

WEWS-TV EEO Public File Report
Reporting Period: June 1, 2007 - May 30, 2008

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

	Recruitment Source	Address	Contact Person	Phone	E-mail Address	Number of Interviewees referred
1	AARP Senior Community Service	4614 Prospect Ave, Suite 211, Cleveland OH 44103	Betty Turner	216-881-1155	scmwills@aol.com	
2	602 Communications	6839 Charter Hills R, Charlotte NC 28277	Graeme Newell	704-543-1426	graemenewell@602communications.com	
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	Bryant & Stratton College	1700 E. 13th St, Cleveland OH 44092	Robert Laheta	216-771-1700	imnelly@bryantstratton.edu	
7	CareerBoard	27600Chagrin Blvd #300, Cleveland OH 44122	Lori Gottlieb	216-595-1632	lgottlieb@careerboard.com	3
8	Case Western Reserve University	10900 Euclid Ave, Cleveland OH 44106	Tasha Fryfogle	216-368-4446	employers@case.edu	
9	Central State University	PO Box 1004, Wilberforce OH 45384	Career Services	216-431-3423	careerservices@centralstate.edu	
10	Cleveland Career Center	1020 Bollivar, Cleveland, OH 44114	Randy Hill	216-864-4673	Rhill@city.cleveland.oh.us	
11	Cleveland NATAS *	3487 Center Rd Suite 6C, Brunswick OH 44212	Jackie Symons	330-273-5756	news@ntacleveland.com	
12	Cleveland State University	2121 Euclid Avenue, Cleveland OH 44115	Career Services	216887-2233	careers@csuohio.edu	
13	DeVry Institute of Technology	1350 Alum Creek Dr, Columbus OH 43209	Heather Hughes	614-253-7291 x1624	careerservices@devrycols.edu	
14	Employee referrals					7
15	Hampton University	548 E. Queen St Hampton VA 23668	Joy McDonald	757-727-5993	Joy.McDonald@hamptonu.edu	
16	Internal candidates (Scripps)					1
17	Internal candidates (WEWS)					5
18	John Carroll University	20700 North Park Blvd, University Hts OH 44118	Career Services	216-397-1886	ssande@jcu.edu	
19	Lorain City Urban League	401 Broad Street Suite B, Elyria OH 44035	Benita Arnold	440-323-3384	Barnold@lcul.org	
20	Lorain County Community College	1005 Abbe Rd. N, Elyria OH 44035	Career Services Center	440-366-7583	Mfield@lorainccc.edu	
21	Malone College	515 25th St. NW, Canton OH 44115	Sheila Somberg	216-361-2732	careerdevelopment@malone.edu	
22	Marietta College	215 Fifth St, Marietta OH 45704	Natalie Iadicco	740-376-4645	iadiccn@marietta.edu	
23	Medialine	PO Box 51909, Pacific Grove CA 93950	Mark Shilstone	800-237-8073	medialine@medialine.com	
24	Miami of Ohio University	241 Hoyt Hall, Oxford OH 45056	Cathy Metcalfe	513-529-3831	careerservices@muohio.edu	
25	NAHJ Parity Project	1000 National Press Bldg, 529 14th St NW Washington DC 20045	Kevin Olivas		kolivas@nahj.org	
26	NAHJ Parity Project 2	1000 National Press Bldg, 529 14th St NW Washington DC 20045	L Salazar		lsalazar@nahj.org	
27	National Assn of Broadcasting	1771 N St NW, Washington DC 20036	Karen Hunter	202-429-5498		
28	National Assn of Hispanic Journalists	1193 National Press Bld, Washington DC 20045	Michelle Vignoli	202-662-7145	jobbank@nahj.org	
29	National Assn of Black Accountants	www.naba-cleve.com			nabacleveland@ameritech.net	
30	NCCU	1801 Fayetteville St, Durham NC 27707	Career Services	919-530-6198	nccucareerservices@nccu.edu	
31	Newsnet5.com/Scripps.com	3001 Euclid Ave, Cleveland OH 44115	Jane Battes	216-431-3667		3
32	Notre Dame College	4545 College Rd, S Euclid OH 44121	Katherine Krjci	216-373-5216	kkrcjci@ndc.edu	
33	ODJFS	30 E Broad St, 32nd floor, Columbus OH 43215		614-466-6282	STURTV@odjfs.state.oh.us	
34	Office of Equal Opportunity *	604 Lakeside Avenue #204, Cleveland OH 44114	Kimberly Harden	216-864-4155	kharden@city.cleveland.oh.us	1
35	Ohio Assn of Broadcasting	88 Broad St, Columbus OH 43215	Patti Geary	614-228-4052		
36	Ohio Center for Broadcasting *	9000 Sweet Valley Dr, Valley View OH 44125	Gary James	216-447-9117	gary@beonair.com	

