

WKYC
EEO PUBLIC FILE REPORT
May 23, 2020 - May 22, 2021

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
IT Specialist- 8919	2-12, 14, 16, 18-24, 26, 29-33	12
Executive Producer - 9457	3-10, 14, 16, 18, 20-23, 25, 27-29, 31-33	27
Executive Producer - 9457	3-10, 14, 16, 18, 20-23, 25, 27-29, 31-33	27
News Producer - 007397	2-10, 13-16, 18-24, 26-33	27
Reporter - 9626	3-6, 8-10, 14-16, 18-23, 26-33	27
Reporter - 9626	3-6, 8-10, 14-16, 18-23, 26-33	27
Videographer/Producer - 9337	3-10, 14, 16-23, 26-27, 29-33	17
Producer - 9159	1-7, 25, 27, 31	27
News Marketing Specialist - 9794	3-6, 8-10, 14, 16, 18-23, 27, 29-33	27

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bluffton University 1 University Drive Bluffton, Ohio 45817 Phone : 419-358-3247 Url : www.bluffton.edu Email : eagerbeaver@bluffton.edu Fax : 1-419-358-3399 Katherine Dickson	N	0
2	Bryant & Stratton College 12955 Snow Road Parma, Ohio 44130 Phone : 800-787-5216 Email : Lmlauciello@bryantstratton.edu Fax : 1-216-265-2362 Lisa Ettipio-lauciello	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	0
4	Career Center/Jewish Family 24075 Commerce Park #105 Beachwood, Ohio 44122 Phone : 216-378-3427 Email : ajohnson@JFSA-Cleveland.org Andrea Johnson	N	0
5	Case Western Reserve University 10900 Euclid Ave Cleveland, Ohio 44106 Phone : 216 368 4446 Url : http://www.cwru.edu/ Email : employers@case.edu Tasha Fryfogle	N	0
6	Central State University PO Box 1004 Wilberforce, Ohio 45384 Phone : 216 431 3423 Url : http://www.centralstate.edu/index.php Email : careerservices@centralstate.edu Career Services	N	0

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7	Central State University-Central Career Services PO Box 1004 Wilberforce, Ohio 45384-1004 Phone : 937-376-6383 Email : Kharper@centralstate.edu Fax : 1-937-376-6638 Karla Harper	N	0
8	Cleveland State University 2121 Euclid Avenue Cleveland, Ohio Phone : (216) 687-5534 Url : http://csucareerline.erecruiting.com Email : a.rufyoung@csuohio.edu Anita Ruf-Young	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Cuyahoga Community College 700 Carnegie Avenue Cleveland, Ohio 44115 Phone : 800-954-8742 Email : customerservice@tri-c.edu Customer Service	N	0
11	Employment Agency	N	2
12	Glassdoor.com Glassdoor.com Sausalito, California Phone : 1111111111 Glassdoor.com N/A Manual Posting	N	1
13	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com Email : slizik@602communications.com Career Services	N	0

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14	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Career Center	N	0
15	Indeed.com	N	2
16	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 1-937-258-8251 Email : zenaicb@aol.com Fax : 1-937-258-8714 Gail Basine	N	0
17	Linked In	N	2
18	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800-995-LCCC Email : careers@lorainccc.edu College Recruiter	N	0
19	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
20	National Association of Television Arts & Sciences 3487 Center Road, Suite 6C Brunswick, Ohio Phone : (330) 273-5756 Url : www.natatsgl.org Email : administrator@natatsgl.org Fax : 1-440-546-1903 Dennis Thatcher	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Office of Equal Opportunity 604 Lakeside Avenue, #204 Cleveland, Ohio 44114 Phone : (216) 664-2491 Email : kharden@city.cleveland.oh.us Fax : 1-216-664-3489 Kim Harden	N	0
22	Office of Workforce Development 26301 Curtiss Wright Parkway Richmond Heights, Ohio 44143 Phone : 216-732-2823 Email : sheonkei.Givner@jfs.ohio.gov Fax : 1-216-732-2906 Mone' Givner	N	0
23	Ohio Association of Broadcasters (OAB) 17 S High St Ste 1010 Columbus, Ohio 43215 Phone : (614) 228-4052 Url : www.oab.org Email : cmerritt@oab.org Fax : 1-614-228-8133 C. Merritt	N	0
24	Ohio State School of Journalism 3016 Derby Hall 154 Oval Mall Columbus, Ohio 43210 Phone : 614 292 7055 Email : asccareer@osu.edu Career Services	N	0
25	Other Source	N	2
26	Spanish American Committee 4407 Lorain Avenue Cleveland, Ohio Phone : (216) 961-2100 Fax : 1-216-961-3305 Jeff Rivera	N	0
27	TEGNA.com 8350 Broad Street Suite 2000 Tysons, Virginia 22102 Phone : 216-344-3362 Url : Tegna.com Corporate Site Manual Posting	N	23

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28	The Art Institute of Pittsburgh 420 Boulevard of the Allies Pittsburgh, Pennsylvania Phone : (412) 291-6531 Url : http://www.aionline.edu/ Email : cflood@aii.edu Cynthia Flood	N	0
29	The Ohio Media School Cleveland Campus 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-539-7897 Email : jhardy@beonair.com Janice Hannah-Hardy	N	0
30	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
31	wkyc.com/opportunities Ohio Url : www.wkyc.com/opportunities Career Service Manual Posting	N	0
32	Wooster College Career Services Wooster, Ohio 44691 Phone : 330-263-2496 Email : lkastor@wooster.edu Lisa Kasto	N	0
33	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/28/2020	Establishment of training programs for station personnel	A representative from the Station attended a webinar hosted by From Day One on How Employee Resource Groups Drive Diversity. Training topics included a panel discussion that discussed how to preserve and advance years of efforts towards an inclusive workspace.	1	HR Business Partner
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience.</p> <p>The PIR at this station has already been offered a full-time producer position at another TEGNA station.</p>	1	

