

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2022 - May 31, 2023

**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				20
C2	Internal Candidate / WorkLife				20
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			21
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		54
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				2
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		15
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	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
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	

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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	
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	

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C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	3
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
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	925-786-906 6	

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C637	Community Campus at Goodwill - - 408 Ninth Street SW (ksteele@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	
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 (sheppp@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	

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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@geugajfs.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	
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 ()	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	
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	
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	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	1
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com <a href="https://www.military.com/">https://www.military.com/</a>	212-548-839 5	
<b>Local Sources</b>					
L3	Baldwin Wallace College (updated 1/18/18)	275 Eastland Rd Berea, OH 44017	Laura Anderson <a href="http://www.canisius.joinhandshake.com">www.canisius.joinhandshake.com</a>	440-826-210 1	
L4	Bryant & Stratton College	3121 Euclid Ave. Cleveland, OH 44115	Jane Gohlson <a href="mailto:wjgohlson@bryantstratton.edu">wjgohlson@bryantstratton.edu</a>	216-771-170 0	
L6	Case Western Reserve University	10900 Euclid Ave Sears Bld. #229 Cleveland, OH 44106	Alyssa Register <a href="mailto:alyssa.register@case.edu">alyssa.register@case.edu</a>	216-368-664 8	
L7	Central State University	PO Box 1004 Wilberforce, OH 45384	Career Services <a href="http://www.canisius.joinhandshake.com">www.canisius.joinhandshake.com</a>	937-376-601 1	
L8	Cleveland/Ohio Means Jobs	1020 Vair Cleveland, OH 44115	Lizann R. Hudson <a href="mailto:lizannh2002@yahoo.com">lizannh2002@yahoo.com</a>	216-664-304 9	
L10	Cox Ohio Publishing	1611 S. Main Street Dayton, OH 45409	Amanda Massey <a href="mailto:amanda.massey@coxinc.com">amanda.massey@coxinc.com</a>	866-901-447 3	
L12	Hampton University	2 Frissell Ave. Hampton, VA 23668	Vivian David <a href="mailto:vivian.david@hamptonu.edu">vivian.david@hamptonu.edu</a>	757-727-500 0	
L13	John Carroll University (updated 5/15/18)	1 John Carroll Blvd University Heights, OH 44118	Barb Koeth <a href="mailto:bkoeth@jcu.edu">bkoeth@jcu.edu</a> <a href="http://www.canisius.joinhandshake.com">www.canisius.joinhandshake.com</a>	216-397-423 7	
L14	Lorain County Urban League	1530 West Rive Rd #300 Elyria, OH 44035	Brisco Odem <a href="mailto:bodem@lcul.org">bodem@lcul.org</a>	440-323-336 4 x33	
L15	Lorain County Community College	1005 Abbe Rd. N Elyria, OH 44035	Career Services Center <a href="mailto:careers@lorainccc.edu">careers@lorainccc.edu</a> <a href="http://www.collegecentral.com/lorainccc/">www.collegecentral.com/lorainccc/</a>	440-366-407 6	
L19	National Academy of Television Arts & Sciences - Lower Great Lakes Chapter	1440 Rockside Road #221 Cleveland, OH 44134	Gary Manke <a href="mailto:administrator@nataslgl.org">administrator@nataslgl.org</a>	440-526-366 9	
L21	Notre Dame College	4545 College Rd S Euclid, OH 44121	April Kennedy <a href="mailto:akennedy@ndc.edu">akennedy@ndc.edu</a>	216-373-521 6	
L23	Office of Equal Opportunity	601 Lakeside Avenue #121 Cleveland, OH 44114	Kimberly Harden <a href="mailto:kharden@city.cleveland.oh.us">kharden@city.cleveland.oh.us</a>	216-664-629 6	
L24	Ohio Assn of Broadcasting	17 South High Columbus, OH 43215	Chris Merrit, Carrie Newton <a href="mailto:oab@oab.org">oab@oab.org</a> , <a href="mailto:cnewton@oab.org">cnewton@oab.org</a>	614-228-405 2	
L25	Ohio Center for Broadcasting	9885 Rockside Rd. Valley View, OH 44125	Janiece Hardy <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a>	216-447-911 7	
L26	Ohio State School of Journalism	100 Denney Hall 164 W. 17th Ave Columbus, OH 43210	Randy Dineen <a href="mailto:asccareer@osu.edu">asccareer@osu.edu</a> / <a href="mailto:dineen.2@osu.edu">dineen.2@osu.edu</a> <a href="https://canisius.joinhandshake.com/">https://canisius.joinhandshake.com/</a> (updated 6/20/18)	614-688-452 2	
L29	Society of Broadcast Engineers	9102 North Meridian St. #150 Indianapolis, IN 46260	Scott Jones <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>	317-846-900 0	
L30	Spanish American Committee	4407 Lorain Ave Cleveland, OH 44113	Juan Carloss Madina <a href="mailto:juanm@spanishamerican.org">juanm@spanishamerican.org</a>	216-961-210 0	
L34	TV Technology/IMAS Publishing		Bob Kovacs <a href="mailto:bkovacs@nbmedia.com">bkovacs@nbmedia.com</a>	703-852-464 0	
L36	Ursuline College	2550 Lander Road Pepper Pike, OH 44124	Gerri Jenkins <a href="mailto:gjenkins@ursuline.edu">gjenkins@ursuline.edu</a>	440-646-832 9	
L38	Wooster College	1140 Beall Ave Wooster, OH 44691	Lucinda Sigrist <a href="mailto:career@wooster.edu">career@wooster.edu</a>	330-263-249 6	

