## 1. VACANCY LIST

See Master Recruitment Source List for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (RS) Used to Fill Vacancy</th>
<th>RS Referring Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anchor Reporter-2015-2981</td>
<td>1-31,34,35,37,41,48-56</td>
<td>50</td>
</tr>
<tr>
<td>Associate Producer-2015-3531</td>
<td>1-31,34,35,37,38,39,41,42,48-56</td>
<td>37</td>
</tr>
<tr>
<td>Sr. Producer/Investigative-2015-3530</td>
<td>1-31,34,35,37,38,39,41,42,48-56</td>
<td>53</td>
</tr>
<tr>
<td>Morning Executive Producer-2015-3529</td>
<td>1-31,34,35,37,38,41,42,48-56</td>
<td>51</td>
</tr>
<tr>
<td>Morning Anchor Reporter-2015-3607</td>
<td>1-30,33,34,35,37,38,39,41,42,48-56</td>
<td>51</td>
</tr>
<tr>
<td>Digital Director-2015-3650</td>
<td>1-30,33,34,35,37,38,39,41,42,44,48-56,</td>
<td>51</td>
</tr>
<tr>
<td>Reporter MMJ-2015-3955</td>
<td>1-22,24-31,33,42,48-56</td>
<td>50</td>
</tr>
<tr>
<td>Reporter MMJ-2015-3913</td>
<td>1-22,24-31-33,42,48-56</td>
<td>51</td>
</tr>
<tr>
<td>Producer-2015-4103</td>
<td>1-29,31,33,34,35,37,38,41,48-56</td>
<td>50</td>
</tr>
<tr>
<td>Producer-2015-3757</td>
<td>1-29,31,33,34,35,37,38,41,48-56</td>
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</tr>
<tr>
<td>Digital Marketing Producer-2015-3665</td>
<td>1-30,33,34,35,37,38,41,42,44,48-56</td>
<td>31</td>
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<tr>
<td>Assignment Editor-2015-3882</td>
<td>1-22,24-26,28,29,31,42,48-56</td>
<td>12</td>
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<tr>
<td>Account Executive MD-2015-3722</td>
<td>1-30,33,34,35,37,38,39,42,48-56</td>
<td>56</td>
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<tr>
<td>Associate Producer-2015-4327</td>
<td>1-31,33,34,35,37,38,39,40,42,48-56</td>
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<tr>
<td>Account Executive MD-2016-4537</td>
<td>1-31,33,34,35,37,38,39,41,42,44,48-56</td>
<td>56</td>
</tr>
<tr>
<td>Digital Content Producer-2016-4500</td>
<td>1-31,33,34,35,37,38,39,40,41,42,44,48-56</td>
<td>44</td>
</tr>
<tr>
<td>Sr. Sports Producer-2016-4800</td>
<td>1-22,24-30,33,34,35,37,42,48-56</td>
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<tr>
<td>Chief Meteorologist-2015-3772</td>
<td>1-31,33,34,35,37,38,39,41,42,48-56</td>
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<tr>
<td>Digital Content Producer-2016-4677</td>
<td>1-31,33,34,35,37,38,39,40,41,42,44,48-56</td>
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<tr>
<td>Sr. Digital Sales Specialist 2016-4786</td>
<td>1-30,33,34,35,37,38,39,41,42,44,48-56</td>
<td>44</td>
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<tr>
<td>RS Number</td>
<td>Recruitment Source Information</td>
<td>RS Contact</td>
</tr>
<tr>
<td>-----------</td>
<td>------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------</td>
</tr>
</tbody>
</table>
| 1         | * New England Institute of Technology  
2500 Post Road, Warwick, RI 02886                                                            | Kathleen Dohoney  
401-739-5000                                            | 0                    |
| 2         | * Lorain County Urban League  
1530 West River Rd, Ste 300, Elyria, OH 44035                                                  | Gloria Simpson  
440-323-3364 x33                                           | 0                    |
| 3         | * Emma L. Bowen Foundation  
For Minority Interest in Media  
524 W. 57th Street, New York, NY 10019                                                     | Sandra D. Rice  
212-975-2545                                                  | 0                    |
| 4         | Ohio Civil Rights Commission  
615 Superior Avenue, Cleveland, OH 44113                                                  | Rossi Hamby  
216-778-3150                                                 | 0                    |
| 5         | Kent State University  
201 Franklin Hall, Kent, OH 44242-0001                                                    | Journalism & Mass Comm.  
330-672-2378                                                   | 6                    |
| 6         | Spanish American Committee  
4407 Lorain Avenue, Cleveland, OH 44113                                                        | Migdalia Cedeno  
216-961-2100                                                  | 0                    |
| 7         | * Cleveland Career Center/ NNA-Employment Connection  
171 E. 13th St, Cleveland, OH 44114            | Randy Hill  
rhill@city.cleveland.oh.us  
AS OF 6/2015 FAX FORM                                       | 0                    |
| 8         | *Specs Howard School  
19900 West 9th Mile Rd., Southfield, MI 48075                                               | Katie Peters  
kpeters@specswhoward.edu  
248-358-9000                                                  | 0                    |
| 9         | *Career Center/Jewish Family  
24075 Commerce Park #105, Beachwood, OH 44122                                                 | Mita Lefk/Andrea Johnson  
asjohnson@JFSA-Cleveland.org  
eil@emilie@ms.ohio.gov                                      | 0                    |
| 10        | * Cleveland State University  
2344 Euclid Avenue, Cleveland, OH 44114                                                       | Career Office/Anita Young  
a.rufyoung@csuchio.edu                                         | 0                    |
| 11        | * Bryant & Stratton College  
Debra Johns (Parma & Akron)  
Jan Gholson (Cleveland & Eastlake)  
12955 Snow Road, Parma, OH 44130                        | dmjohns@bryantstratton.edu as of 5/2016  
216-265-3151/265-2362 fax  
wigholson@bryantstratton.edu as of 5/2016  
216-346-8906                                                   | 0                    |
| 12        | * Ohio Center for Broadcasting  
9000 Sweet Valley Dr., Valley View, OH 44125                                               | Janice Hanna-Hardy  
jhardy@beonair.com  
216-447-9117                                                   | 1                    |