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3	6/1/2020	Establishment of an intern program designed to assist members of the community	The news department provided an internship opportunity to a student from Kent State University. The intern was able to apply their education to assisting with the assignment desk responsibilities and turning digital content on a regular basis.	1	News Content Director
4	8/26/2020	Establishment of training programs for station personnel	TEGNA teamed up with First Draft and they provided training to prepare TEGNA journalists for covering and combatting election misinformation. This training was just for TEGNA and included Election Crisis Simulation that placed journalists in the heart of a disinformation campaign and challenged them to make editorial decisions about how to report in real-time. Several members of the station's news team participated in this training on one of several dates offered, including August 26, September 2 or September 9, 2020.	5	Multimedia Journalist Anchor/MSJ Anchor Director
5	9/2/2020	Establishment of training programs for station personnel	A member of the station's content leadership team attended a weekly training program hosted by University of Akron School of Law. The program, titled Race Equality and the Law, covered law in the history of our nation related to mainly African Americans and its role in both creating and alleviating racial inequality.	1	Lead Producer
6	9/13/2020	Establishment of training programs for station personnel	The station's Chief Meteorologist served as the Broadcast Program Chairperson for National Weather Association Annual Meeting and led the planning and execution of the content for all of the broadcast sessions during the event. In her role she also attended many of the programs.	1	Chief Meteorologist

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7	9/16/2020	Participation in events or programs sponsored by educational institutions	The President & General Manager participated on a panel during an event hosted by Cuyahoga Community College. The panel consisted of local business leaders and a discussion on how their organizations promote equity in hiring, in services and in support of the neighborhoods in which their consumers reside. The event was held virtually and had approximately 250 attendees.	1	President & General Manager
8	11/18/2020	Participation in events or programs sponsored by educational institutions	The station's Director of Content spoke to a group of students at the Northwestern University Medill School of Journalism during a virtual career fair. He spoke to the attendees about the company, the future of the industry and potential employment opportunities.	1	Director of Content
9	11/18/2020	Participation in other activities designed by the station employment unit	The station's President & General Manager spoke to a group of young professionals about local media and careers in media. The Women in Leadership event was hosted by Engage! Cleveland and was attended by approximately 100 individuals.	1	President & General Manager
10	1/3/2021	Establishment of a mentoring program	A member of the station's sales support team is participating in the Engage! Cleveland Women Mentoring Program as a mentee. The program is 6 months long and is designed to help young professional women navigate their personal and professional lives.	1	Sales Assistant
11	1/6/2021	Participation in other activities designed by the station employment unit	The station's President & General Manager spoke to a group of college students about careers in media. The Winter Break College Series Connect event was hosted by the Cleveland Leadership Center and attended by approximately 25 college students.	1	President & General Manager

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12	1/15/2021	Participation in events or programs sponsored by educational institutions	The station's Director of Advocacy and Community Initiatives was a guest speaker for for Hawken School's "Creative Process Class". She spoke to a group of 25 high school students about her work as a TV community relations director, explained how she uses creativity as a producer and writer for TV shows.	1	Director of Advocacy & Community Initiatives
13	3/17/2021	Participation in events or programs sponsored by educational institutions	Staff from the news team spoke to students at Lakewood High School about their respective careers, how they got into them and what's involved in those professions.	2	Multiskilled Journalist Meteorologist
14	3/26/2021	Participation in other activities designed by the station employment unit	The President & General Manager participated in an event entitled "Date to be Powerful: Inspiring Women Use Heart, Voice and Mind". The event was hosted by Cuyahoga Community College and was part of their Women's Summit. The panelists spoke about their own personal career journeys, challenges in the workplace for women, advise to the next generation of leaders, maintaining work and life balance, and many other questions posed to them.	1	President & General Manager
15	3/29/2021	Participation in events or programs sponsored by educational institutions	A member of the station's marketing team spoke to students in the Electronic Media Promotions class at Youngstown State University. He spoke to them about his role at the station and the job opportunities available in this field of study.	1	Sr Producer, Marketing
16	4/16/2021	Participation in events or programs sponsored by educational institutions	A photojournalist was invited to Chardon High School to speak to students about his career in media. He spoke with students in the media program and explained how he got his position with the station, did a show and tell with his equipment and talked with students about some of the new technology that the industry is using.	1	Photojournalist

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17	5/5/2021	Provision of training to management	Members of the station management team attended an online training program titled "A Guide to Inclusive Hiring Practices". The training program was facilitated by a representative from the TEGNA Diversity, Equity and Inclusion office. Topics covered in the training included: learning about diversity, equity and inclusion; leveraging colleges, universities and local organizations; combatting unconscious bias; and best practices in recruiting and interviewing.	11	General Manager Director of Content Local Sales Manager Head of Technology
18	5/17/2021	Participation in other activities designed by the station employment unit	The station's President & General Manager spoke to a group of college interns about local media and careers in media. The Campus Cleveland Power Lunch event was hosted by the Cleveland Leadership Center.	1	President & General Manager
19	5/17/2021	Establishment of training programs for station personnel	A member of the station's content leadership team attended a webinar titled, Bias & Micro Messages. The webinar was hosted by the Diversity Center of Northeast Ohio and explored the phenomena of bias and how professionals can minimize its effects on employee and customer/client relations.	1	Lead Producer