnel.