

**EEO PUBLIC FILE REPORT**

Reporting Period: June 1, 2018 - May 31, 2019

Station Included in Report: WEWS-TV

I. List of Recruitment Sources  
 (including the number of interviewees referred during the reporting period)  
 \* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				38
C2	Internal Candidate / WorkLife				26
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			102
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	8
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	4
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	7
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		6
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		75
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		1

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C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	14
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				14
C131	Agency/Search Firm				9
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		55
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C197	NABJ	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C635	Community Campus at Goodwill - - 408 Ninth Street SW (ggreen@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C636	Community Campus at Goodwill - - 408 Ninth Street SW (jjordan@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C637	Community Campus at Goodwill - - 408 Ninth Street SW (ksteel@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C638	Council for Economic Opportunities in Greater Cleveland - Workforce Development - - 2220 West 95th Street (smoret2005@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C639	EHOVE Career Center Milan, OH - - 316 West Mason Road (hhorowitz@ehove.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C640	Employment and Training Connection - - 358 W. North Street, P.O. Box 76 (RABERM@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C641	Employment Connection Fairfax - Cleveland, OH 44104 - 8111 Quincy Avenue (cjames@clevelandcatholiccharities.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C642	Employment Connection Southgate - Anthony Fluellen - 5398 1/2 Northfield Road (anthony.fluellen@ula-ohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C643	Employment Connection Virgil E. Brown - - 1641 Payne Ave., Rm. 160 (cunnif@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C644	Gateway to Success - - 822 30th Street NW (troy.bradfield@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C645	Greater Cleveland Urban League - - 2930 Prospect Avenue (dsantiago@ulcleveland.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C646	Hard Hatted Women - Terri Burgess - 41957 North Ridge (Info@HardHattedWomen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C647	Koinonia Enterprise, LLC - Jennifer Hudak - 6161 Oak Tree Blvd (Jennifer.hudak@koinoniahomes.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C648	Lake County Department of Job and Family Services Lake 1 Stop - - 177 Main Street ( Michele.Stowe-Caya@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C649	Lakeland Community College (Career Services-Online Job Board) - - 7700 Clocktower Drive (careerservices@lakelandcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C650	Lorain County Community College (LCCC's Online Job Listing System) - General College/University Career Center Email - 1005 North Abbe Road (careers@lorainccc.edu )	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C651	Lorain County Urban League - Ray Southard - 401 Broad Street Suite B (raysouthard@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C652	May Dugan Center - Rick Kemn - 4115 Bridge Ave (info@maydugancenter.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C653	Ohio Northern University (ONU CSM) - - 155 North Professor Street (career.services@oberlin.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C654	OhioMeansJobs Ashland County - - 15 West Fourth Street (shepp@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C655	OhioMeansJobs Ashtabula County - Hattie Grubke-Barnard (Business Representative) - 2247 Lake Avenue (hattie@ashtabulagrowth.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C656	OhioMeansJobs Ashtabula County - James Matney (Veterans Representative) - 2247 Lake Avenue (james.matney@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C657	OhioMeansJobs Cuyahoga County - Joshua Collins (Veterans Representative) - 11699 Brookpark Rd. (joshua.collins@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C658	OhioMeansJobs Geauga County - - 12480 Ravenwood Drive, PO Box 309 (workplace@geaugajfs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C659	OhioMeansJobs Geauga County - James Matney (Veterans Representative) - 12480 Ravenwood Drive, PO Box 309 (james.matney@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C660	OhioMeansJobs Lorain County - JoLyn Gonzales - 42495 North Ridge Road (jgonzales@loraincounty.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C661	OhioMeansJobs Portage County - Helene Leightner - 449 S Meridian Street (OhioMeansJobs_Portage_County@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C662	OhioMeansJobs Summit County - Jason Haas - 1040 E Tallmadge Avenue (info@thejobcenter.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C663	OhioMeansJobs Trumbull County - W.J. Turner - 280 North Park Ave (www.onestopohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C664	OhioMeansJobs Wayne County - Tammy Mallett - 358 W North Street (grayj02@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C665	Portage Workforce Connection - - 449 S. Meridian Street (becknt01@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C666	Portage Workforce Connection - - 1081 W. Main Street (Tom.Dyer@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C667	The Employment netWork - - 42495 North Ridge Road (dianal@loraincounty.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C668	The Employment netWork - - 42495 North Ridge Road (natalie.salisbury-triplett@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C669	The Job Center - - 1040 E. Tallmadge Avenue (info@thejobcenter.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C670	Trumbull County One-Stop - General Workforce/Career Center Email - 280 North Park Ave., Suite 1 (ceturner@co.trumbull.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C671	Urban League of Greater Cleveland - - 2930 Prospect Ave (info@ulcleveland.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C672	Vocational Guidance Services - Cleveland - Anne Cummings - 2239 East 55th (annecummings@vgsjob.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C673	Vocational Guidance Services - Elyria - - 359 Lowell Street (joannel@vgsjob.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C674	Vocational Guidance Services - Painesville - - 1 Victoria Square #135 (debbietarr@vgsjob.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C675	WSEM/El Barrio - - 5209 Detroit Avenue (mmoreno@wsem.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**Local Sources**

