

# WOIO/WUAB

## EEO PUBLIC FILE REPORT

June 1, 2018 through May 31, 2019

### I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Reporter	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 31, 32, 33, 40, 45, 59	55
Marketing Digital Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 44, 45, 59	54
Reporter	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 35, 36, 37, 45, 47, 59	58
AM Executive Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 35, 36, 37, 45, 47, 59	54
Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 32, 34, 35, 36, 37, 38, 39, 40, 45, 59	54
Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 32, 34, 35, 36, 37, 38, 39, 40, 45, 59	45
Assignment Editor/Web Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 40, 41, 42, 44, 45, 47, 59	54
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 36, 37, 40, 44, 45, 59	58
Reporter	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 36, 37, 38, 39, 41, 42, 44, 45, 59	39
Meteorologist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 35, 36, 37, 38, 39, 40, 41, 42, 45, 59	54
Assignment Editor/Web Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 32, 34, 35, 36, 37, 39, 40, 41, 45, 59	45
Reporter/MMJ	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 35, 36, 37, 38, 39, 40, 45, 59	58
Reporter/MMJ	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 35, 36, 37, 38, 39, 40, 45, 59	52
Chief of Engineering and Technology	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 34, 35, 36, 37, 38, 39, 40, 41, 42, 45, 59	58
News Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 32, 34, 35, 36, 37, 38, 39, 40, 44, 45, 59	45

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### 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</u>	<u>Website/Email Address</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
<b>Letters</b>						
*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 Rockefeller Plaza, 1221 Ave of the Americas #28A42, New York, NY 10012	<a href="mailto:Rahsaan.Harris@nbcuni.com">Rahsaan.Harris@nbcuni.com</a>	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	

<b>Email</b>						
7*	Specs Howard School	Brett Carey	19900 West 9th Mile Rd, Southfield, MI 48075	<a href="mailto:bcarey@specshoward.edu">bcarey@specshoward.edu</a>	248-358-9000	
8*	Career Center/Jewish Family	mita Left/Andrea Johnson	24075 Commerce Park, #105, Beachwood, OH 44122	<a href="mailto:ajohnson@JFSA-Cleveland.org">ajohnson@JFSA-Cleveland.org</a> , <a href="mailto:elizabeth.little@rsc.ohio.gov">elizabeth.little@rsc.ohio.gov</a>	216-378-3427	
9*	Cleveland State University	Career Office	2344 Euclid Ave, Cleveland, OH 44114	<a href="mailto:a.rufyoung@csuohio.edu">a.rufyoung@csuohio.edu</a>	216-687-2000	
10*	Bryant & Stratton College	Debra Johns(Parma & Akron) Jan Ghloson (Cleve & Eastlake)	12955 Snow Road, Parma, OH 44130	<a href="mailto:dmjohns@bryantstratton.edu">dmjohns@bryantstratton.edu</a> , <a href="mailto:wigholson@bryantstratton.edu">wigholson@bryantstratton.edu</a>	216-265-3151, 216-346-8806	
11*	Ohio Center for Broadcasting	Janice Hanna-Hardy	9000 Sweet Valley Dr, Valley View, OH 44125	<a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a>	216-447-9117	
12*	Art Institute of Pittsburg	Chris Rose	420 Blvd or Allies, Pittsburg, PA 15219	<a href="mailto:wrose@aii.edu">wrose@aii.edu</a>	412-291-6343	
13*	Ohio Dept of Jobs & Family Services/Employment Connection	Valene King	11699 Brookpark Rd, Parma, OH 44130	<a href="mailto:Valerie.King@jfs.ohio.gov">Valerie.King@jfs.ohio.gov</a>	216-664-2296	
14*	Cleveland Brand NAACP		2131 Stokes Blvd, Cleveland, OH 44106	<a href="mailto:Clevelandnaacp@yahoo.com">Clevelandnaacp@yahoo.com</a>	216-231-6260	
15*	Hiram College	Career Office	PO Box 67, Hiram, OH 44234	<a href="mailto:careercenter@hiram.edu">careercenter@hiram.edu</a>	330-569 5131	
16*	Lutheran Metropolitan Ministry		1468 W. 25 <sup>th</sup> Street, Cleveland, Oh 44113-3102	<a href="mailto:dvalentin@lmmyouth.org">dvalentin@lmmyouth.org</a>	216-658-4638	
17	OSU- School of Journalism	Bill O'Neil; Ronda Balwin	3016 Derby Hall\154 Oval Mall, Columbus, OH 43210	<a href="mailto:oneil.73@osu.edu">oneil.73@osu.edu</a> , <a href="mailto:Baldwin.185@osu.edu">Baldwin.185@osu.edu</a>	614-292-3400	
18	Urban League of Gtr Cleveland	Evette Clark	1255 Euclid Ave, #205, Cleveland, OH 44115	<a href="mailto:eclark@ulcleveland.org">eclark@ulcleveland.org</a>	216-622-0999	
19	Medialine Broadcast Employment			<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>		
20	NAJA-(Native American Journalists Assoc)	Rebecca Landsberry		<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>	405-325-1649	
21	602 Communications	Sandy Lizik		<a href="mailto:slizik@602communications.com">slizik@602communications.com</a>		

