

MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	Recruitment Source Information	RS Contact	Number of interviewees
	LETTERS		
1	* New England Institute of Technology One New England Tech Blvd East Greenwich, RI 02818-1258	Kathleen Dohoney 401-739-5000	0
2	* Lorain County Urban League 1530 West River Rd, Ste 300 Elyria, Oh 44035	Jackie Smith 440-323-3364	0
3	* Emma L. Bowen Foundation 30 Rockefeller Plaza 1221 Ave of the Americas #28A42 New York, NY 10012 (8/11/16)	Rahsaan Harris 212-664-3392 Rahsaan.Harris@nbcuni.com	0
4	Ohio Civil Rights Commission 615 Superior Avenue Cleveland, OH 44113	Rossi Hamby 216-787-3150	0
5	Kent State University 201 Franklin Hall Kent, OH 44242-0001	Journalism & Mass Comm. 330-672-2378	1
6	Spanish American Committee 4407 Lorain Avenue Cleveland, OH 44113	Migdalia Cedeno 216-961-2100	0
			0
	EMAIL		
7	* Specs Howard School 19900 West 9 th Mile Rd. Southfield, MI 48075	Katie Peters kpeters@specshoward.edu 248-358-9000	0
8	* Career Center/Jewish Family 24075 Commerce Park #105 Beachwood, OH 44122	Mita Leff/Andrea Johnson 216-378-3427 ajohnson@JFSA-Cleveland.org elizabeth.little@rsc.ohio.gov	0
9	* Cleveland State University 2344 Euclid Avenue Cleveland, OH 44114	Career Office/Anita Young a.rufyoung@csuohio.edu 216-687-2000	0
10	* Bryant & Stratton College Debra Johns (Parma & Akron) Jan Ghoson (Cleve & Eastlake) 12955 Snow Road Parma, OH 44130	dmjohns@bryantstratton.edu 216-265-3151/265-2362 fax wigholson@bryantstratton.edu 216-346-8806 Was mdobrzelewski@bryantstratton.edu	0
11	* Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, OH 44125 Was ocb@beonair.com	Janice Hanna-Hardy jhardy@beonair.com 216-447-9117	0

* Indicates sources which responded affirmatively to the station's invitation that they be added to the full-time vacancy notification distribution list. No recruitment sources contacted the station independently of this solicitation to receive notifications of all full-time vacancies.

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12	* Art Institute of Pittsburgh 420 Blvd. of the Allies Pittsburgh, PA 15219 <i>Was kspeers@aii.edu, jshook@aii.edu</i>	Chris Rose 7/30/2014 Asst. Director Career Services crose@aii.edu 412-291-6343	0
13	* Ohio Dept. of Job & Family Serv. Employment Connection 11699 Brookpark Rd. Parma, OH 44130	VALERIE KING Valerie.King@jfs.ohio.gov (216) 664-2296	0
14	* Cleveland Brand NAACP 2131 Stokes Blvd. Cleveland, OH 44106 (5/2/07) <i>Was smiller@clevelandnaacp.org; swright@clevelandnaacp.com</i>	216-231-6260 Clevelandnaacp@yahoo.com	0
15	* Hiram College PO Box 67 Hiram, OH 44234	Career Center careercenter@hiram.edu 330-569-5131	0
16	* Lutheran Metropolitan Ministry 1468 W. 25 th Street Cleveland, OH 44113-3102	Dani Valentin dvalentin@lmmyouth.org	0
17	OSU-School of Journalism 3016 Derby Hall/154 Oval Mall Columbus, OH 43210	Bill O'Neil, Undr. Grd. Advisor/ oneil.73@osu.edu 614-292-3400 Ronda Baldwin, InternshpCoor Baldwin.185@osu.edu 5/29/07	0
18	Urban League of Grtr. Cleveland 1255 Euclid Avenue #205 Cleveland, OH 44115	Evette Clark eclark@ulcleveland.org 216-622-0999	0
19	Medialine Broadcast Employment (News related only)	medialine@medialine.com	0
20	NAJA (Native American Journalists Assoc.) 5/16 Emailed NAJA- heard contact changed and no one notified us -	Debra Valentino 2/19/14 405-325-1649 dvalentino@naja.com	0
21	602 Communications- Marketing & Production positions	Sandy Lizik slizik@602communications.com	0
22	E.W. Scripps School of Journalism Schoonover Center 200 1 Ohio University Athens, Ohio 45701-2979	Foxr@ohio.edu Becky Fox 740-593-2590	0
23	Society of Professional Journalists Cleveland Pro Chapter Added 8/1/2016	spicleveland@me.com SPJ- Carrie Buchanan	0