L1	AARP Senior Community Service	4614 Prospect Ave Suite 211 Cleveland, OH 44113	Michelle Simko msimko@aarp.org	216-881-1155	
L3	Baldwin Wallace College (updated 1/18/18)	275 Eastland Rd Berea, OH 44017	Laura Anderson www.canisius.joinhandshake.com	440-826-2101	
L4	Bryant & Stratton College	3121 Euclid Ave. Cleveland, OH 44115	Jane Gohlsion wjgohlsion@bryantstratton.edu	216-771-1700	
L6	Case Western Reserve University	10900 Euclid Ave Sears Bld. #229 Cleveland, OH 44106	Alyssa Register alyssa.register@case.edu	216-368-6648	
L7	Central State University	PO Box 1004 Wilberforce, OH 45384	Career Services www.canisius.joinhandshake.com	937-376-6011	
L8	Cleveland/Ohio Means Jobs	1020 Vair Cleveland, OH 44115	Lizann R. Hudson lizannh2002@yahoo.com	216-664-3049	
L10	Cox Ohio Publishing	1611 S. Main Street Dayton, OH 45409	Amanda Massey amanda.massey@coxinc.com	866-901-4473	
L12	Hampton University	2 Frissell Ave. Hampton, VA 23668	Vivian David vivian.david@hamptonu.edu	757-727-5000	

