

WEWS-TV EEO Public File Report
Reporting Period: June 1, 2014 - May 31, 2015

I. List of Recruitment Sources - including the number of interviewees referred during reporting period 06/01/2014 - 05/31/2015

* an asterisk by the name of the recruitment source indicates that the source sought notification of all full-time vacancies

	Recruitment Source	Address	Contact Person	Phone	E-mail Address	Number of Interviewees referred
1	AARP Senior Community Service	4614 Prospect Ave, Suite 211, Cleveland OH 44103	Michelle Simko	216-881-1155	msimko@aarp.org	
2	Adweek Media	770 Broadway, New York, NY 10003	Jerry	646-654-7601		
3	Baldwin Wallace College	275 Eastland Rd, Berea OH 44017	Laura Anderson	440-826-2101	career@bw.edu / landrso@bw.edu	
4	Broadcasting & Cable	225 Wyman Street, Waltham, MA 02451	Jon Kemp	781-734-8441	jon.kemp@reedbusiness.com	
5	Bryant & Stratton College	3121 Euclid Ave., Cleveland, OH 44115	Jane Gohlson	216-771-1700	wigohlson@bryantstratton.edu	
6	CareerBoard	6120 Parkland Blvd, #101 Mayfield Hts, OH 44124	Shawn Randall	216-763-0830	mrandall@careerboard.com	
7	Case Western Reserve University	10900 Euclid Ave, Sears Bld. #229 Cleveland OH 44106	Alyssa Register	216-368-6648	alyssa.register@case.edu	
8	Central State University	PO Box 1004, Wilberforce OH 45384	Career Services	937-376-6011	careerservices@centralstate.edu	
9	Cleveland/Ohio Means Jobs	1020 Vair, Cleveland, OH 44115	Lizann R. Hudson	216-664-3049	lizannh2002@yahoo.com	
10	Cleveland State University	2121 Euclid Avenue, Cleveland OH 44115	Karen Lieske	216-687-2233	careers@csuohio.edu / k.lieske@csuohio.edu	
11	Cox Ohio Publishing	1611 S. Main Street, Dayton, OH 45409	Amanda Massey	866-901-4473	amanda.massey@coxinc.com	
12	DeVry Institute of Technology	1350 Alum Creek Dr, Columbus OH 43209	Amy Raab	614-257-5015	araab@devry.edu	
13	Employee Referrals					4
14	E.W. Scripps Company - Website and Scripps Recruiter	312 Walnut Street, Cincinnati, OH 45202	Karen Hite	513-977-3830	stephanie.monahan@scripps.com	3
15	Hampton University	2 Frissell Ave., Hampton, VA 23668	Vivian David	757-727-5000	vivian.david@hamptonu.edu	
16	Internal Candidates					7
17	IRE (Investigative Reporters/Editors)	138 Neff Annex, Columbia, MO 65211	Stephanie Sinn	573-882-2042	jobpostings@ire.org	
18	John Carroll University	1 John Carroll Blvd, University Hts OH 44118	Barb Koeth	216-397-4237	bkoeth@jcu.edu	
19	Journalism Jobs			510-653-1521	info@journalismjobs.com	
20	Linked In				linkedin.com	24
21	Lorain County Urban League	1530 West Rive Rd, #300, Elyria OH 44035	Gloria Simpson	440-323-3364 x33	gsimpson@lcul.org	
22	Lorain County Community College	1005 Abbe Rd. N, Elyria OH 44035	Career Services Center	440-366-4076	careers@lorainccc.edu	
23	Lost Remote.com		Rachel LaMariana	212-389-2000	Lostremote.com	
24	Malone College	515 25th St. NW, Canton OH 44115	Jen Vannest	800-521-1146	careerdevelopment@malone.edu	
25	Media Week	Nielsen, 770 Broadway, New York, NY 10003	Jerry	646-654-5416		
26	Medialine	1209 Wood Valley Road, Augusta, GA 30909	Rich Evereitt	706-364-7564	medialine@medialine.com / rich@medialine.com	
27	NAHJ Parity Project	1000 National Press Bldg, 529 14th St NW Washington DC 20045	Kevin Olivas		kolivas@nahj.org / lsalazar@nahj.org	
28	NATAS - Lower Great Lakes Chapter*	1440 Rockside Road, #221, Cleveland, OH 44134	Gary Manke	440-526-3669	administrator@natasgl.org	
29	National Assn of Broadcasting	1771 N St NW, Washington DC 20036	Nate Mann	202-429-5498	nmann@nab.org	
30	NCCU	PO box 19585, Durham NC 27707	Donna Hembrick	919-530-6878	nccucareerservices@ncu.edu	
31	Notre Dame College	4545 College Rd, S Euclid OH 44121	Kim Lane	216-373-5216	klane@ndc.edu	
32	ODJFS	30 E Broad St, 32nd floor, Columbus OH 43215		614-466-6282	STURTV@odjfs.state.oh.us	
33	Office of Equal Opportunity *	601 Lakeside Avenue #121, Cleveland OH 44114	Kimberly Harden	216-664-6296	kharden@city.cleveland.oh.us	
34	Ohio Assn of Broadcasting	17 South High, Columbus, OH 43215	Chris Merrit	614-228-4052	oab@oab.org	
35	Ohio Center for Broadcasting *	9885 Rockside Rd., Valley View, OH 44125	Janiece Hardy	216-447-9117	jhardy@beonair.com	
36	Ohio State School of Journalism	100 Denney Hall, 164 W. 17th Ave, Columbus OH 43210	Randy Dineen	614-688-4522	asccareer@osu.edu / dineen.2@osu.edu	
37	National Oklahoma Assn of Black Journalist	400 Civic Center, Tulsa, OK 74103	Russel LaCour	918-902-6013	www.nabi.org	