* 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 Interviews</th>
</tr>
</thead>
</table>
| 13        | * Art Institute of Pittsburgh  
420 Blvd. of the Allies  
Pittsburgh, PA 15219  
Was kspears@aiu.edu, jshook@aiu.edu | Chris Rose 7/30/2014  
Asst. Director Career Services  
crose@aiu.edu  
412-291-6343 | 0 |
| 14        | * Ohio Dept. of Job & Family Serv.  
Employment Connection  
11699 Brookpark Rd.  
Parma, OH 44130 | VALERIE KING Valerie.King@ifs.ohio.gov  
(216) 664-2296 | 0 |
| 15        | * Cleveland Brand NAACP  
2131 Stokes Blvd.  
Cleveland, OH 44106 (52/87)  
Was smiller@clevelandaacp.org  
swright@clevelandaacp.com | 216-231-6260  
Clevelandnaacp@yahoo.com | 0 |
| 16        | * Hiram College  
PO Box 67  
Hiram, OH 44234 | Career Center  
careercenter@hiram.edu  
330-569-5131 | 0 |
| 17        | * Lutheran Metropolitan Ministry  
1468 W. 25th Street  
Cleveland, OH 44113-3102 | Dani Valentin  
dvalentin@lmmyouth.org | 0 |
| 18        | 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 | 0 |
| 19        | Urban League of Grtr. Cleveland  
1255 Euclid Avenue #205  
Cleveland, OH 44115 | Evette Clark  
eclark@ulcleveland.org  
216-622-0999 | 0 |
| 20        | NAHJ (Natl. Association of  
Hispanic Journalists News only  
(News related only) | Kevin Olivas  
kollvas@nahj.org | 0 |
| 21        | Medialine Broadcast Employment  
Schoonover Center 200  
1 Ohio University  
Athens, Ohio 45701-2979 | medialine@medialine.com | 0 |
| 22        | NAJA (Native American  
Journalists Assoc.) | Debra Valentino as of 2/2014  
405-325-1649  
dvalentino@naja.com | 0 |
| 23        | 602 Communications-  
Marketing & Production positions | Sandy Lizik slzik@602communications.com | 0 |
| 24        | E.W. Scripps School of Journalism  
Schoonover Center 200  
1 Ohio University  
Athens, Ohio 45701-2979 | Depeel@ohio.com  
Debbie Depeel  
740-593-2590 | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>Recruitment Source Information</th>
<th>RS Contact</th>
<th>Number of Interviews</th>
</tr>
</thead>
</table>
| 25        | * Cuyahoga Comm. College
11000 Pleasant Valley #G201
Parma, OH 44130                                                | Martin Kinsella
Careers Online at Key Career Place
www.ecampusrecruiter.com/tri-o/                                  | 0                                                 |
| 26        | * John Carroll University
20700 N.Park Blvd/Career Srv.
University Hts.,OH 44118                                         | Career Center- Barbara Koeth
www.icu.edu/careers.html
216-397-4237                                                     | 0                                                 |
| 27        | * Notre Dame College of Ohio
4545 College Rd.
S. Euclid, OH 44121                                                | Kim Lane, Career Serv.
www.notredamecollege.edu/
216-373-5290                                                     | 0                                                 |
| 28        | * Ursuline College
2550 Lander Rd.
Pepper Pike, OH 44124                                             | Gerrie Sullivan, Dir.Career Serv.
www.ursuline.edu
440-646-8324                                                     | 0                                                 |
| 29        | * Case Western Reserve
10900 Euclid Ave.
Cleveland, OH 44106                                                | Heidi McCormick
www.case-csm.symphlicity.com
216-368-4446                                                     | 0                                                 |
| 30        | Lorain County Comm. College
Career Services Center
1005 Abbe Rd. N.
www.lorainccc.edu
440-366-7583                                                     | 0                                                 |
| 31        | OSU-Buckeye Careers Network
05 Brown Hall/190 W17th Ave
Columbus, OH 43210                                                | 614-292-1255
https://careers-osu-