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L13	John Carroll University (updated 5/15/18)	1 John Carroll Blvd University Heights, OH 44118	Barb Koeth bkoeth@jcu.edu www.canisius.joinhandshake.com	216-397-4237	
L14	Lorain County Urban League	1530 West Rive Rd #300 Elyria, OH 44035	Brisco Odem bodem@lcu.org	440-323-3364 x33	
L15	Lorain County Community College	1005 Abbe Rd. N Elyria, OH 44035	Career Services Center careers@lorainccc.edu www.collegecentral.com/lorainccc/	440-366-4076	
L17	Malone College	515 25th St. NW Canton, OH 44709	Jen Vannest careerdevelopment@malone.edu www.collegecentral.com/malone	800-521-1146	
L18	NAHJ Parity Project	1000 National Press Bldg 529 14th St NW Washington, DC 20045	Kevin Olivas kolivas@nahj.org		
L19	National Academy of Television Arts & Sciences - Lower Great Lakes Chapter	1440 Rockside Road #221 Cleveland, OH 44134	Gary Manke administrator@natasgl.org	440-526-3669	
L20	NCCU	PO box 19585 Durham, NC 27707	Donna Hembrick nccucareerservices@ncu.edu	919-530-6878	
L21	Notre Dame College	4545 College Rd S Euclid, OH 44121	April Kennedy akennedy@ndc.edu	216-373-5216	
L23	Office of Equal Opportunity	601 Lakeside Avenue #121 Cleveland, OH 44114	Kimberly Harden kharden@city.cleveland.oh.us	216-664-6296	
L24	Ohio Assn of Broadcasting	17 South High Columbus, OH 43215	Chris Merrit, Carrie Newton oab@oab.org, cnewton@oab.org	614-228-4052	
L25	Ohio Center for Broadcasting	9885 Rockside Rd. Valley View, OH 44125	Janiece Hardy jhardy@beonair.com	216-447-9117	
L26	Ohio State School of Journalism	100 Denney Hall 164 W. 17th Ave Columbus, OH 43210	Randy Dineen ascareer@osu.edu / dineen.2@osu.edu https://canisius.joinhandshake.com/ (updated 6/20/18)	614-688-4522	
L28	Rick Gevers & Associates	355 E. Ohio St. #303 Indianapolis, IN 46204	Rick Gevers rick@rickgevers.com	317-635-7912	
L29	Society of Broadcast Engineers	9102 North Meridian St. #150 Indianapolis, IN 46260	Scott Jones kjones@sbe.org	317-846-9000	
L30	Spanish American Committee	4407 Lorain Ave Cleveland, OH 44113	Kenny Torres ktorres@spanishamerican.org	216-961-2100	
L31	Specs Howard School	19900 West 9th Mile Rd Southfield, MI 48075	Tony tsherock@specshoward.edu	248-228-8980	
L32	Stillman College	PO Box 1430 Tuscaloosa, AL 35403	J. Currie jcurrie@stillman.edu	205-366-8894	
L33	TVSpy Job Bank		Tvspy.com		
L34	TV Technology/IMAS Publishing		Bob Kovacs bkovacs@nbmedia.com	703-852-4640	
L35	Urban League of Greater Cleveland	2930 Prospect Ave. E Cleveland, OH 44115	Brenda Eugene (updated 9/25/18) beuegene@ulcleveland.org	216-622-0999	
L36	Ursuline College	2550 Lander Road Pepper Pike, OH 44124	Gerri Jenkins gjenkins@ursuline.edu	440-646-8329	
L37	Vocational Guidance Services	2239 E 55th St Cleveland, OH 44103	K. Piotrowski kathy Piotrowski@vgsjob.org	216-881-6089	
L38	Wooster College	1140 Beall Ave Wooster, OH 44691	Lucinda Sigrist career@wooster.edu	330-263-2496	
L39	Ashland University	401 College Ave Ashland, OH 44805	Lenroy Jones ljones31@ashland.edu https://www.myinterfase.com/ashland/employer/home.aspx (updated 6/20/18)	419-289-5064	
L40	University of Akron	Student Union 211 Akron, OH 44325	Chris Margala; Kim Ede margala@Uakron.edu https://canisius.joinhandshake.com/	330-972-7747	
L41	Graeme Newell		602communications.com		

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Integrated [14942]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C1 Start Date: 2018-11-30
Assignment Editor [14646]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C15, C97, C131, C134, C165, C167, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C1 Start Date: 2018-09-05
Assignment Editor [15076]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C3 Start Date: 2019-01-07
Asst News Director [14580]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C130 Start Date: 2018-12-10
Digital Content Producer [14796]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167	Code Number: C97 Start Date: 2018-09-24
Digital Sales Support Assoc [JR020153]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C191, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C97 Start Date: 2019-02-18



**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 code number]
Digital Strategist [15058]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C98, C116, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C98 Start Date: 2019-01-22
Dir, HR Business Partner [14980]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C191, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C134 Start Date: 2019-05-06
Exec Producer [14623]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167	Code Number: C1 Start Date: 2018-08-27
Exec Producer [JR020068]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C187, C188, C197, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C130 Start Date: 2019-04-01
Exec Producer, Digital [13888]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C97 Start Date: 2018-06-18
Meteorologist [14925]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C100, C130, C134, C165, C167, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C1 Start Date: 2018-12-31