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	spjcleland@me.com		

**WEBSITES**

24*	Cuyahoga Comm. College	Martin Kinsella	11000 Pleasant Valley #G201, Parma, OH 44130	<a href="https://www.collegecentral.com/ti-i-c/">https://www.collegecentral.com/ti-i-c/</a>		
25*	John Carroll University			<a href="https://jcu.joinhandshake.com/login">https://jcu.joinhandshake.com/login</a>	216-397-4237	
26*	Notre Dame College of OH	Kim Lane	4545 College Rd, So. Euclid, OH 44141	<a href="https://www.collegecentral.com/NotreDameCollege/">https://www.collegecentral.com/NotreDameCollege/</a>	216-373-5290	
27*	Ursuline College	Gerrie Sullivan	2550 Lander Rd, Pepper Pike, OH 44124	<a href="https://www.collegecentral.com/ursuline/">https://www.collegecentral.com/ursuline/</a>	440-646-8324	
28*	Case Western Reserve			<a href="https://cwru.joinhandshake.com/login">https://cwru.joinhandshake.com/login</a>	216-368-4446	
29	Lorain Community College	Marci Field	Career Services Center, 1005 Abbe Rd. N, Elyria, OH 44035	<a href="https://www.collegecentral.com/lorainccc/Employer.cfm">https://www.collegecentral.com/lorainccc/Employer.cfm</a>	440-366-7563	
30	OSU- Buckeye Careers		05 Brown Hall/ 190 W 17th St, Columbus, OH 43210	<a href="https://asc-osu-csm.symplicity.com/">https://asc-osu-csm.symplicity.com/</a>	614-292-1255	
31	OSU Alumni Association		2100 Neil Ave, Columbus, OH 43210	<a href="https://www.myinterfase.com/osu/alumniconsortium/employer/home.aspx">https://www.myinterfase.com/osu/alumniconsortium/employer/home.aspx</a>		
32	University of Akron			<a href="https://uakron.joinhandshake.com/login">https://uakron.joinhandshake.com/login</a>	330-972-7111	
33	Central State University	Career Center	PO Box 1004, Wilberforce, OH 45384	<a href="http://www.centralstate-csm.symplicity.com">www.centralstate-csm.symplicity.com</a>	937-376-6383	
34	Kent State University			<a href="https://uakron.joinhandshake.com/login">https://uakron.joinhandshake.com/login</a>	330-972-7111	
35	Bethany College			<a href="https://uakron.joinhandshake.com/login">https://uakron.joinhandshake.com/login</a>	330-972-7111	
36	Baldwin Wallace University			<a href="https://uakron.joinhandshake.com/login">https://uakron.joinhandshake.com/login</a>	330-972-7111	
37	Bowling Green State University			<a href="https://uakron.joinhandshake.com/login">https://uakron.joinhandshake.com/login</a>	330-972-7111	
38	Indeed Jobs			<a href="http://www.indeed.com">www.indeed.com</a>		
39	TVJobs		pulls from our site most of the time	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		1
40	AAJA- Asian American Journalists Association		email and they post	<a href="https://aaja.nationbuilder.com/login">https://aaja.nationbuilder.com/login</a>		1
41	OAB-OHIO Association of Broadcasters		email and they post	<a href="http://www.oab.org">www.oab.org</a>		1
42	NATAS (Nat'l Assoc. Television Arts & Sciences)			<a href="http://www.emmyonline.com">www.emmyonline.com</a>		1
43	TVB Broadcast Jobs		Pulled but stopped in Dec 2017	TVB.org		1
44	NAHJ- National Association of Hispanic Journalists		Pulls from our site	<a href="https://www.nahjcareercenter.com/">https://www.nahjcareercenter.com/</a>		1
45	Raycom Media Website/Gray TV Site			<a href="https://careers-raycommedia.icims.com">https://careers-raycommedia.icims.com</a> , <a href="https://gray.tv/career#currentopenings">https://gray.tv/career#currentopenings</a>		3
46	Craigslist			<a href="http://www.craigslist.com">www.craigslist.com</a>		
47	LinkedIn			<a href="http://www.linkedin.com">www.linkedin.com</a>		
<b>TRADES/Others</b>						
48	Broadcast and Cable	Zahra Majma	810 Seventh Ave, 27th FL, New York, NY 10019	<a href="mailto:zmaja@nbmedia.com">zmaja@nbmedia.com</a>	212-378-0400x517	
49	Northeast Ohio Media Group- (Cleveland.com)	Classified Dept	1801 Superior Ave, Cleveland, OH 44114		216-999-3783	
50	Akron Beacon Journal (Monster.com)	Classified Dept	44 E. Exchange St, Akron, OH 44328		330-996-3600	
51	Monster.com			<a href="http://monster.com">monster.com</a>		
52	Outside Internet Source					1

