

WOIO/WUAB

EEO PUBLIC FILE REPORT

June 1, 2015- May 31, 2016

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hire
Anchor Reporter-2015-2981	1-31,34,35,37,41,48-56	50
Associate Producer-2015-3531	1-31,34,35,37,38,39,41, 42,48-56	37
Sr. Producer/Investigative-2015-3530	1-31,34,35,37,38,39,41,42,48-56	53
Morning Executive Producer-2015-3529	1-31,34,35,37,38,41,42,48-56	51
Morning Anchor Reporter-2015-3607	1-30,33,34,35,37,38,39,41,42, 48-56	51
Digital Director-2015-3650	1-30,33,34,35,37,38,39,41,42,44,48-56,	51
Reporter MMJ -2015-3955	1-22,24-31,33,42,48-56	50
Reporter MMJ -2015-3913	1-22,24-31-33,42, 48-56	51
Producer-2015-4103	1-29,31,33,34,35,37,38,41,48-56	50
Producer-2015-3757	1-29,31,33,34,35,37,38,41,48-56	42
Digital Marketing Producer-2015-3665	1-30,33,34,35,37,38,41,42,44,48-56	31
Assignment Editor-2015-3882	1-22,24-26,28,29,31,42,48-56	12
Sr. Sports Producer-2015-4018	1-27,29,31,33,37,38,39,40,41,42,48-56	50
Account Executive MD-2015-3722	1-30,33,34,35,37,38,39,42,48-56	56
Report/MMJ-2015-4123	1-31,34,35,37,38,39,41,42, 48-56	37
Associate Producer-2015-4327	1-31,33,34,35,37,38,39,40,42,48-56	5
Account Executive MD-2016-4537	1-31,33,34,35,37,38,39,41,42,44,48-56	56
Digital Content Producer-2016-4500	1-31,33,34,35,37,38,39,40,41,42,44,48-56	44
Sr. Sports Producer-2016-4800	1-22,24-30,33,34,35,37-42,48-56	50
Executive Producer-2015-4370	1-30,33,34,35,37-42, 48-56	50
Chief Meteorologist-2015-3772	1-31,33,34,35,37,38,39,41,42, 48-56	50
Digital Content Producer- 2016-4677	1-31,33,34,35,37,38,39,40,41,42,44,48-56	42
Sr. Digital Sales Specialist 2016-4786	1-30,33,34,35,37,38,39,41,42,44,48-56	44

MASTER RECRUITMENT SOURCE LIST (MRSL) 6/1/2015-5/31/2016

RS Number	Recruitment Source Information	RS Contact	Number of Interviews
	LETTERS		
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. 57 th 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 216-787-3150	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 Cedenro 216-961-2100	0
	EMAIL		
7	*Cleveland Career Center/ NNA-Employment Connection 171 E. 13 th St Cleveland, OH 44114	Randy Hill rhill@city.cleveland.oh.us AS OF 8/2015 FAX FORM	0
8	* Specs Howard School 19900 West 9 th Mile Rd. Southfield, MI 48075	Katie Peters kpeters@specshoward.edu 248-358-9000	0
9	* 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
10	* Cleveland State University 2344 Euclid Avenue Cleveland, OH 44114	Career Office/Anita Young a.rufyoung@csuohio.edu 216-687-2000	0
11	* Bryant & Stratton College Debra Johns (Parma & Akron) Jan Ghloson (Cleve & Eastlake) 12955 Snow Road Parma, OH 44130	dmjohns@bryantstratton.edu as of 5/2016 216-265-3151/265-2362 fax wjgholson@bryantstratton.edu as of 5/2016 216-346-8806 Was rmdobrzelewski@bryantstratton.edu	0
12	* 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	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.

MASTER RECRUITMENT SOURCE LIST (MRSL) 6/1/2015-5/31/2016

RS Number	Recruitment Source Information	RS Contact	Number of Interviews
13	* 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
14	* 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
15	* 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
16	* Hiram College PO Box 67 Hiram, OH 44234	Career Center careercenter@hiram.edu 330-569-5131	0
17	* Lutheran Metropolitan Ministry 1468 W. 25 th Street Cleveland, OH 44113-3102	Dani Valentin dvalentin@lmm youth.org	0
18	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	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 (Nat'l. Association of Hispanic Journalists News only)	Kevin Olivas kolivas@nahj.org	0
21	Medialine Broadcast Employment (News related only)	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 slizik@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

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RS Number	Recruitment Source Information	RS Contact	Number of Interviews
	WEBSITES:		
25	* Cuyahoga Comm. College 11000 Pleasant Valley #G201 Parma, OH 44130	Martin Kinsella Careers Online at Key Career Place www.ecampusrecruiter.com/tri-c/	0
26	* John Carroll University 20700 N.Park Blvd/Career Srv. University Hts.,OH 44118	Career Center-Barbara Koeth www.jcu.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.symplicity.com 216-368-4446	0
30	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	0
31	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/	1
32	OSU-Engineering- Under Buckeye Career Network- choose Engineering link. Columbus, OH 43210	614-292-6651 https://careers-osu-cmsm.symplicity.com/employer/	0
33	OSU-Alumni Association 2100 Neil Avenue Columbus, OH 43210	https://www.myinterfase.com/osualumniconsortium/employer/home.aspx	0
34	University of Akron Placement Office, SHN 153 Akron, OH 44325	Nancy Beirne, Asst.Dir www.uakronccn.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.symplicity.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.ajja.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 Gary Menke 440-526-3669	0
41	TVB Broadcast Jobs (pulls)	TVB.org	1

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RS Number	Recruitment Source Information	RS Contact	Number of Interviews
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. 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		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 INTERVIEWS	101

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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 **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

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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

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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:

Tour Guides 1 Brian Sinclair and Tamu Thomas

Tour route: Newsroom, Control Room, Master Control, News Studio

Tour Guide 2 Rob Heverling

Tour route: News Studio, Master Control, News Studio, Newsroom

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

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

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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

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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 we 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 Seitz
Steve Asimou
Debra Pando

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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

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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

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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