

**WEWS-TV EEO Public File Report**  
**Reporting Period: June 1, 2010 - May 30, 2011**

**I. List of Recruitment Sources - including the number of interviewees referred during reporting period**

\* an asterisk by the name of the recruitment source indicates that the source sought notification of all full-time vacancies

	<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Phone</u>	<u>E-mail Address</u>
1	AARP Senior Community Service	4614 Prospect Ave, Suite 211, Cleveland OH 44103	Betty Turner	216-881-1155	msimko@aarp.org
2	Adweek Media	770 Broadway, New York, NY 10003	Jerry	646-654-7601	
3	Ashland University	401 College Ave, Ashland OH 44805	Karen Hagans	419-289-5064	cardev@ashland.edu
4	Baldwin Wallace College	275 Eastland Rd, Berea OH 44017	Career Services	440-826-2101	careerservices@bw.edu
5	Broadcasting Engineering	870 Wyndom Terr, Secane PA 19018	Susan Schaefer	484-478-0154	sschaefer@prismb2b.com
6	Broadcasting & Cable	225 Wyman Street, Waltham, MA 02451	Jon Kemp	781-734-8441	jon.kemp@reedbusines.com
7	Bryant & Stratton College	1700 E. 13th St, Cleveland OH 44092	Robert Laheta	216-771-1700	jmnelly@bryantstratton.edu
8	Call & Post Newspaper				mblack@call.post.com
9	CareerBoard	27600Chagrin Blvd #300, Cleveland OH 44122	Rick Capretta	216-763-0830	rcapretta@careerboard.com
10	Career Builder				careerbuilder.com
11	Case Western Reserve University	10900 Euclid Ave, Cleveland OH 44106	Tasha Fryfogle	216-368-4446	employers@case.edu
12	Central State University	PO Box 1004, Wilberforce OH 45384	Career Services	216-431-3423	careerservices@centralsu.edu
13	Cleveland Career Center	1020 Bollivar, Cleveland, OH 44114	Randy Hill	216-664-3049	
14	Cleveland State University	2121 Euclid Avenue, Cleveland OH 44115	Career Services	216687-2233	careers@csuohio.edu
15	Cox Ohio Publishing	Dayton Daily News	Abby	866-901-4473	AAXE@coxohio.com
16	DeVry Institute of Technology	1350 Alum Creek Dr, Columbus OH 43209	Heather Hughes	614-253-7291 x1624	careerservices@devry.edu
17	Employee referrals				
18	Graeme Newell's Marketing Ideanet				gnewell@staff.vault.com
19	Hampton University	546 E. Queen St Hampton VA 23668	Joy McDonald	757-727-5993	Joy.McDonald@hampson.edu
20	Internal candidates (Scripps)				
21	Internal candidates (WEWS)				
22	IRE (Investigative Reporters/Editors)	138 Neff Annex, Columbia, MO 65211	Heather Henry	573-882-2042	jobpostings@nicar.org
23	John Carroll University	20700 North Park Blvd, University Hts OH 44118	Career Services	216-397-1886	ssande@jcu.edu
24	Journalism Jobs				journalismjobs.com
25	Linked In				linkedin.com
26	Lorain City Urban League	401 Broad Street Suite B, Elyria OH 44035	Benita Arnold	440-323-3364	Barnold@lcul.org
27	Lorain County Community College	1005 Abbe Rd. N, Elyria OH 44035	Career Services Center	440-366-7563	Mfield@lorainccc.edu
28	Lost Remote.com				Lostremote.com
29	Malone College	515 25th St. NW, Canton OH 44115	Sheila Somberg	216-361-2732	careerdevelopment@malone.edu
30	Marietta College	215 Fifth St, Marietta OH 45704	Natalie Iadicco	740-376-4645	iadicicn@marietta.edu
31	Media Week	Nielsen, 770 Broadway, New York, NY 10003	Jerry	646-654-5416	
32	Medialine	PO Box 51909, Pacific Grove CA 93950	Mark Shilstone	800-237-8073	medialine@medialine.com
33	Miami of Ohio University	241 Hoyt Hall, Oxford OH 45056	Cathy Metcalfe	513-529-3831	careersevice@muohio.edu
34	NAHJ Parity Project	1000 National Press Bldg, 529 14th St NW Washington DC 20045	Kevin Olivas		kolivas@nahj.org