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L40	University of Akron	Student Union 211 Akron, OH 44325	Chris Margala; Kim Ede margala@Uakron.edu <a href="https://canisius.joinhandshake.com/">https://canisius.joinhandshake.com/</a>	330-972-7747	
L42	Greater Cleveland Association of Black Journalists*		gcleabj@gmail.com		
L43	Kent State	318 University Library 1125 Risman Dr Kent, OH 44242	Caitlin Guenther, M.B.A. cguenth2@kent.edu	330-672-2950	
L44	Cleveland State University	School of Communication Levin College of Public Affairs and Education Cleveland, OH 44115	Elizabeth Pask e.pask@csuohio.edu	216-687-6921	3
Total Number of Interviewees Referred:					150



## 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]
Account Exec, Local [JR030567]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C130 Start Date: 2023-01-23
Assignment Editor [JR029764]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L10, L12, L14, L15, L19, L21, L24, L26, L29, L36, L38, L42	Code Number: C134 Start Date: 2022-09-06
Digital Content Producer [JR031331]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L6, L7, L13, L14, L15, L19, L24, L25, L36, L38, L40, L42, L43, L44	Code Number: C97 Start Date: 2023-05-22
Dir, HR Business Partner [JR028513]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-06-27

## 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]
Dir, HR Business Partner [JR030049]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C134 Start Date: 2022-11-28
Director III [JR029464]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-07-05
Director III [JR031154]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L7, L13, L38, L43, L44	Code Number: C97 Start Date: 2023-04-25
Exec Producer [JR029268]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-09-19

## 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 [JR029386]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-09-26
Multimedia Journalist [JR027833]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-08-29
Multimedia Journalist [JR028448]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C97 Start Date: 2022-07-05
Multimedia Journalist [JR029570]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2022-12-19

# 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]
Photographer II [JR028641]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C134 Start Date: 2022-06-13
Photographer II [JR029045]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C1 Start Date: 2022-06-27
Photographer III [JR030676]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2023-01-30
Producer [JR028133]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L6, L7, L8, L10, L12, L13, L14, L15, L19, L21, L23, L24, L25, L26, L29, L30, L34, L36, L38, L40, L42	Code Number: C134 Start Date: 2022-07-05

## EEO PUBLIC FILE REPORT

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

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	February 2, 2023 John Carroll University 2023 Career Fair Dir., HRBP, Community Affairs Director, Local & National Sales Manager attended.
	August 1, 2022 - Ohio Media School Fair, HRBP and Community Affairs Director attended.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	June 4 & 5, 2022 General Manager participated and spoke to the National Press Photographers Association
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Hired two news summer interns (June-August 2022). The news interns gain hands on experience in broadcast, digital newsgathering, and production.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	March 21, 2023 Received OAB Internship Support Award to sponsor an internship for a student from under-represented or underserved communities.
	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. The JoAnne Robinson Memorial Scholarship was awarded in 2023 to a female recipient at Oakwood University in Huntsville, AL. She is in the Broadcast Journalism Program.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	All WEWS managers have been invited to participate in a Manager Essentials program that includes training and curriculum to prepare for the next career step. One of our Executive Producers has been enrolled first starting April 11, 2023. The stations Assistant New Director is participating in an EMERGE program to enhance managers skills. In addition, all WEWS employees have the opportunity to pursue career advancement and skill development through online training in station-related skills such as management, leadership, career growth planning, job interviewing, and a variety of specific skills.

## EEO PUBLIC FILE REPORT

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

	Upon hire, all Sales Account Executives are enrolled in The Scripps Sales Process Program after 3 months of service. This program is designed to help them continue developing their skills in sales. We had one Sales Account Executive enroll Sept 2022.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	July 6-9 Digital Director taught at the 77th Annual High School Journalism Workshop presented by the E.W. Scripps School of Journalism At Ohio University while also discussing careers in Journalism and careers with WEWS.
	Feb 28 - March 2, 2023 General Manager participated in the College of Journalism and Communications Leadership Summit
	Nov 2, 2022 - Digital Director visited Mayfield High School to speak about careers in Journalism
	Jan 26, 2023 - The managing editor and a news room reporter spoke at Ohio University about careers in Journalism
	Ten high students (Growing Leaders) came to visit News 5 on Saturday May 6th. The students got a behind the scenes look at the studio and control room. A panel of station personal spoke with students about positions within the station.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	All employees who are hired or promoted into a management position must participate in equal employment opportunity training provided by Scripps to help educate and prevent discrimination. Scripps requires all managers to participate in the Whistleblowing, Reporting & Retaliation for Managers training program.
	WEWS Managers have been invited to participate in a four-session training course mandatory for all new managers and employees on Equity, Diversity and Inclusion. The purpose of this training is to provide the skills and training so that we can all be intentional not to perpetuate stereotypes and remove bias from our reporting and our every day decision making. This training aligns with our company mission to create a better-informed world and our local purpose to create authentic connections. We are fully committed to a diverse and inclusive culture that reflects the communities we serve.