

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2020 - May 31, 2021

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				12
C2	Internal Candidate / WorkLife				13
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			22
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		26
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				3
C131	Agency/Search Firm				7
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		8
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	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	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	
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	

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C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
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	

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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	6
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	

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C635	Community Campus at Goodwill - - 408 Ninth Street SW (gbreen@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	
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	
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	

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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	

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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	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	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	
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	

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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	
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	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
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 Gohson wjgohson@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		OH			
L18	NAHJ Parity Project	1000 National Press Bldg 529 14th St NW Washington, DC 20045	Kevin Olivas kolivas@nahj.org		

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L19	National Academy of Television Arts & Sciences - Lower Great Lakes Chapter	1440 Rockside Road #221 Cleveland, OH 44134	Gary Manke administrator@nataslgl.org	440-526-3669	
L20	NCCU	PO box 19585 Durham, NC 27707	Donna Hembrick nccucareerservices@nccu.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					
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					
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		OH			
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					
L42	Greater Cleveland Association of Black Journalists*		gcleabj@gmail.com		
Total Number of Interviewees Referred:				102	

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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]
Assignment Editor [JR023924]	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, 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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C201 Start Date: 2020-10-26
Assoc Producer [JR024906]	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, 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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C2 Start Date: 2021-05-17
Assoc Producer [JR024907]	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, 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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C3 Start Date: 2021-05-24

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]
Evening Anchor, MMJ [JR023121]	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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L29, L30, L31, L35, L37, L38, L40, L42	Code Number: C3 Start Date: 2020-09-02
Evening Anchor, MMJ [JR024616]	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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C131 Start Date: 2021-05-10
Maintenance Engineer II [JR023952]	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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C100 Start Date: 2021-02-01

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]
Maintenance Engineer II [JR024494]	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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C2 Start Date: 2021-02-01
Meteorologist, Weekend [JR024495]	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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C1 Start Date: 2021-03-22
Multimedia Journalist [JR024292]	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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C1 Start Date: 2021-02-01

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 [JR024288]	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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C1 Start Date: 2021-01-18
Producer [JR023375]	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, 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	Code Number: C97 Start Date: 2020-08-24
Producer [JR023799]	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, 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	Code Number: C3 Start Date: 2020-09-21

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 [JR024293]	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, 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, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C97 Start Date: 2021-03-01
Producer [JR024576]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L8, L10, L12, L13, L14, L18, L19, L20, L21, L23, L24, L25, L26, L30, L31, L35, L37, L38, L40, L42	Code Number: C97 Start Date: 2021-03-01
Sr Dir, News [JR023133]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, 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	Code Number: C2 Start Date: 2020-08-05

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.	March 10, 2021 Virtual John Carroll University Career Fair. Attended by HR Director, Director-Community Relations and Account Executive.
	March 24, 2021 Virtual University of Florida Career Fair. Attended General Manager
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	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 2021 to a sophomore at John Carroll University. She is majoring in communications with a concentration in digital media and a minor in Spanish and Hispanic Studies.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WEWS Director of Sales participated in the Accelerate program that includes training and curriculum to prepare for the next career step. 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.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	October 13, 2020 Digital Content Producer talked to students at The Ohio State University (virtually) about covering sports as a woman of color.
	October 20, 2020 students from Chapman University interviewed our Weekend Anchor about her career virtually.
	March 30, 2021 WEWS Reporter talked to students from Cleveland State University about broadcast journalism virtually.
	March 24, 2021 Students from Excel Academy of Englewood interviewed our Evening Anchor about her career.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	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.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Feb-March of 2021 station employees participated in a three-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.</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 15 times in various dayparts during this reporting period.</p>