53	Confidential Hire from Competitive Station					1
54	WOIO/WJAB Internal Referral					6
55	Misc. External Referrals/Market Referrals					1
56	Walk-In/Phone-In/Personal Inquiry					
57	WOIO/WJAB Staff Promotion					1
58	Internal Source Hire					4
59	On-Air Recruitment Spot					
					TOTAL	23

# WOIO/WUAB

## EEO PUBLIC FILE REPORT

06/01/18 – 05/31/19

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): July 19, 2018

**Describe Nature of Initiative:**

Visit from Journalism Professor at Ohio University and Academic Director for the Study of the U.S. Institute on Journalism and Media, along with 18 international professors and chaperones.

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

WOIO/WUAB staff will provide panel discussion members, Q&A session and tour of the facility including newsrooms, master control and news studio. Ohio University and Study of the U.S. Institute on Journalism and Media.

**Names of Station Personnel involved in Initiative:**

Neeha Curtis – Anchor/Reporter, Adam Fullerton – Executive Producer, Julian Glover – Anchor/Reporter, Damon Maloney – Reporter/MMJ, Misty Stiver – News Producer, Julia Tullos – Assignment Editor, Tamu Thomas – Digital Content Director and Niki Vrsansky – Anchor/Reporter

# WOIO/WUAB

## EEO PUBLIC FILE REPORT

06/01/18 – 05/31/19

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

**Describe Nature of Initiative:**

Participate in other activities other than listed to further the goal of disseminating information about employment opportunities.

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

During the year we broadcast on-air announcements on WOIO and WUAB to provide information about 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 times per week on WOIO/WUAB.

**Names of Station Personnel involved in Initiative:**

Sarah Hinton – EEO Coordinator, Lisa McManus - Prog. Director, Traffic Department

# WOIO/WUAB

## EEO PUBLIC FILE REPORT

06/01/18 – 05/31/19

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

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 must be enrolled in a college or university. All internships are unpaid, so students must be receiving academic credit to work or observe at the station. Hours can be flexible to accommodate class schedules and school requirements, however most inters are usually required to attend a minimum of 15-20 hours per week. Internships are offered in a variety of departments at the station including Marketing/On-Air Promotions/ Programming, Sales, Graphic Design and Community/Public Affairs

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

During June 1, 2018 and May 31, 2019, we accepted 7 interns. One of these interns was a student at Baldwin Wallace University, one from Cedarville University, one from the University of Cincinnati, another from Curry College, one from Kent State University, one from Northwestern University, and one from the University of Toledo. All these interns worked during our Summer hours.

Names of Station Personnel involved in Initiative:

Sarah Hinton-EEO Coordinator and various department heads including: Ian Rubin – News Director and Rob Boenau- Director of Marketing and Audience Development

# WOIO/WUAB

## EEO PUBLIC FILE REPORT

06/01/18 – 05/31/19

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 12, 2018

Describe Nature of Initiative:

Network Event/Job Fair

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

Sponsored by the Ohio Media School, we met with students/prospective employees at their site in Independence to create a hiring pipeline and develop relationship with school for mentoring.

Names of Station Personnel involved in Initiative:

Kendall Forward, Damon Maloney -- both Reporters and Pete Sartschev -- Chief Videographer



# WOIO/WUAB

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06/01/18 – 05/31/19

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 26, 2019

Describe Nature of Initiative:

Job Fair

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

Sponsored by Kent State University, in Kent, Ohio. Our staff met with prospective employees and interns offering advice and critiquing resumes and demo reels. There was a tour of the KSU studio and a discussion with the faculty about how to best prepare students for the news jobs of the future.

Names of Station Personnel involved in Initiative:

Ian Rubin – News Director at WOIO, Brian Sinclair – Assistant News Director at WOIO, Mike Smith Gray News Recruitment Director and Phil Hickman – Gray News Director

# WOIO/WUAB

## EEO PUBLIC FILE REPORT

06/01/18 – 05/31/19

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 13, 2019

Describe Nature of Initiative:

Job Fair

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

Playhouse Square Career Fair. Met with potential employees mostly in the marketing field

Names of Station Personnel involved in Initiative:

Rob Boenau, Director of Marketing and Audience Development