38	Poynter Career Center	801 Third Street South, St. Petersburg, FL 33701	Nico Guerrero	727-821-9494	www.poynter.org	
39	Rick Gevers & Associates	355 E. Ohio St., #303, Indianapolis, IN 46204	Rick Gevers	317-635-7912	rick@rickgevers.com	
40	Smartpost.com - free sites through Recruitment Management system used by The E.W. Scripps Company					
40.A	Aboutjobs.com					
40.B	America's Job Exchange					
40.C	Flexjobs.com					
40.D	Gradspring.com					
40.E	Job.com					
40.F	JuJu.com					
40.G	Oodle.com					
40.H	SimplyHired.com					1
40.I	TheLadders-Jobs need: min 40K, FT					
40.J	Tovit U.S.					
41	Society of Broadcast Engineers	9102 North Meridian St., #150, Indianapolis, IN 46260	Scott Jones	317-846-9000	kjones@sbe.org	
42	Spanish American Committee	4407 Lorain Ave, Cleveland OH 44113	Francis Cintron	216-961-2100	francisc@spanishamerican.org	
43	Specs Howard School	19900 West 9th Mile Rd, Southfield MI 48075	Tony	248-228-8980	tsherock@specshoward.edu	
44	Spots-n-Dots	1635 Old Highway 41 NW, #112-338, Kennesaw GA 3015	Kelly	888-884-2630	graphics@spotsndots.com	
45	Stillman College	PO Box 1430, Tuscaloosa AL 35403	J. Currie	205-366-8894	jcurrie@stillman.edu	
46	Talent Dynamics	600 E Las Colinas Blvd., #100 Irving, TX 75039	Sandra Connell	214-640-3139	connell@talentdynamics.com	
47	TV Jobs	PO Box 4116, Oceanside CA 92052	Mark Holloway	800-374-0119	jobs@tvjobs.com	
48	TVSpy Job Bank				Tvspy.com	
49	TV Technology/IMAS Publishing		Bob Kovacs	703-852-4640	bkovacs@nbmedia.com	
50	Urban League of Greater Cleveland *	1255 Euclid Ave, Cleveland OH 4415	Cordell Stokes	216-622-0999 X218	cstokes@ulcleveland.org	
51	Ursuline College	2550 Lander Road, Pepper Pike OH 44124	Gerri Jenkins	440-646-8329	gjenkins@ursuline.edu	
52	Vocational Guidance Services	2239 E 55th St, Cleveland OH 44103	K. Piotrowski	216-881-6089	kathypiotrowski@vgsjob.org	
53	Wooster College	1140 Beall Ave, Wooster OH 44691	Lucinda Sigrist	330-263-2496	career@wooster.edu	
54	Monster.com					5
55	External Referrals					3
56	Indeed.com					4
57	Twitter					
58	Ashland University	401 College Ave, Ashland OH 44805	Karen Hagans	419-289-5064	cardev@ashland.edu	
59	University of Akron	Shank North-Room #153, Akron OH 44325	Chris Margala; Kim Ede	330-972-7747	margala@Uakron.edu	
Total						51

