

WEWS-TV EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2004 - May 23, 2005

I. List of Recruitment Sources

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

* An asterisk by the name of the Recruitment Source indicates that the source sought notification of all full-time vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
	1 agents representing talent	various			10
*	2 Ashland University	401 College Ave. Ashland, Oh 44805	Karen Hagans	419.289.5064	0
*	3 Baldwin Wallace College	275 Eastland Rd. Berea, Oh 44017	Career Services	440-826-2101	0
	4 Case Western Reserve University	206 Sears Library Bldg. Cleveland, Oh 44106	Tasha Fryfogle	216.368.4446	0
*	5 Central State University	Career Services Ctr. P.O. Box 10004 Wilberforce OH 4545384	Lesya Taylor-Devond	937.376.6383	0
*	6 Cleveland NATAS	3487 Center Rd Ste 6C Brunswick OH 44212	Jackie Symons	330-273-5756	0
*	7 Cleveland State University	2121 Euclid Ave. Cleveland, Oh 44115	Jennifer Lenhart	216.687.2240	3
*	8 EW Scripps Company - WEWS-TV / scripps.com / newsnet5.com	3001 Euclid Ave Cleve OH 44115	Susan Anderson	216-431-3667	18
	9 internal candidates	3002 Euclid Ave Cleve OH 44115	Susan Anderson	216-431-3668	4
*	10 John Carroll University	20700 North Park Blv, University Hts OH 44118	Ctr for Career Svcs	216-397-1886	0
*	11 Marietta College	215 Fifth St. Marietta, Oh 45704	Natalie Iadicco	740.376.4645	0
*	12 Miami University	241 Hoyt Hall Oxford, Oh 45056	Cathy Metcalfe	513.529.3831	0
*	13 NAHJ	529 14th St NW, Washington DC 20045	Job Bank	202-662-7145	0
*	14 NCCU	Career Services P.O. Box 19585 Durham, NC 27707	Brenda Sexton	919.530.7356	0
*	15 Notre Dame College	4545 College Rd. S. Euclid. Oh 44121	Katherine Krejci	216.373.5216	0
*	16 Office of Equal Opportunity	604 Lakeside Ave. #204 Cleveland, Oh 44114	Bertha Willis	216.664.4155	0
*	17 Ohio Center for Broadcasting	9000 Sweet Valley Dr. Vally View, Oh 44125	Gary James	216.447.9117	1
*	18 Oklahoma Assoc. Black Journalists	17112 Sunny Hollow Rd. Edmond, Ok 73003	Charles Shephard	405.359.2003	
	19 referrals from employees				17
	20 referrals from outside				15
*	21 Services for Independent Living	25100 Euclid Ave. Euclid, Oh 44117	Christopher Zehe	216.731.1529	0

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*	22	Stillman College	PO Box 1430, Tuscaloosa AL 35403	J. Currie	205-366-8894	0
*	23	The Jobfile	815 Long Rd. Glenview, Il 60025	Bob Roberts	847.729.6397	0
*	24	Urban League of Greater Cleveland	1255 Euclid Cleveland, Oh 44115	Dorothea Santiago	216.622.0999	0
*	25	Ursuline College	2550 Lander Rd. Pepper Pike, Oh 44124	Gerri Sullivan	440.646.8324	0
*	26	Wooster College	Career Services Wooster, Oh 44691	Lisa Kastor	330.263.2496	0
*	27	Vocational Guidance Services	2239 E. 55th St. Cleveland, Oh 44103	K. Piotrowski	216.881.6089	0
TOTAL					32	

EEO PUBLIC FILE REPORT

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 name]
Meteorologist	all	scripps.com/newsnet5.com
Traffic Staffer	all but #1	employee referral
Operations Technician	all but #1	scripps.com/newsnet5.com
News Director	confidential search - not openly posted	referral from outside
Executive Producer	all but #1	employee referral
Account Executive	all but #1	employee referral
Account Executive	all but #1	referral from outside
Account Executive	all but #1	outside referral
Account Executive	all but #1	outside referral
Associate Producer/Writer	all but #1	internal candidate
Sports Producer	all but #1	employee referral
Reporter	all	agent
Weekend Anchor	all	employee referral
Producer	all but #1	internal candidate
Producer	all but #1	internal candidate
Associate Producer/Writer	all but #1	intern - employee referral
Associate Producer/Writer	all but #1	employee referral
Associate Producer/Writer	all but #1	scripps.com/newsnet5.com
Operations Technician	all but #1	employee referral
Operations Technician	all but #1	outside referral
Director, Engineering	all but #1	internal candidate
Senior Executive Producer	*	scripps.com/newsnet5.com
Reporter	all	outside referral
News Operations Manager	all but #1	employee referral

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* Sr EP position not posted since it involved demoting a current employee from that position. Found candidate through Managing Editor job search which was posted. Once it was decided that we demote the current employee, the decision was made to hire a Managing Editor candidate to fill the Sr EP.