csm.symphlicity.com/employer/                                    | 1                                                 |
| 32        | OSU-Engineering- Under Buckeye Career Network- choose Engineering link.
Columbus, OH 43210                                                | 614-292-6651
https://careers-osu-
csm.symphlicity.com/employer/                                    | 0                                                 |
| 33        | OSU-Alumni Association
2100 Neil Avenue
Columbus, OH 43210                                                | https://www.myinterface.com/osualumniconsortium/employer/home.aspx| 0                                                 |
| 34        | University of Akron
Placement Office, SHN 153
Akron, OH 44325                                                    | Nancy Beirne, Asst.Dir
www.uakronccm.experience.com/emp/sblogin
330-972-7111                                                     | 0                                                 |
| 35        | Central State University
PO Box 1004
Wilberforce, OH 45384                                              | Career Service Center
937-376-6383
www.centralstate-csm.symphlicity.com                               | 0                                                 |
| 36        | Indeed Job
One Search – All Jobs                                              | www.Indeed.com                                    | 0                                                 |
| 37        | TVJOBS (pulls)                                                     | www.tvjobs.com                                    | 3                                                 |
| 38        | AAJA- Asian American Journalists Association                      | http://www.aja.org/                               | 0                                                 |
| 39        | Ohio Assoc. of Broadcasters                                        | www.oab.org
Carrie Newton-614-228-4052                                      | 0                                                 |
| 40        | NATAS (Nat'l. Assoc. Television
Arts/Sciences)- temp unavailable 3/2015-10/2015                  | www.emmyonline.com                                | 0                                                 |
<p>| 41        | TVB Broadcast Jobs (pulls)                                         | TVB.org                                          | 1                                                 |</p>
<table>
<thead>
<tr>
<th>RS Number</th>
<th>Recruitment Source Information</th>
<th>RS Contact</th>
<th>Number of Interviews</th>
</tr>
</thead>
</table>
| 42        | WOIO/WUAB TV website/ Raycom Media Website | www.woio.com  
www.wuab.com  
www.raycommedia.com | 14 |
| 43        | Craigslist | www.craigslist.com | 0 |
| 44        | Linkedin – Corp Account | www.linkedin.com | 6 |
|           | **TRADES/OTHER:** | | |
| 45        | Broadcasting & Cable  
810 Seventh Ave. 27th Fl.  
New York, NY 10019 | Zahra Majma  
ZMaja@nbmedia.com  
212-378-0400 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 | | 2 |
| 50        | WOIO/WUAB Internal Referral | | 16 |
| 51        | Misc. External Referrals/Market Referrals | | 23 |
| 52        | Walk-In/Phone-In/Personal Inquiry | | 0 |
| 53        | Former Employee | | 7 |
| 54        | WOIO/WUAB Staff Promotion | | 10 |
| 54pt      | WOIO/WUAB staff p/t to f/t promotion | | 2 |
| 55        | Raycom Media Sister Station – Employee Promotion | | 4 |
| 56        | Sites that post our jobs without our permission | | 8 |
|           | **TOTAL INTERVIEW**S | | **101** |
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 16 interns to work in various departments. Educational facilities they were associated with were: Cleveland State University, Elon University, Howard University, John Carroll University, Kent State University, Miami University, Mount Union, Ohio University, West Virginia University, Wingate University

