<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (RS) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Digital Content Producer (2 positions) 2016-4937</td>
<td>1-30, 32-34, 36-41, 44, 48-57</td>
<td>41,50</td>
</tr>
<tr>
<td>Exec. Digital Content Producer 2016-5109</td>
<td>1-29, 32-34, 37, 39-41, 44, 48-56</td>
<td>50</td>
</tr>
<tr>
<td>Reporter/MMJ 2016-5127</td>
<td>1-29, 32-34, 37-41, 44, 48-56</td>
<td>36</td>
</tr>
<tr>
<td>Local Sales Manager 2016-5073</td>
<td>1-29, 32-34, 36-39, 41, 43, 44, 48-56</td>
<td>51</td>
</tr>
<tr>
<td>VP/General Manager 2016-5616</td>
<td>1-29, 36-41, 43, 48-57</td>
<td>43</td>
</tr>
<tr>
<td>Photographer/Editor 2016-5274</td>
<td>1-22, 24-30, 32-34, 36-41, 48-57</td>
<td>50</td>
</tr>
<tr>
<td>Sports Producer 2016-5813</td>
<td>1-30, 34, 36-41, 48-56</td>
<td>53</td>
</tr>
<tr>
<td>Reporter/MMJ 2016-5795</td>
<td>1-29, 32-34, 36, 41, 44, 45-56</td>
<td>41</td>
</tr>
<tr>
<td>Traffic Anchor/Reporter 2016-6007</td>
<td>1-30, 32-34, 36-39, 41, 44, 48-57</td>
<td>41</td>
</tr>
<tr>
<td>Reporter/MMJ 2016-6076</td>
<td>1-30, 32-34, 37-39, 41, 44, 48-57</td>
<td>51</td>
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<tr>
<td>Sr. Digital Sales Specialist 2016-6116</td>
<td>1-30, 32-34, 36, 38-42, 48-56</td>
<td>50</td>
</tr>
<tr>
<td>Digital Content Producer 2016-6805</td>
<td>1-30, 32-34, 36-41, 48-57</td>
<td>50</td>
</tr>
<tr>
<td>Assign. Editor/Web Prod. 2016-6322</td>
<td>1-30, 32-34, 36-41, 48-57</td>
<td>53</td>
</tr>
<tr>
<td>Assit. News Specialist 2016-5437</td>
<td>1-30, 33, 34, 36-41, 44, 48-56</td>
<td>53</td>
</tr>
</tbody>
</table>
## MASTER RECRUITMENT SOURCE LIST (MRSL)

<table>
<thead>
<tr>
<th>RS Number</th>
<th>Recruitment Source Information</th>
<th>RS Contact</th>
<th>Number of Interviewees</th>
</tr>
</thead>
</table>
| 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@nbuni.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                                     |
| 7         | * Specs Howard School  
19900 West 9th Mile Rd.  
Southfield, MI 48075 | Katie Peters  
kpeters@specsishoward.edu  
248-358-9000                                   | 0                                     |
| 8         | * Career Center/Jewish Family  
24075 Commerce Park #105  
Beachwood, OH 44122 | Mita Leff/Andrea Johnson  
216-378-3427  
sjohnson@JFSACleveland.org  
elizabeth.little@rsc.ohio.gov | 0                                     |
| 9         | * Cleveland State University  
2344 Euclid Avenue  
Cleveland, OH 44114 | Career Office/Anita Young  
a.rufyoung@csuchio.edu  
216-587-2000                                   | 0                                     |
| 10        | * Bryant & Stratton College  
Debra Johns (Parma & Akron)  
Jan Ghioson (Cleveland & Eastlake)  
12955 Snow Road  
Parma, OH 44130 | dmlandiny@bryantstratton.edu  
216-265-3151/265-2562 fax  
wgholson@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.