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	WEBSITES:		
24	* Cuyahoga Comm. College 11000 Pleasant Valley #G201 Parma, OH 44130	Martin Kinsella Careers Online at Key Career Place www.ecampusrecruiter.com/tri-c/	0
25	* John Carroll University 20700 N.Park Blvd/Career Srv. University Hts.,OH 44118	Career Center www.jcu.edu/careers.html 216-397-4237	0
26	* Notre Dame College of Ohio 4545 College Rd. S. Euclid, OH	Kim Lane, Career Serv. www.notredamecollege.edu/ 216-373-5290	0
27	* Ursuline College 2550 Lander Rd. Pepper Pike, OH 44124	Gerrie Sullivan, Dir.Career Serv. www.ursuline.edu 440-646-8324	0
28	* Case Western Reserve 10900 Euclid Ave. Cleveland, OH 44106	Heidi McCormick www.case-csm.symplicity.com 216-368-4446	0
29	Lorain County Comm. College Career Services Center 1005 Abbe Rd. N. Elyria, OH 44035	Marci Field, Employ. Data. Mgr. www.lorainccc.edu 440-366-7563 8/8/07	0
30	OSU-Buckeye Careers Network 05 Brown Hall/190 W17th Ave Columbus, OH 43210 *Includes all colleges, A&S, Fisher, Mansfield	614-292-1255 https://careers-osu-cmsm.symplicity.com/employer/	0
31	OSU-Engineering- Under Buckeye Career Network- choose Engineering link. Columbus, OH 43210	614-292-6651 https://careers-osu-cmsm.symplicity.com/employer/	0
32	OSU-Alumni Association 2100 Neil Avenue Columbus, OH 43210	https://www.myinterfase.com/osualumniconsortium/employer/home.aspx	0
33	University of Akron Placement Office, SHN 153 Akron, OH 44325	Nancy Beirne, Asst.Dir www.uakronccm.experience.com/emp/sblogin 330-972-7111	0
34	Central State University PO Box 1004 Wilberforce, OH 45384	Career Service Center 937-376-6383 www.centralstate-csm.symplicity.com	0
35	Indeed Job One Search – All Jobs	www.Indeed.com	0
36	TVJOBS (pulls)	www.tvjobs.com	4
37	AAJA- Asian American Journalists Association	http://www.ajja.org/	0
38	Ohio Assoc. of Broadcasters	www.oab.org	0
39	NATAS (Nat'l. Assoc. Television Arts/Sciences)- temp unavailable 3/2015-	www.emmyonline.com	0
40	TVB Broadcast Jobs (pulls)	TVB.org	0

MASTER RECRUITMENT SOURCE LIST (MRSL)

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41	WOIO/WUAB TV website/ Raycom Media Website	www.woio.com www.wuab.com www.raycommedia.com	10
42	Craigslist	www.craigslist.com	0
43	Linkedin – Corp Account	www.Linkedin.com	3
44	Ohio Means Jobs Was Cleveland Career Center rhill@city.Cleveland,oh.us	Fax form to 216-443-5950	0
	TRADES/OTHER:		
45	Broadcasting & Cable 810 Seventh Ave. 27 th Fl. New York, NY 10019	Zahra Majma ZMajma@nbmedia.com 212-378-04000 ext. 517	0
46	Northeast Ohio Media Group (Cleveland.com) Was Cleveland Plain Dealer 1801 Superior Avenue Cleveland, OH 44114	Classified Dept. 216-999-3783	0
47	Akron Beacon Journal (Monster.com) 44 E. Exchange St. Akron, OH 44328	Classified Dept. 330-996-3600	0
48	Outside Internet Source	Various	0
49	Confidential Hire from Competitive Station		0
50	WOIO/WUAB Internal Referral		21
51	Misc. External Referrals/Market Referrals		12
52	Walk-In/Phone-In/Personal Inquiry		0
53	Former Employee		6
54	WOIO/WUAB Staff Promotion		3
54pt	WOIO/WUAB staff p/t to f/t promotion		2
55	Raycom Media Sister Station – Employee Promotion		2
56	Sites that post our jobs without our permission		4
57	NAHJ (Nat'l. Association of Hispanic Journalists)	Now Scraps from our Site	0
		Total Interviewees	68

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2016- May 31, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): August 15th – Sept. 5th

Describe Nature of Initiative:

International Journalist from Pakistan work at the station from ICFJ

WOIO has agreed to host up to two Pakistani journalists from August 15th to Sept 5th as part of a program run by the International Center for Foreign Journalists in conjunction with the U.S. State Department.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Anum Kazmi joined Din News as a news anchor in January 2014. She received a Bachelor's degree in Mass Communications from University of the Punjab and has extensive experience working as a radio presenter and news producer. Kazmi started off as a radio journalist in 2009 and later transitioned into television. In 2011, she joined Geo TV, where she worked as a trainee journalist. In 2013, she became a reporter at Samaa TV and covered women's issues. Currently, she runs a program on Din News called "Public Opinion," which focuses on socio-economic issues. Kazmi is also enrolled in a Master of Philosophy program at University of the Punjab.