**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 code number]
Meteorologist, Weekend [14588]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C95, C97, C100, C130, C131, C134, C165, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L19, L20, L21, L23, L24, L25, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C134 Start Date: 2018-09-12
Multimedia Journalist [14115]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C27, C97, C98, C100, C130, C131, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C1 Start Date: 2018-08-20
Multimedia Journalist [14115]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C27, C97, C98, C100, C130, C131, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C3 Start Date: 2018-06-04
Multimedia Journalist [14449]	C1, C2, C3, C6, C9, C10, C11, C12, C13, C15, C97, C100, C130, C131, C134, C165, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C134 Start Date: 2018-08-13
Multimedia Journalist [JR020071]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C187, C188, C197, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C1 Start Date: 2019-03-25
Multimedia Journalist [JR020388]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C131 Start Date: 2019-04-15
Photographer II [JR020434]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C1 Start Date: 2019-03-29

**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 code number]
Producer [14059]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C134 Start Date: 2018-09-04
Producer [14780]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C3 Start Date: 2019-01-14
Producer [JR020504]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C181, C197, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C1 Start Date: 2019-05-13
Sales Support Asst II [JR020429]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C191, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C2 Start Date: 2019-03-11
Sales Support Asst II [JR020520]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675	Code Number: C1 Start Date: 2019-03-25
Sr Dir, News [14555]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C95, C97, C100, C130, C131, C132, C134, C165, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C2 Start Date: 2018-08-27

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Supv. Directors [14707]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-10-08
Weekend Anchor, MMJ [JR020114]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C635, C636, C637, C638, C639, C640, C641, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C664, C665, C666, C667, C668, C669, C670, C671, C672, C673, C674, C675, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L17, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L32, L35, L36, L37, L38, L39, L40	Code Number: C2 Start Date: 2019-02-04

**EEO PUBLIC FILE REPORT**

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

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>2/7/19 - John Carroll University Career Fair. Attended by Moreen Bailey Frater, Director Community Relations, Tara Washburn, National Sales Manager, and Account Executive Chelsea Scavnicky.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WEWS recruits students from local colleges and from around the country for our internship program. The internship gives students the opportunity to get exposure to the television industry and to learn about the area of the business in which they are most interested in pursuing a career. WEWS offers internships with our investigative unit, Good Morning Cleveland, our early morning newscast, and the news assignment desk. During this reporting period WEWS hired five interns, two during the summer of 2018 from Kent State University and Ohio University for the News Assignment Desk and the Investigative Unit working from Mid-May through Mid-August. We hired one for the fall semester from Kent State University for the Investigative Unit working from September through December. We hired two interns for summer 2019 for the Investigative Unit and Good Morning Cleveland, working Mid-May through Mid-August.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>WEWS established the JoAnne Robinson Memorial Scholarship with assistance from the Scripps Howard Foundation in April 1999 to assist students who are interested in a broadcasting career. The scholarship is open to African-American students nationwide.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WEWS and its employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WEWS employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management, leadership, career growth planning, job interviewing, and a variety of specific skills. This eLearning system is also used for EEO training and other mandatory compliance trainings.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>July 18, 2018 to July 31, 2018 - A University of St. Mary Professor spent two weeks with News 5's Digital Team learning how and why they do what they do in order to teach a class on the subject in the fall of 2018.</p>
	<p>October 17, 2018 - One Cleveland State University Student shadows the News 5 Sports Team.</p>
	<p>April 28, 2019 to May 15, 2019 - One Nordonia High School student shadows in News Department April 29, 2019 to May 17, 2019 - One Mentor High School student shadows in News and Operations Departments</p>

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

	<p>May 6, 2019 to May 17, 2019 - One St. Vincent - St. Mary High School student shadows in Sports Department May 13, 2019 to May 24, 2019 - One student from Andrews Osbourne Academy shadows in News Department May 16, 2019 - News 5 hosted a group of students participating in the Cleveland Municipal School District Tru2U Program. Students had the opportunity to learn more about careers in Journalism.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Six members of Station management participated in the Manager and the Law training course during the reporting period and were trained on our compliance and their role with employment law. Specific training topics included: anti-harassment, taking complaints, EEO laws, disability and leave issues, performance management, and terminations.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>WEWS airs a PSA schedule with an outreach announcement to organizations interested in receiving information regarding job postings. This announcement ran 20 times in various dayparts during this reporting period.</p>