EEO Public File Report

WJW - TV, Cleveland, OH

July 14, 2008 – May 27, 2009

Full-Time Positions Filled

Full-Time Position	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Traffic Manager	9/23/2008	EEO Recruitment List	0	0
			Fox 8 Website	4	1
2	Account Executive	10/8/2008	EEO Recruitment List	0	0
			Referrals	11	1
			Walk-In	8	0
			Fox8 Website	3	0
3	Account Executive	10/20/2008	EEO Recruitment list	0	0
			Referrals	11	1
			Walk-In	9	0
			Fox8 Website	4	0
4	Associate Producer	10/13/2008	EEO Recruitment List	0	0
			Referrals	1	1
			Fox8 Website	14	0
5	Account Executive	11/05/2008	EEO Recruitment List	0	0
			Referrals	11	1
			Walk-In	9	0
			Fox 8 Website	4	0
6	Account Executive	1/19/2009	EEO Recruitment List	0	0
			Referrals	1	1
			Walk-Ins	5	0

Full-Time Position	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
7	National Sales Assistant	3/6/2009	EEO Recruitment List	0	0
			Referrals	3	1
			Fox8 Website	1	0
	* See Attached List of Recruitment Sources for Contact Information				

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	**EEO RECRUITMENT LIST Recruitment Source**	**Contact**	**Total Interviewed**	**Entitled to Notification**
1	National Black MBA Assoc	Mr. Wayne Jose	0	N
	180 N. Michigan Ave. Ste. #1515 Chicago, IL 60601			
2	National Assoc of Hispanic Jrnlist	Ms. Anna Lopez	0	N
	National Press Building Ste #1193 Washington, DC 20045			
3	National Hispanic Media Coalition	None	0	N
	5400 E. Olympic Blvd Ste #250 Los Angeles, CA 90022-5147			
4	Hispanic Link News Service	Mr. Carlos Erickson	0	N
	1420 N. St N.W. Washington, DC 20005			
5	National Council of LaRaza	Ms. Lisa Navarrete	0	N
	1111 19th Northwest Ste #1000 Washington, DC 20036			
6	Korean American Coalition	Ms. Lisa Oh	0	N
	610 South Harvard, Ste #111 Los Angeles, CA 90010			
7	Native Amer. Public Brdcst Cmsrtm	Ms. Becky Fauver	0	N
	Box 83111 Lincoln, NE 68501			
8	Asian American Espanola-Ishida	Ms. Lenore Espanola-Ishida	0	N
	1765 Sutter St, Ste #1000 San Francisco, CA 94115			
9	Organization of Chinese Americans	Mr. Keith McCallister	0	N
	1001 Connecticut Ave N.W. #707 Washington, DC 20036			
10	Japanese American Citizens League	None	0	N
	1765 Sutter St San Francisco, CA 94115			
11	National Assoc. of Broadcasters	Mr. Michael Mckinley	0	N
	1771 N. Street N.W. Washington, DC 20036-2891			
12	Emma L. Bowen Foundation for Minority Interest in Media	Ms. Phyllis Eagle-Oldson	0	N
	1229 Pennsylvania Ave NW 11th Fl Washington, DC 20004			

No.	EEO RECRUITMENT LIST (Cont.) Recruitment Source	Contact	Total Interviewed	Entitled to Notification
13	Foundation for Minority Interests in Media	Ms. Dorothy McLeod	0	N
	2020 Avenue of the Stars Los Angeles, CA 94115			
14	Native American Journalist Assoc.	Mr. Loren Lorenomoto	0	N
	1433 E. Franklin Ave Ste #11 Minneapolis, MN 55404			
15	American Women in Radio & TV	Ms. Terri Dickerson	0	N
	1650 Tysons Blvd Ste #200 McClain, VA 22101			
16	NABJ – Univ of Maryland	Ms. Renee Hickman	0	N
	Taliaferro Bldg Ste #3100 College Park, MD 20742			
17	National Black Media Coalition	Ms. Carmen Marshall	0	N
	11120 New Hampshire Ave #204 Silver Springs, MD 20904			
18	National Assoc of Black Accounts	Mr. Charles Quinn	0	N
	7249-A Hanover Parkway Greenbelt, MD 20770			
19	National Assoc. of Hispanic Jrnlst	Mr. Patrick Salazar	0	N
	1193 National Press Bldg Washington, DC 20045-2100			
20	Hispanic Am. For Fairness in Media	None	0	N
	5400 E. Olympic Blvd Ste #250 Los Angeles, CA 90022-5142			
	Information Regarding Recruitment Sources Contacted for Specific Full-Time Vacancies			
	Talent Dynamics (Position #4) 600 E. Las Colinas Blvd., Suite 100 Irving, Texas 75039 phone: 214-630-9590	Sandra Connell	0	N
	Los Remote (Position #4)		0	N
	NATAS (Position #4) 111 West 57th Street, Suite 600 New York, NY 10019 | 212-586-8424 |-phone | 212-246-8129 |-fax	Carolyn Grippi	0	N
	Tvspy.com (Position #4)		0	N

	Tvjobs.com (Position #4)		0	N
	Medialine.com (Position #4)		0	N
	Planetmedia.net (Position #4)		0	N
	Tvnewz.com (Position #4)		0	N
Additional Sources				
	Referrals		38	N
	Fox8 Website		30	N
	Walk-in		31	N

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	**Date**	**Initiative**	**Description**	**Scope of Involvement**	**Personnel Involved**
1	Ongoing	College Intern Program	Expose college students to broadcasting environment	Host interns from area colleges	Elzoria Smith, HR director Sonya Thompson, News Dir Kevin Salyer, Programming/Promotions Dir
2	Ongoing	Work Study Scholarship Program	Providing minorities interested in media access to permanent job opportunities.	Allow participating student to gain on-site experience in a broadcast station, including news, television production and promotions.	Stephanie Claytor –student Sonya Thompson, News Dir Kevin Salyer, Programming/Promotions Dir
3	9/5/2008, 10/13/2008	Employee Training	Training to enable sales personnel to qualify for higher-level positions.	Engage training provider for sales webinar.	Internet Sales Manager and Account Executives