

WEWS-TV EEO Public File Report
Reporting Period: June 1, 2008 - May 30, 2009

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	Email 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	Adweek Media	770 Broadway, New York, NY 10003	Ben Alcoff	848-664-6416	ben.alcoff@nielsen.com	
4	Ashland University	401 College Ave, Ashland OH 44805	Karen Hagans	419-289-5064	cardev@ashland.edu	
5	Baldwin Wallace College	276 Eastland Rd, Berea OH 44017	Career Services	440-826-2101	careerservices@bw.edu	
6	Broadcasting Engineering	870 Wyndom Terr, Secane PA 19018	Susan Schaefer	484-478-0164	sschaefer@prismb2b.com	
7	Broadcasting & Cable	225 Wyman Street, Waltham, MA 02451	Jon Kemp	781-734-8441	jon.kemp@reedbusiness.com	
8	Bryant & Stratton College	1700 E. 13th St, Cleveland OH 44092	Robert Laheta	216-771-1700	jmnelly@bryantstratton.edu	
9	CareerBoard	27600 Chagrin Blvd #300, Cleveland OH 44122	Lori Gottlieb	216-595-1632	lgottlieb@careerboard.com	3
10	Case Western Reserve University	10900 Euclid Ave, Cleveland OH 44106	Tasha Fryfogle	216-368-4446	employers@case.edu	
11	Central State University	PO Box 1004, Wilberforce OH 45384	Career Services	216-431-3423	careerservices@centralstate.edu	
12	Cleveland Career Center	1020 Bollivar, Cleveland, OH 44114	Randy Hill	216-664-4673	Rhill@city.cleveland.oh.us	
13	Cleveland State University	2121 Euclid Avenue, Cleveland OH 44115	Career Services	216687-2233	careers@csuohio.edu	
14	Cox Ohio Publishing	Dayton Daily News	Abby	866-901-4473	AAAXE@coxohio.com	
15	DeVry Institute of Technology	1350 Alum Creek Dr, Columbus OH 43209	Heather Hughes	614-253-7291 x1624	careerservices@devrycols.edu	
16	Employee referrals					9
17	Hampton University	546 E. Queen St Hampton VA 23668	Joy McDonald	757-727-5893	Joy.McDonald@hamptonu.edu	
18	Internal candidates (Scripps)					
19	Internal candidates (WEWS)					2
20	John Carroll University	20700 North Park Blvd, University Hts OH 44118	Career Services	216-397-1886	ssande@jcu.edu	
21	Lorain City Urban League	401 Broad Street Suite B, Elyria OH 44035	Benita Arnold	440-323-3364	Barnold@lcul.org	
22	Lorain County Community College	1005 Abbe Rd. N, Elyria OH 44035	Career Services Center	440-366-7683	Mfield@lorainccc.edu	
23	Malone College	515 25th St. NW, Canton OH 44115	Sheila Somberg	216-361-2732	careerdevelopment@malone.edu	
24	Marietta College	215 Fifth St, Marietta OH 45704	Natalie Iadicco	740-376-4645	ladiccn@marietta.edu	
25	Media Week	Nielsen, 770 Broadway, New York, NY 10003	Ben Alcoff	848-664-6416	ben.alcoff@nielsen.com	
26	Medialine	PO Box 51909, Pacific Grove CA 93950	Mark Shilstone	800-237-8073	medialine@medialine.com	
27	Miami of Ohio University	241 Hoyt Hall, Oxford OH 45056	Cathy Metcalfe	513-529-3831	careerservices@muohio.edu	
28	NAHJ Parity Project	1000 National Press Bldg, 529 14th St NW Washington DC 20045	Kevin Olivas		kolivas@nahj.org	
29	NAHJ Parity Project 2	1000 National Press Bldg, 529 14th St NW Washington DC 20045	L Salazar		lsalazar@nahj.org	
30	NATAS - Lower Great Lakes Chapter*	7650 Chippewa Road, Ste. 305, Brecksville, OH 44141	Dennis Thatcher	440-526-3669	administrator@nataslgl.org	
31	National Assn of Broadcasting	1771 N St NW, Washington DC 20036	Karen Hunter	202-429-5498		
32	National Assn of Hispanic Journalists	1193 National Press Bld, Washington DC 20045	Michelle Vignoli	202-662-7145	jobbank@nahj.org	
33	National Assn of Black Accountants	www.naba-cleve.com			nabacleveland@ameritech.net	
34	NCCU	1801 Fayetteville St, Durham NC 27707	Career Services	819-530-6188	nccucareerservices@nccu.edu	
35	Newsnet5.com/Scripps.com	3001 Euclid Ave, Cleveland OH 44115	Jane Bates	216-431-3667		6