Names of Station Personnel involved in Initiative:

Chris Arnold, Jeff Tanckak, Catherine Bosley, Cassie Nist, Tony Zarella, Andrew Robinson, Collen Seitz, Rob Weske, Brian Sinclair, R. Gross
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: Beaumont High School, Holy Name High School

Names of Station Personnel involved in Initiative:

Thelma Jones, Jodie Sproul
### III. SUPPLEMENTAL OUTREACH INITIATIVES

**Date(s) of Initiative Event(s):** July 13, 2015

**Describe Nature of Initiative:**

International Journalists Visit to 19 Action News

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

This is an annual event spearheaded by Mary Rogus from E.W. Scripps School of Journalism:

We will once again divide the group into two 30 minutes tours at 10:45am:

<table>
<thead>
<tr>
<th>Tour Guide 1</th>
<th>Brian Sinclair and Tamu Thomas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tour route</td>
<td>Newsroom, Control Room, Master Control, News Studio</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Tour Guide 2</th>
<th>Rob Everling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tour route</td>
<td>News Studio, Master Control, News Studio, Newsroom</td>
</tr>
</tbody>
</table>

**PANEL DISCUSSION:** 11:15am All visitors go to the SALES CONFERENCE ROOM FOR A Q&A Session

Panelists: Fred D’Ambrosi, Rob Heverling, Brian Sinclair, Tamu Thomas, Carl Monday

**Names of Station Personnel involved in Initiative:**

Fred D’Ambrosi, Carl Monday, Rob Heverling, Tamu Thomas, Rob Heverling, Brian Sinclair, Chris Arnold
Date(s) of Initiative Event(s): October 24, 2015

Describe Nature of Initiative:

- iHeart Media Cleveland Career Day, Job Fair

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

- Cleveland Career Day, Job Fair enabled candidates to meet are TV, Radio, Marketing, Social Media and Communication pros.
- Tips from the pros:
  1. Find out how these pros launched their careers
  2. Learn how to nail your job interviews
  3. Make valuable contacts at the free job fair

Names of Station Personnel involved in Initiative:

- Tia Ewing
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): January 9, 2016

Describe Nature of Initiative:

Digital Media Students Visit TV19

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

Students in the Career and Technical Education Digital Video Production Program and the Video Production Course visited the Cleveland 19 TV Station on January 8. They toured the facility and saw the noon news broadcast live, the control room, learned about the importance of streaming content, the value of strong writing and technical skills for careers in media and the roles of people who contribute to the production of a local TV news program.

Names of Station Personnel involved in Initiative:

Chris Arnold
JoAnn Larson
Shanice Dunning
Samantha Roberts
Date(s) of Initiative Event(s): March 4th, 2016

Describe Nature of Initiative:

Kent State Career Expo 2016

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

This event was held at the Cleveland Convention Center, where 52 companies were in attendance. Over 200 students attended and they were met by hiring manager who conducted short interviews and answered questions about the positions available at our Station and All RayCom Media Stations.

Names of Station Personnel involved in Initiative:

Lisa Marko
Colleen Seltz
Steve Asimou
Debra Pando
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 19th, 2016

Describe Nature of Initiative:

25th Annual OURTDNA Conference  
Ohio University Student Chapter of The Radio and Television and Digital News Association  
The Chapter is dedicated to training future broadcast and electronic journalism

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

Fred D’Ambrosi our News Director sat on a panel/ “How to get a job from Me”- What it takes to land the job from News Directors who do the Job

Names of Station Personnel involved in Initiative:

Fred D’Ambrosi
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
Date(s) of Initiative Event(s): May 23rd, 2016

Describe Nature of Initiative:

Digital Media Students Visit Channel 19
Sheffield-Sheffield Lake City Schools
Cardinal TV- Mr Doug Cogdell

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

Students in the Career and Technical Education Digital Video Production Program and the Video Production Course visited the Cleveland 19 TV Station on May 23rd. They toured the facility and saw the noon news broadcast live, the control room, learned about the importance of streaming content, the value of strong writing and technical skills for careers in media and the roles of people who contribute to the production of a local TV news program.

Names of Station Personnel involved in Initiative:

Jim Stunek- Director of Technology
Chris Stabile-Sr Writer Producer
Tia Ewing-Anchor
Samantha Roberts- Meteorologist