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37	Ohio State School of Journalism	3016 Derby Hall/154 Oval Mail, Columbus OH 43210	Career Services	614-292-7055	asccareer@osu.edu	
38	Oklahoma Assn of Black Journalists	17112 Sunny Hollow Rd, Edmond OK 73003	Charles Shephard	405-359-2003	cshepherd@hearst.com	
39	Outside referrals/word of mouth/unsolicited					2
40	ProMax	9000 Sunset Blvd, Los Angeles CA 90069	Anush Payaslyan	310-788-7600	anush@promax.tv	
41	Services for Independent Living	25100 Euclid Avenue, Cleveland OH 44117	Christopher Zehe	216-731-1529	zehe@sil.org	
42	Society of Broadcast Engineers	8445 Keystone Crossing Suite 140, Indianapolis IN 46240	Scott Jones	317-846-9000	kjones@sbe.org	
43	Spanish American Committee	4407 Lorain Ave, Cleveland OH 44113	Monica Chmko	216-961-2100	yanilkan@spanishamerican.com	
44	Specs Howard School	19900 West 9th Mile Rd, Southfield MI 48075	Nicole Ladouceur	248-358-9000	nladouceur@specshoward.com	
45	Spots-n-Dots	167 Oakdale Rd, Johnson City NY 13790	Dai Korba	888-884-2630	alice@spotsndots.com	
46	Stillman College	PO Box 1430, Tuscaloosa AL 35403	J. Currie	205-366-8894	jcurrie@stillman.edu	
47	Talent Dynamics	8828 Stemmons Suite 510, Dallas TX 75247	Sandra Connell	214-630-9590	connell@talentdynamics.com	
48	The JobFile	815 Long Road, Glenview IL 60025	Bob Roberts	847-729-6397	BoRoVMAQ@aol.com	
49	TV Jobs	PO Box 4116, Oceanside CA 92052	Mark Holloway	800-374-0119	jobs@tvjobs.com	
50	TV Technology/IMAS Publishing	5827 Columbia Pike, 3rd, Falls Church VA 22041	Caroline Freeland	703-998-7600 x153	cfreeland@imaspub.com	
51	University of Akron	Shank North-Room #153, Akron OH 44325	Chris Margala; Kim Ede	330-972-7747	margala@Uakron.edu	
52	Urban League of Greater Cleveland *	1255 Euclid Ave, Cleveland OH 44115	Dorothea Santiago	216-622-0999 X240	dsantiago@ulcleveland.org	
53	Ursuline College	2550 Lander Road, Pepper Pike OH 44124	Geri Sullivan	440-646-8329	gsullivan@ursuline.edu	
54	Various talent agents					5
55	Vocational Guidance Services	2239 E 55th St, Cleveland OH 44103	K. Piotrowski	216-881-8089	kathypiotrowski@vgsjob.org	
56	Wooster College	Career Services, Wooster OH 44691	Lisa Kasto	330-263-2496	lkastor@wooster.edu	
57	Cleveland Chapter of Society For Human Resources Management	P.O. Box 32148, Cleveland, OH 44132-0148		216-556-3855	cshrm@sbcglobal.net	

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

EEO Announcements

Weekly

WEWS contact: Moreen Bailey Frater - Director of Community Affairs & Diversity Initiatives

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 Affairs & Diversity Initiatives

Each semester, WEWS recruits students from local colleges around the country by 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, WEWS Akron Bureau, Good Morning Cleveland, sales, commercial production, editing, weather, NewsNet5. During this reporting period 40 interns were hired by WEWS.

Internship Program/Scripps Howard Intern

Summer semester

WEWS contact: Moreen Bailey Frater - Director of Community Affairs & Diversity Initiatives

Through a partnership with Ohio University (Scripps School of Journalism), WEWS hires a paid intern each summer. Each year a student is selected by the Journalism faculty to work in the WEWS newsroom full-time.

Internship Program/Scripps Foundation Intern

Summer semester

WEWS contact: Moreen Bailey Frater - Director of Community Affairs & Diversity Initiatives

Through a partnership with Hampton University (Scripps School of Journalism), Scripps Foundation hired an intern to work at WEWS during the 2007 summer.

Scholarship

Established in April 1999

WEWS contact: Moreen Bailey Frater - Director of Community Affairs & Diversity Initiatives

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 winners:

2007 Tiffanee M. Thornton, Bowie State University

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2008 Monique N. Estes, Miles College

Job Fairs attended

Black MBA Job Fair - October 22, 2007
John Carroll University - February 7, 2008
Polaris/Westshore Career Fair - March 26, 2008

Co-Sponsor of Job Fairs

Black MBA Job Fair - October 22, 2007