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35	NAHJ Parity Project 2	1000 National Press Bldg, 529 14th St NW Washington DC 20045	L Salazar		lsalazar@nahj.org
36	NATAS - Lower Great Lakes Chapter*	7650 Chippewa Road, Ste. 305, Brecksville, OH 44141	Dennis Thatcher	440-526-3669	administrator@nataslo
37	National Assn of Broadcasting	1771 N St NW, Washington DC 20036	Karen Hunter	202-429-5498	
38	National Assn of Hispanic Journalists	1193 National Press Bld, Washington DC 20045	Michelle Vignoli	202-662-7145	jobbank@nahj.org
39	National Assn of Black Accountants	<a href="http://www.naba-cleve.com">www.naba-cleve.com</a>			nabacleveland@ameri
40	NCCU	1801 Fayetteville St, Durham NC 27707	Career Services	919-530-6198	nccucareerservices@n
41	Newsnet5.com/Scripps.com	3001 Euclid Ave, Cleveland OH 44115	Jane Battes	216-431-3667	
42	Notre Dame College	4545 College Rd, S Euclid OH 44121	Katherine Krjci	216-373-5216	
43	ODJFS	30 E Broad St, 32nd floor, Columbus OH 43215		614-466-6282	STURTV@odjfs.state.oh
44	Office of Equal Opportunity *	604 Lakeside Avenue #204, Cleveland OH 44114	Kimberly Harden	216-664-4155	kharden@city.clevelan
45	Ohio Assn of Broadcasting	88 Broad St, Columbus OH 43215	Patti Geary	614-228-4052	
46	Ohio Center for Broadcasting *	9000 Sweet Valley Dr, Valley View OH 44125	Gary James	216-447-9117	gary@beonair.com
47	Ohio State School of Journalism	3016 Derby Hall/154 Oval Mall, Columbus OH 43210	Career Services	614-292-7055	asccareer@osu.edu
48	Oklahoma Assn of Black Journalists	17112 Sunny Hollow Rd, Edmond OK 73003	Charles Shephard	405-359-2003	cshepherd@hearst.com
49	Outside referrals/word of mouth/unsolicited				
50	Poynter Career Center				<a href="http://www.poynter.org">www.poynter.org</a>
51	ProMax	9000 Sunset Blvd, Los Angeles CA 90069	Anush Payaslyan	310-788-7600	anush@promax.tv
52	Services for Independent Living	25100 Euclid Avenue, Cleveland OH 44117	Christopher Zehe	216-731-1529	zehe@sil.org
53	Society of Broadcast Engineers	8445 Keystone Crossing Suite 140, Indianapolis IN 46240	Scott Jones	317-846-9000	kjones@sbe.org
54	Spanish American Committee	4407 Lorain Ave, Cleveland OH 44113	Monica Chrnko	216-961-2100	yanilkan@spanishameric
55	Specs Howard School	19900 West 9th Mile Rd, Southfield MI 48075	Nicole Ladouceur	248-358-9000	nladouceur@specshowa
56	Spots-n-Dots	167 Oakdale Rd, Johnson City NY 13790	Dai Korba	888-884-2630	alice@spotsndots.com
57	Stillman College	PO Box 1430, Tuscaloosa AL 35403	J. Currie	205-366-8894	jcurrie@stillman.edu
58	Talent Dynamics	8828 Stemmons Suite 510, Dallas TX 75247	Sandra Connell	214-630-9590	connell@talentdynam
59	The JobFile	815 Long Road, Glenview IL 60025	Bob Roberts	847-729-6397	BoRoWMAQ@aol.com
60	TV Jobs	PO Box 4116, Oceanside CA 92052	Mark Holloway	800-374-0119	jobs@tvjobs.com
61	TVSpy Job Bank				Tvspy.com
62	TV Technology/IMAS Publishing	5827 Columbia Pike, 3rd, Falls Church VA 22041	Caroline Freeland	703-998-7600 x153	cfreeland@imaspub.c
63	University of Akron	Shank North-Room #153, Akron OH 44325	Chris Margala; Kim Ede	330-972-7747	margala@Uakron.edu
64	Urban League of Greater Cleveland *	1255 Euclid Ave, Cleveland OH 4415	Dorothea Santiago	216-622-0999 X240	dsantiago@ulcleveland.
65	Ursuline College	2550 Lander Road, Pepper Pike OH 44124	Gerri Sullivan	440-646-8329	gsullivan@ursuline.edu
66	Various talent agents				
67	Various collection websites	ie google.com, indeed.com, ABS, etc.			