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36	Notre Dame College	4545 College Rd, S Euclid OH 44121	Katherine Krjci	216-373-5216	kkrejci@ndc.edu	
37	ODJFS	30 E Broad St, 32nd floor, Columbus OH 43215		614-468-6282	STURTV@odjfs.state.oh.us	
38	Office of Equal Opportunity *	604 Lakeside Avenue #204, Cleveland OH 44114	Kimberly Harden	216-664-4155	kharden@city.cleveland.oh.us	
39	Ohio Assn of Broadcasting	88 Broad St, Columbus OH 43215	Patil Geary	614-228-4052		
40	Ohio Center for Broadcasting *	9000 Sweet Valley Dr, Valley View OH 44125	Gary James	216-447-9117	gary@beonair.com	
41	Ohio State School of Journalism	3016 Derby Hall/154 Oval Mall, Columbus OH 43210	Career Services	614-292-7055	asccareer@osu.edu	
42	Oklahoma Assn of Black Journalists	17112 Sunny Hollow Rd, Edmond OK 73003	Charles Shephard	405-359-2003	cshpherd@hearst.com	
43	Outside referrals/word of mouth/unsolicited					
44	ProMax	9000 Sunset Blvd, Los Angeles CA 90069	Anush Payaslyan	310-788-7600	anush@promax.tv	
45	Services for Independent Living	25100 Euclid Avenue, Cleveland OH 44117	Christopher Zehe	216-731-1529	zehe@sil.org	
46	Society of Broadcast Engineers	8445 Keystone Crossing Suite 140, Indianapolis IN 46240	Scott Jones	317-846-9000	kjones@sbe.org	
47	Spanish American Committee	4407 Lorain Ave, Cleveland OH 44113	Monica Chrnko	216-961-2100	yanlikan@spanishamerican.com	
48	Specs Howard School	19900 West 9th Mile Rd, Southfield MI 48075	Nicole Ladouceur	248-358-9000	niadouceur@specshoward.com	
49	Spots-n-Dots	167 Oakdale Rd, Johnson City NY 13790	Dal Korba	888-884-2630	alice@spotsndots.com	1
50	Stillman College	PO Box 1430, Tuscaloosa AL 35403	J. Currie	205-366-8894	jcurrie@stillman.edu	
51	Talent Dynamics	8828 Stemmons Suite 510, Dallas TX 75247	Sandra Connell	214-830-9590	connell@talentdynamics.com	
52	The JobFile	815 Long Road, Glenview IL 60025	Bob Roberts	847-728-6397	BoRoVMAQ@aol.com	
53	TV Jobs	PO Box 4116, Oceanside CA 92052	Mark Holloway	800-374-0119	jobs@tvjobs.com	
54	TVSpy Job Bank				Tvspy.com	
55	TV Technology/IMAS Publishing	5827 Columbia Pike, 3rd, Falls Church VA 22041	Caroline Freeland	703-998-7600 x153	cfreeland@imaspub.com	
56	University of Akron	Shank North-Room #153, Akron OH 44325	Chris Margala; Kim Ede	330-972-7747	margala@Uakron.edu	
57	Urban League of Greater Cleveland *	1255 Euclid Ave, Cleveland OH 44115	Dorothea Santiago	216-622-0999 X240	dsantiago@uicleveland.org	
58	Ursuline College	2550 Lander Road, Pepper Pike OH 44124	Geri Sullivan	440-646-8329	gsullivan@ursuline.edu	
59	Various talent agents					
60	Vocational Guidance Services	2239 E 55th St, Cleveland OH 44103	K. Piotrowski	216-881-6089	kathyplotrowski@vgsjob.org	
61	Wooster College	Career Services, Wooster OH 44691	Lisa Kasto	330-263-2496	lkastor@wooster.edu	
62	Cleveland Chapter of Society For Human Resources Management	P.O. Box 32148, Cleveland, OH 44132-0148		216-556-3855	cshrm@sbcglobal.net	

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, Engineering, Good Morning Cleveland, sales, commercial production, editing, sports, weather, NewsNet5, and Human Resources. During this reporting period 55 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 2008 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:

2008 Monique N. Estes, Miles College

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2009 - Bliss Davis, Baldwin Wallace College

Job Fairs attended

Black MBA Job Fair - October 20, 2008
Baldwin Wallace College - November 6, 2008
John Carroll University - February 5, 2009

Co-Sponsor of Job Fairs

Black MBA Job Fair - October 20, 2008