II. Full-time Vacancies Filled During the Reporting Period (6/1/2014 - 5/31/2015)

<u>Job Title</u>	<u>Recruitment Sources utilized to fill vacancy</u>	<u>Recruitment Source for Person Hired</u>
Evening Anchor, MMJ	1-5, 7-9, 11, 12,14,15, 19, 21, 22, 24, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 39, 40A-40J, 41, 42, 43, 44, 45, 46, 50, 51, 52, 53	14
Account Exec	1-5, 7-9, 11, 12, 14,15, 19, 21, 22, 24, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 39, 40A-40J, 41, 42, 43, 44, 45, 46, 50, 51, 52, 53	14
Account Exec	1-5, 7-9, 11, 12, 15, 19, 20, 21, 22, 24, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 39, 40A-40J, 41, 42, 43, 44, 45, 46, 50, 51, 52, 53	20
Account Exec	1-5, 7-9, 11, 12, 15, 19, 21, 22, 24, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 39, 40A-40J, 41, 42, 43, 44, 45, 46, 50, 51, 52, 53, 55	55
Account Exec	1-5, 7-9, 11, 12, 14,15, 19, 21, 22, 24, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 39, 40A-40J, 41, 42, 43, 44, 45, 46, 50, 51, 52, 53	14
Reporter	1, 2, 5, 8, 10, 12, 13, 15, 21, 24, 27, 28, 32, 33, 35, 45, 47, 50, 51, 52, 53, 58, 59	13
Associate Producer	1, 2, 5, 8, 10, 12, 13, 15, 21, 24, 27, 28, 32, 33, 35, 45, 47, 50, 51, 52, 53, 58, 59	13
Sr. Producer, Digital Content	1, 2, 5, 8, 10, 12, 15, 16, 21, 24, 27, 28, 32, 33, 35, 45, 47, 50, 51, 52, 53, 58, 59	16
Sr. Local Producer	1, 2, 5, 8, 10, 12, 15, 16, 21, 24, 27, 28, 32, 33, 35, 45, 47, 50, 51, 52, 53, 58, 59	16
Digital Executive Producer	1, 2, 5, 8, 10, 12, 15, 16, 21, 24, 27, 28, 32, 33, 35, 45, 47, 50, 51, 52, 53, 58, 59	16
News Director	16, 20, 47	16
General Manager	16, 20, 40A-40J, 44, 54, 56	16
Director of Engineering	16, 40A-40J, 57	16
Morning Exec Producer	14,16, 20, 40A-40J	14
Meteorologist, Weekend	14, 47	14
National Sales Manager	13,14, 54, 55	13
National Sales Assistant	14, 20, 40A-40J, 55	55
Multimedia Journalist (MMJ)	14, 40A-40J	14