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68	Vocational Guidance Services	2239 E 55th St, Cleveland OH 44103	K. Piotrowski	216-881-6089	kathypiotrowski@vgsjob.
69	Wooster College	Career Services, Wooster OH 44691	Lisa Kasto	330-263-2496	lkastor@wooster.edu

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**II. Full-time Vacancies Filled During the Reporting Period (6/1/10 - 5/30/11)**

<b>Job Title</b>	<b>Recruitment Sources utilized to fill vacancy</b>	<b>Recruitment Source for Person Hired</b>
Executive Producer, Special Projects	1, 3, 4, 7, 10, 11, 12, 13, 14, 16, 19, 20, 21, 22, 23, 25, 26, 27, 29, 30, 32, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 45, 46, 48, 55, 57, 60, 63, 64, 65, 69	21
Assignment Editor	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	41
Sales Support Assistant	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	21
Assignment Editor	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	41
Assistant News Director	1, 3, 4, 7, 9, 10, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 50, 57, 60, 63, 64, 65, 69	41
Consumer MMJ	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	20
Online Producer	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	41
Planning Editor	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	21
Sports MMJ	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	41
Associate Producer	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	41
Engineer	1, 3, 4, 6, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 53, 57, 60, 63, 64, 65, 67, 69	67
Digital Account Executive	1, 3, 4, 7, 10, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	10

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MMJ	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 67, 69	41
Producer	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	60
Account Executive	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	41
Account Executive	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	41
Account Executive	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	25
Digital Account Executive	1, 3, 4, 7, 11, 12, 14, 16, 19, 20, 21, 23, 25, 26, 27, 29, 30, 33, 34, 35, 36, 38, 40, 41, 42, 43, 44, 46, 47, 57, 60, 63, 64, 65, 69	41

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

**EEO Announcements**

**Weekly**

**WEWS contact: Moreen Bailey Frater - Director of Community Relations**

WEWS airs an announcement each week soliciting organizations in our viewing area to contact WEWS to be included on our EEO list to receive job postings for vacant positions.

**EEO Training for Management-Level Personnel**

**Annually**

**WEWS contact: Jane Battes, HR Manager**

WEWS managers are required to attend training 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.

**Internship Program**

**Every semester**

**WEWS contact: Moreen Bailey Frater - Director of Community Relations**

Each semester, WEWS recruits students from local colleges and 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, Engineering, Good Morning Cleveland, Sales, Sports, Weather, NewsNet5, and Human Resources. During this reporting period 35 interns were hired by WEWS.

**JoAnne Robinson Memorial Scholarship**

**Established in April 1999**

**WEWS contact: Moreen Bailey Frater - Director of Community Relations**

The JoAnne Robinson Memorial Scholarship was established in April 1999 to assist students who are interested in a broadcasting career. The scholarship is open to African-American students nationwide. Deadline to apply is February 28 of each year. A scholarship of \$1000 is awarded in April each year.

*Scholarship winner for 2011:*

**Kiersten Nurse - Alabama State University**

**Job Fairs attended**

Ohio Center for Broadcasting - October 27, 2010

John Carroll University - October 28, 2010

Baldwin Wallace College - November 4, 2010

John Carroll University - February 3, 2011