Sana Amjad is a sports reporter at Jaag TV. She completed a Masters degree in Mass Communication from University of the Punjab and has been working in print and electronic media since 2013. Amjad has worked for TV channels including City 42 and Abb Takk News. She has covered international sports events such as the Pakistan Super League and the England vs. Pakistan series in Dubai.

Names of Station Personnel involved in Initiative:

Fred D'Ambrosi-News Director, Mel Watson-Executive Producer, Colleen Sietz- Digital Director, Brian Sinclair-Asst. News Director, Chris Arnold-Admin. Asst. News

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2016 – May 31, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): ON Going

Describe Nature of Initiative:

PARTICIPATE IN OTHER ACTIVITIES OTHER THAN LISTED TO FURTHER THE GOAL OF DISSEMINATING INFORMATION ABOUT EMPLOYMENT OPPORTUNITIES

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

During the year, we broadcast on-air announcements on both WOIO and WUAB encouraging viewers to refer to our web site, www.19actionnews.com for information on our current employment opportunities and information on becoming one of the local companies that would like to post our positions for local, diversified recruitment. These :20 second spots typically run 3 to 4 x per week on WUAB and WOIO.

Names of Station Personnel involved in Initiative:

Lisa Marko-HR Contact/Admin Asst., Lisa McManus- Prog Director, Traffic Dept

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2016 – May 31, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 3/10/2017

Describe Nature of Initiative:

OHIO MEDIA SCHOOL SPRING 2017 JOB FAIR

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended Spring Job fair to meet with the recent graduates of the Ohio Media School.

Names of Station Personnel involved in Initiative:

Lisa Marko- HR Contact/ Admin Asst.
Attended by Fred D'Ambrosi- News Director

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2016- May 31, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 4/1/2017

Describe Nature of Initiative:

Greater Cleveland Association of Black Journalists

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Fred D'Ambrosi was the speaker at the April 1st Meeting of the GCABJ. Attended by about 30 Black Journalists and Public Relation individuals. Talked about the state of our industry and jobs.

Names of Station Personnel involved in Initiative:

Fred D'Ambrosi, News Director

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2016- May 31, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 24 & April 28th, 2017

Describe Nature of Initiative:

Cleveland State Journalism panels

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Amanda Harnocz attended two journalism panels for the Cleveland State Journalism students.

April 24: The Professional Series: Journalism and Public Relations

April 28: The resurgence of Journalism: Adapting to the Current Climate

Names of Station Personnel involved in Initiative:

Amanda Harnocz- Digital Content Executive Producer

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2016- May 31, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Various times throughout the period

Describe Nature of Initiative:

Shadowing: WOIO-WUAB offers the opportunity to Shadow their employees to eligible high school students. This is wonderful opportunity for students looking to gain knowledge and insight about the communications and television industry. Students are eligible to shadow our employees provided they have permission from their high school, preferably an established senior project program.

Shadowing is offered in a variety of departments at the station, including News, Marketing, Sales, and Community/Public Affairs.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

For the time period of this report, we have accepted **2 Students** to work in various departments. Educational facilities they were associated with were: Saint Joseph Academy and Cuyahoga Heights High School

Names of Station Personnel involved in Initiative:

Chris Arnold- Admin Asst. News; Tony Zarrella- Sports Anchor; Various News Personnel.

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2016- May 31, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Various times throughout the period

Describe Nature of Initiative:

INTERNSHIPS – WOIO/WUAB offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university, and by receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the stations, including News, Marketing/On-Air Promotions, Programming, Sales, Graphic Design and Community/Public Affairs. All internships are non-paid, so students must be receiving academic credit to work or observe at the stations. Hours can be flexible, to accommodate class schedules and school requirements; however, most interns are usually required to attend a minimum of 15-20 hours per week.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

For the time period of this report, we have accepted **9 interns** to work in various departments. Educational facilities they were associated with were: John Carroll University, Kent State University, Miami University, University of Florida, Youngstown State University, Northwestern University, Ohio University.

Names of Station Personnel involved in Initiative:

Lisa Marko-HR Contact/Admin Asst., Chris Arnold-Admin Asst. News, Fred D'Ambrosi-New Director, Rob Boenau-Director Marketing, Joann Larson-Producer/Director, Chris Dellecese-Sports Producer. Various News Personnel