Multimedia Journalist (MMJ)	14, 40A-40J, 47	47
Multimedia Journalist (MMJ)	13, 14, 40A-40J	13
Multimedia Journalist (MMJ)	14, 40A-40J	14
HR Business Partner	14, 40A-40J	40H
Show Host	13, 14, 40A-40J	13
Show Host	14, 16, 40A-40J	16
Digital Content Producer	14, 40A-40J	14

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

EEO Announcements

Weekly

WEWS contact: Moreen Bailey Frater - Director of Community Relations

WEWS airs an announcement each week soliciting organizations in our viewing area to contact WEWS to be included on our EEO list to receive job postings for vacant positions.

EEO Training for Management-Level Personnel

Annually

WEWS contact: Erika L. Storrs, HR Director

WEWS managers are required to attend training annually on EEO compliance, recruiting and interviewing, and legal review. These training sessions are organized by Human Resources and are designed to prevent discrimination in hiring and to ensure equal employment opportunity.

Employee Training Programs

Ongoing

WEWS contact: Erika L. Storrs, HR Director

Online management training programs are offered to all employees. All mid-level managers attend the corporate lead SMT (Scripps Management Training) course to better equip them for higher-level positions. All managers attend Leadership training. Employees have access to numerous online learning courses.

Internship Program

Every semester

WEWS contact: Moreen Bailey Frater - Director of Community Relations

Each semester, WEWS recruits students from local colleges and from around the country giving them the opportunity to get exposure to the television industry and learn more about the area of broadcasting they are interested in pursuing as a career. WEWS offers internships in Investigative Reporting, Consumer Reporting, News Assignment Desk, Good Morning Cleveland, Sports, Weather, NewsNet5, and Operations. During this reporting period three (3) interns were hired by WEWS.

JoAnne Robinson Memorial Scholarship

Established in April 1999

WEWS contact: Moreen Bailey Frater - Director of Community Relations

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.

Deadline to apply is February 28th of each year. A scholarship of \$1000 is awarded in April each year.

The 2015 Scholarship was awarded to a student currently enrolled at Loyola University in Chicago.

Job Fairs attended**WEWS contact: Moreen Bailey Frater - Director of Community Relations**

WEWS Management personnel will continue the practice of attending career fairs to recruit prospective employees and interns.

- 1) Ohio Means Jobs Career Fair - April 17, 2015 - attended by Erika Storrs and Moreer Bailey Frater
- 2) Kent State University, College of Communication and Information, CareerExpo 2015 - March 6, 2015 - attended by Erika Storrs and David Kaplar
- 3) Baldwin Wallace Career & Intership Expo - February 27, 2015 - attended by Moreen Bailey Frater
- 4) 2015 John Carroll University Annual Career Fair - February 5, 2015 - attended by Moreen Bailey Frater

WEWS Station Tours**WEWS contact: Moreen Bailey Frater - Director of Community Relations**

Date	Name of School or Association
07/26/2014	Family won tour of station at auction (4 ppl attended)
11/21/2014	Hispanic Alliance Leadership (18 ppl attended)
12/11/2014	Miles STEM School - 2nd graders (35 ppl attended)
01/05/2015	Miles STEM School (18 ppl attended)
01/24/2015	Boy Scouts (20 ppl attended)
05/11/2015	Winner - Silent Auction (4 ppl attended)

Job Shadows - News Department**WEWS contact: Moreen Bailey Frater - Director of Community Relations**

Job shadowing is offered on a personal-request basis and is typically offered to high school students interested in careers in broadcasting.

Date	Name of School
10/17/2014	Westlake High School
08/06/2014	Cuyahoga Community College
05/21/2014-06/02/2014	Rocky River High School
5/16/2014	Beaumont High School
05/19/2014	Lake Catholic High School
04/30/2014 - 05/21/2014	Aurora High School
05/12/2014-05/27/2014	Mentor High School
05/14/2014	Medina Police Department