

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2019 - May 31, 2020

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
Common Sources					
C1	Employee Referral				8
C2	Internal Candidate / WorkLife				14
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			15
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
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	1
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	
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		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		31
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				13
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		19
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	

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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	
C180	ridna	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	
C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C193	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	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	2
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	

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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	
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	

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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@goodwillcantion.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@goodwillcantion.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C637	Community Campus at Goodwill - - 408 Ninth Street SW (ksteel@goodwillcantion.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	

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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	
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	
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	

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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	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.org)	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	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	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	
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@lcul.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 asccareer@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	

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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 kathypiotrowski@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		
L42	Greater Cleveland Association of Black Journalists		gcleabj@gmail.com		

Total Number of Interviewees Referred: 117

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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, Integrated [JR020890]	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, 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: C97 Start Date: 2019-06-27
Account Exec, Integrated [JR021332]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L18, L19, L20, L21, L23, L24, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C1 Start Date: 2019-12-02
Assignment Editor [JR021278]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C3 Start Date: 2019-12-02
Asst Chief Engineer [JR021396]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C193, C194, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C100 Start Date: 2019-10-14

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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]
Content Planner [JR020595]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, 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: 2019-06-17
Maintenance Engineer II [JR021407]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C201 Start Date: 2019-09-30
Maintenance Engineer III [JR021954]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C3 Start Date: 2019-11-04
Managing Editor [JR022432]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C3 Start Date: 2020-02-14

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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]
Morning Anchor, MMJ [JR022922]	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, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C2 Start Date: 2020-03-23
Multimedia Journalist [JR021227]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C2 Start Date: 2019-08-12
Multimedia Journalist [JR021554]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C131 Start Date: 2019-11-18
Multimedia Journalist [JR022396]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C1 Start Date: 2020-01-13

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 [JR022834]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, L26, L30, L31, L35, L36, L37, L39, L40, L42	Code Number: C1 Start Date: 2020-03-09

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>2/6/2020- John Carroll University Career Fair. Attended by Moreen Bailey Frater, Director Community Relations, Peter Gunn, Director of Sales, Jared Roach, Account Executive, Steve Weinstein, VP and General Manager, Erica Grant, HR Director. Those scheduled later were cancelled due to Covid-19</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 and the news assignment desk. During this reporting period WEWS hired three interns. Two for the Summer 2019 semester; one from Ashland University working with Good Morning Cleveland and one from Kent State University working with our Investigative Unit. We also hired one intern for the Spring 2020 Semester from Kent State University working with our Assignment Desk.</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. The 2020 JoAnne Robinson Memorial Scholarship was awarded to a student currently attending Hampton University.</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 22 through August 2, 2019- WEWS hosted two visiting professors. The professors were from Columbus State University in Georgia and Washington State University. One spent the duration with our digital team and the other with spent time with our sales team.</p> <p>July 12, 2019 WEWS News Management Team, through the Cleveland Council on World Affairs, hosted a group of professional journalists from Ethiopia. They represented a variety of Media companies in Ethiopia.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>November 11, 2019 WEWS News and Digital Teams, through the Cleveland Council on World Affairs, hosted a group of female sports journalists who wanted to learn more about the role of women sports reporters in the United States.</p>
	<p>November 11, 2019 WEWS News and Digital Teams, through the Cleveland Council on World Affairs, hosted a group of female sports journalists who wanted to learn more about the role of women sports reporters in the United States.</p>
	<p>Through our Student Shadow Program, WEWS hosts high school and college students throughout the academic year who are interested in careers in broadcasting. Students spend a day or half a day with professionals in their career area of interest.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All managers attended a series of Equity, Diversity and Inclusion Trainings in October of 2019. The series focused on managing racial bias within the news industry.</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. This announcement ran 18 times in various day parts during this reporting period.</p>