<table>
<thead>
<tr>
<th>RS Number</th>
<th>Recruitment Source Information</th>
<th>RS Contact</th>
<th>Number of interviewees</th>
</tr>
</thead>
</table>
| 12        | * Art Institute of Pittsburgh  
420 Blvd. of the Allies  
Pittsburgh, PA 15219  
Was kaspers@ali.edu, jshook@ali.edu | Chris Rose 7/30/2014  
Asst. Director Career Services  
crose@ali.edu  
412-291-6343 | 0 |
| 13        | * Ohio Dept. of Job & Family Serv.  
Employment Connection  
11689 Brookpark Rd.  
Parma, OH 44130 | VALERIE KING Valerie.King@ifs.ohio.gov  
(216) 664-2296 | 0 |
| 14        | * Cleveland Brand NAACP  
2131 Stokes Blvd.  
Cleveland, OH 44106 (5/2/07)  
Was smiller@clevelandnaacp.org; swright@clevelandnaacp.com | 216-231-6260  
Clevelandnaacp@yahoo.com | 0 |
| 15        | * Hiram College  
PO Box 67  
Hiram, OH 44234 | Career Center  
careercenter@hiram.edu  
330-559-5131 | 0 |
| 16        | * Lutheran Metropolitan Ministry  
1468 W. 25th Street  
Cleveland, OH 44113-3102 | Dani Valentin  
dvalentin@mmyouth.org | 0 |
| 17        | OSU-School of Journalism  
3016 Derby Hall/154 Oval Mall  
Columbus, OH 43210 | Bill O’Neil, Undr. Grd. Advisor/  
onell.73@osu.edu  
614-292-3400  
Ronda Baldwin, Internship Coor  
Baldwin.185@osu.edu 5/29/07 | 0 |
| 18        | Urban League of Grtr. Cleveland  
1255 Euclid Avenue #205  
Cleveland, OH 44115 | Evette Clark  
eclark@uicleveland.org  
216-622-0999 | 0 |
| 19        | Medialine Broadcast Employment  
(News related only) | medialine@medialine.com | 0 |
| 20        | NAJA (Native American  
Journalists Assoc.)  
516 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 |
# MASTER RECRUITMENT SOURCE LIST (MRSL)

<table>
<thead>
<tr>
<th>RS Number</th>
<th>Recruitment Source Information</th>
<th>RS Contact</th>
<th>Number of interviewees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WEBSITES:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>* Cuyahoga Comm. College 11000 Pleasant Valley #G201 Parma, OH 44130</td>
<td>Martin Kinsella Careers Online at Key Career Place <a href="http://www.ecampusrecruiter.com/tri-p/">www.ecampusrecruiter.com/tri-p/</a></td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>* Notre Dame College of Ohio 4545 College Rd. S. Euclid, OH</td>
<td>Kim Lane, Career Serv. <a href="http://www.notredamecollege.edu/">www.notredamecollege.edu/</a> 216-373-5290</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>* Ursuline College 2550 Lander Rd. Pepper Pike, OH 44124</td>
<td>Gerrie Sullivan, Dir. Career Serv. <a href="http://www.ursuline.edu">www.ursuline.edu</a> 440-645-8324</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>* Case Western Reserve 10900 Euclid Ave. Cleveland, OH 44106</td>
<td>Heidi McCormick <a href="http://www.case-csm.symplicity.com">www.case-csm.symplicity.com</a> 216-368-4448</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>OSU-Alumni Association 2100 Neil Avenue Columbus, OH 43210</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>Central State University PO Box 1004 Wilberforce, OH 45384</td>
<td>Career Service Center 937-376-5383 <a href="http://www.centralstate-cmsm.symplicity.com">www.centralstate-cmsm.symplicity.com</a></td>
<td>0</td>
</tr>
<tr>
<td>35</td>
<td>Indeed Job One Search – All Jobs</td>
<td><a href="http://www.Indeed.com">www.Indeed.com</a></td>
<td>0</td>
</tr>
<tr>
<td>36</td>
<td>TVJOBS (pulls)</td>
<td><a href="http://www.tvjobs.com">www.tvjobs.com</a></td>
<td>4</td>
</tr>
<tr>
<td>37</td>
<td>AAJA- Asian American Journalists Association</td>
<td><a href="http://www.aaaja.org/">http://www.aaaja.org/</a></td>
<td>0</td>
</tr>
<tr>
<td>38</td>
<td>Ohio Assoc. of Broadcasters</td>
<td><a href="http://www.oab.org">www.oab.org</a></td>
<td>0</td>
</tr>
<tr>
<td>39</td>
<td>NATAS (Nat'l. Assoc. Television Arts/Sciences) - temp unavailable 3/2015-</td>
<td><a href="http://www.emmyonline.com">www.emmyonline.com</a></td>
<td>0</td>
</tr>
<tr>
<td>40</td>
<td>TVB Broadcast Jobs (pulls)</td>
<td>TVB.org</td>
<td>0</td>
</tr>
</tbody>
</table>
## MASTER RECRUITMENT SOURCE LIST (MRSL)

<table>
<thead>
<tr>
<th>RS Number</th>
<th>Recruitment Source Information</th>
<th>RS Contact</th>
<th>Number of Interviewees</th>
</tr>
</thead>
<tbody>
<tr>
<td>42</td>
<td>Craigslist</td>
<td><a href="http://www.craigslist.com">www.craigslist.com</a></td>
<td>0</td>
</tr>
<tr>
<td>43</td>
<td>Linkedin – Corp Account</td>
<td><a href="http://www.linkedin.com">www.linkedin.com</a></td>
<td>3</td>
</tr>
<tr>
<td>44</td>
<td>Ohio Means Jobs</td>
<td>Fax form to 216-443-5950</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Was Cleveland Career Center</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><a href="mailto:rhill@city.cleveland.oh.us">rhill@city.cleveland.oh.us</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TRADES/OTHER:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>45</td>
<td>Broadcasting &amp; Cable</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>810 Seventh Ave. 27th Fl, New York, NY 10019</td>
<td>Zahra Majma  <a href="mailto:ZMaja@nbmedia.com">ZMaja@nbmedia.com</a>  212-378-04000 ext. 517</td>
<td></td>
</tr>
<tr>
<td>46</td>
<td>Northeast Ohio Media Group (Cleveland.com)</td>
<td>Classified Dept. 216-999-3783</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Was Cleveland Plain Dealer</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1801 Superior Avenue  Cleveland, OH 44114</td>
<td></td>
<td></td>
</tr>
<tr>
<td>47</td>
<td>Akron Beacon Journal (Monster.com)</td>
<td>Classified Dept. 330-996-3600</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>44 E. Exchange St. Akron, OH 44328</td>
<td></td>
<td></td>
</tr>
<tr>
<td>48</td>
<td>Outside Internet Source</td>
<td>Various</td>
<td>0</td>
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<tr>
<td>49</td>
<td>Confidential Hire from Competitive Station</td>
<td></td>
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</tr>
<tr>
<td>50</td>
<td>WOIO/WUAB Internal Referral</td>
<td></td>
<td>21</td>
</tr>
<tr>
<td>51</td>
<td>Misc. External Referrals/Market Referrals</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>52</td>
<td>Walk-In/Phone-In/Personal Inquiry</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>53</td>
<td>Former Employee</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>54</td>
<td>WOIO/WUAB Staff Promotion</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>54pt</td>
<td>WOIO/WUAB staff p/t to f/t promotion</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>55</td>
<td>Raycom Media Sister Station – Employee Promotion</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>56</td>
<td>Sites that post our jobs without our permission</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>57</td>
<td>NAHJ (Natl. Association of Hispanic Journalists</td>
<td>Now Scraps from our Site</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total Interviewees:** 68
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:

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
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
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
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
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:
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: