

WKYC

EEO PUBLIC FILE REPORT

June 1, 2016 - May 22, 2017

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
Multi-Media Marketing Producer	1-2, 4-7, 11-12, 14-20, 22-23, 25-30, 32-34, 36-40, 43-47	20
Digital Sales Assistant	1-2, 4-7, 11-12, 14-23, 25-30, 32-34, 36-40, 43-47	20
Account Executive	1-2, 4-7, 10-12, 14-19, 22-23, 25-30, 32-34, 36-39, 43-47	16
Multi-Skilled Journalist	1-2, 4-7, 11-12, 14-19, 22-23, 25-30, 32-34, 36, 38-39, 41, 43-47	41
Multi-Skilled Journalist	1-2, 4-7, 11-12, 14-19, 22-23, 25-30, 32-34, 36, 38-39, 41, 43-47	16
Multi-Skilled Journalist	1-2, 4-7, 11-12, 14-19, 22-23, 25-30, 32-34, 36, 38-39, 41, 43-47	16
Multi-Skilled Journalist	1-2, 4-7, 11-12, 14-19, 22-23, 25-30, 32-34, 36, 38-39, 41, 43-47	41
Assistant Manager of Technology	1-2, 4-7, 11-12, 14-15, 17-19, 22-23, 25-30, 32-34, 36, 38-40, 43-47	40
Digital Producer - WKYC	1-2, 4-7, 11-12, 14-19, 22-23, 25-30, 32-34, 36, 38-39, 43-47	16
Multi-Media Marketing Producer	1-2, 4-7, 11-12, 14-15, 17-23, 25-30, 32-34, 36, 38-40, 43-47	40
Producer/Digital Journalist/Discovery Desk	1-2, 4-7, 11-16, 18-19, 22-23, 25-30, 32-34, 36, 38-39, 41, 43-47	41
Multi-Platform Producer	1-2, 4-7, 11-12, 14-15, 18-19, 22-23, 25-30, 32-34, 36, 38-40, 43-47	40
Sports Multi-Platform Producer	1-8, 11-15, 18-19, 22-23, 25-30, 32-34, 36, 38-41, 43-47	43
Operations Manager	1-2, 4-7, 11-16, 18-19, 22-23, 25-30, 32-34, 36, 38-39, 42-47	16
Visual Storyteller	1-2, 4-7, 11-12, 14-16, 18-19, 22, 25-34, 36, 38-39, 41, 43-47	16
Multi-Platform Producer	1-9, 11-12, 14, 16, 18-20, 22, 25, 27, 29, 32-34, 36, 39-41, 43, 45-47	20
Multi-Platform Producer	1-9, 11-12, 14, 16, 18-20, 22, 25, 27, 29, 32-34, 36, 39-41, 43, 45-47	41
Producer/Digital Journalist/Discovery Desk	1-9, 11-12, 14, 16, 18-19, 22, 25, 27, 29, 32-34, 36, 39, 43, 45-47	16
Account Executive	1-12, 14, 18-19, 22, 24-25, 27, 29, 32-34, 36, 39, 43, 45-47	24
Sales Assistant	1-12, 14, 16, 18-20, 22, 25, 27, 29, 32-36, 39, 43, 45-47	20
Digital Sales Assistant	1-9, 11-12, 14, 16, 18-19, 22, 25, 27, 29, 32-34, 36, 39, 43, 45-47	16

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Special Projects Manager/Producer	1-9, 11-12, 14, 16, 18-19, 22, 25, 27, 29, 32-34, 36, 39, 43, 45-47	16

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Baldwin Wallace College 275 Eastlake Road Berea, Ohio 44017 Phone : 440-826-2101 Email : career@bw.edu Career Center	N	0
2	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
3	Bryant & Stratton College 12955 Snow Road Parma, Ohio 44130 Phone : 800-787-5216 Email : Lmlauciello@bryantstratton.edu Fax : 1-216-265-2362 Lisa Eттіpio-lauciello	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	0
5	Career Center/Jewish Family 24075 Commerce Park #105 Beachwood, Ohio 44122 Phone : 216-378-3427 Email : ajohnson@JFSA-Cleveland.org Andrea Johnson	N	0
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	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
9	Cleveland Career Center 1701 East 13th Street Cleveland, Ohio 44114 Phone : 216-664-4673 ext 386 Email : rhill@city.cleveland.oh.us Randy Hill	N	0
10	Cleveland Jobs NE Ohio Communications Job Bank Cleveland, Ohio Email : ClevelandJobBank@yahoogroups.com Kelly Blazek	N	0
11	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
12	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
13	Current Employee	N	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Cuyahoga Community College 700 Carnegie Avenue Cleveland, Ohio 44115 Phone : 800-954-8742 Email : customerservice@tri-c.edu Customer Service	N	0
15	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
16	Employee Referral	N	20
17	gannett.com 7950 Jones Branch Drive McLean, Virginia Sue Reimer Manual Posting	N	0
18	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
19	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Career Center	N	0
20	Indeed.com	N	11
21	Internal Candidate	N	2
22	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Kent State University P.O. Box 5190 Kent, Ohio Phone : (330) 672-2360 Url : http://career.kent.edu/home/index.cfm Email : cscjobs@kent.edu Fax : 1-330-672-2057 Robin Pijor	N	0
24	Linked In	N	1
25	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800-995-LCCC Email : careers@lorainccc.edu College Recruiter	N	0
26	Malone University 2600 Cleveland Ave. NW Canton, Ohio 44709 Phone : 330-471-8321 Email : careerdevelopment@malone.edu Colleen Winney	N	0
27	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
28	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

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29	National Association of Television Arts & Sciences 3487 Center Road, Suite 6C Brunswick, Ohio Phone : (330) 273-5756 Url : www.natasingl.org Email : administrator@natasingl.org Fax : 1-440-546-1903 Dennis Thatcher	N	0
30	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Career Service	N	0
31	Non-Employee Referral	N	1
32	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
33	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
34	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : (216)503-5900 ext 1104 Url : http://www.funjobsonair.com/ Email : gary@beonair.com Gary James	N	1
36	Ohio State School of Journalism 3016 Derby Hall 154 Oval Mall Columbus, Ohio 43210 Phone : 614 292 7055 Email : ascareer@osu.edu Career Services	N	0
37	Ohio University Scripps College of Communications RTVC Building 497 Athens, Ohio 45701 Phone : 740-593-2909 Url : www.ohio.edu Fax : 1-740-593-0459 Sarah Steenrod Manual Posting	N	0
38	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
39	Spanish American Committee 4407 Lorain Avenue Cleveland, Ohio Phone : (216) 961-2100 Fax : 1-216-961-3305 Jeff Rivera	N	0
40	Station Website	N	16
41	TEGNA.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 216-344-3362 Url : Tegna.com Anna Avelar	N	6

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42	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
43	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	2
44	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
45	Vocational Guidance Services 2239 East 55th Street Cleveland, Ohio 44103 Phone : 216-881-6089 Email : kathypiotrowski@vgsjob.org Kathy Piotrowski	N	0
46	wkyc.com/opportunities Ohio Url : www.wkyc.com/opportunities Career Service Manual Posting	N	1
47	Wooster College Career Services Wooster, Ohio 44691 Phone : 330-263-2496 Email : lkastor@wooster.edu Lisa Kasto	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			70

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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	6/4/2016	Participation in events or programs sponsored by educational institutions	President and General Manager, WKYC was invited as a keynote speaker at the Spring 2016 commencement ceremony at Andrew Osborne Academy. Commencement speech touched on the importance of education, different career paths available and personal experiences and accomplishments.	1	President and General Manager
2	6/7/2016	Establishment of an intern program designed to assist members of the community	WKYC Summer 2016 Internship Program offers college students the ability to actively participate in a professional broadcast organization and develop business skills that will ultimately help obtain employment. Internships are available primarily in the News and Production departments. Interns are selected based on the application, relevant coursework, work experience and references.	1	Executive Producer
3	6/8/2016	Participation in events sponsored by community groups	President and General Manager of WKYC participated as a panelist in "Solutions Journalism" hosted by the Cleveland Leadership Center. The discussions were about solutions journalism - an ancient idea getting new life in NE Ohio, what it means and identifying potential pitfalls.	1	President and General Manager
4	6/21/2016	Participation in events sponsored by community groups	WKYC's President and General Manager was invited to participate as a speaker/panelist at the Young Professional Senate Women in Leadership Panel hosted by Engage Cleveland. Topics of discussion include career path, goals and general info about the broadcasting industry was shared amount much more.	1	President and General Manager
5	6/23/2016	Participation in events sponsored by community groups	WKYC, Anchor participated in the Junior Achievement Young Professional Group Speaker Series. She spoke to an audience of young professionals about her career in Broadcasting and her role within WKYC.	1	Anchor

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6	8/3/2016	Participation in events sponsored by community groups	A member of WKYC's Staff participated in the NABJ and NAHJ Joint Convention & Career Fair in Washington, DC. Candidates were interviewed on the spot for all open positions within WKYC and TEGNA Media.	1	HR Business Partner
7	8/10/2016	Establishment of training programs for station personnel	Human Resources Business Partner attended a web-based training program hosted by the Ohio Association of Broadcasters titled, "Implementing New Overtime Rules - implications for broadcast stations". Training topics include discussion on the new overtime regulations and other wage and hour issues affecting broadcast stations.	1	HR Business Partner
8	8/29/2016	Establishment of an intern program designed to assist members of the community	WKYC Fall 2016 Internship Program offers college students the ability to actively participate in a professional broadcast organization and develop business skills that will ultimately help obtain employment. Internships are available primarily in the News and Production departments. Interns are selected based on the application, relevant coursework, work experience and references.	1	Executive Producer
9	9/10/2016	Establishment of training programs for station personnel	Chief Meteorologist, WKYC attended the National Weather Association Annual Meeting in Norfolk, VA. a total of about 500 attendees. The conference was comprised of student critiques, student mentoring, early career mentoring and scholarship fundraising.	1	CHIEF METEOROLOGIST
10	9/10/2016	Participation in events or programs sponsored by educational institutions	WKYC hosted Facing History New Tech High School onsite for a station visit. The high school students were able to visit with each department and learn about each department's function within the business, as well as learn about career opportunities within the broadcasting industry. Students spent time with one of our main anchors for a brief discussion and Q&A.	1	Anchor

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11	10/1/2016	Establishment of training programs for station personnel	Several members of WKYC's news staff received training to learn or refresh skills in Edius. This training was provided on several dates with an in-house trainer.	1	Multi-media Journalist
12	10/5/2016	Participation in events or programs sponsored by educational institutions	WKYC hosted sixty, second graders from Cleveland Heights-University Heights School District. WKYC, Meteorologist delighted the kids with a weather lesson tailored to their age group and answered their questions.	1	Meteorologist
13	10/7/2016	Participation in events sponsored by community groups	Chief Meteorologist, WKYC hosted a group from Wayne County Emergency Management. Discussed media side of emergency weather situations with emergency managers from six counties. A total of about 15 attendees participated.	1	Chief Meteorologist
14	10/31/2016	Provision of training to management	All Supervisors/ Managers and Dept Heads attended a Workplace Violence Prevention & Situational Awareness Training. This session was a live stream from the McLean Auditorium. Course objectives include: How to recognize the signs of potential violence in the workplace, What you can do to help prevent or diffuse potential risks If a violent event does occur either inside the workplace or in the field, the actions you can take to minimize the risk of your safety.	12	President and General Manager Director of Sales Director of Marketing Digital Director
15	11/4/2016	Participation in events sponsored by community groups	WKYC, Anchor participated as a panelist in an event titled, "The Art of the Interview: A Journalist Perspective". She discussed a different approach to interviewing through the eyes of a journalist.	1	Anchor

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16	11/16/2016	Participation in events or programs sponsored by educational institutions	WKYC hosted a group of about twenty students from Cleveland State University enrolled in the History of Radio & Television class for a station visit. Station visits are comprised of a brief description of each department and career opportunities available within the industry. Students listened to a short presentation from our Programming Director then watched a live production of the evening newscast.	2	Dir/Advocacy & Comm Initiative Director of Programming
17	11/16/2016	Provision of training to management	Members of the Human Resources team throughout TEGNA Media attend monthly web-based training sessions hosted by the TEGNA Media legal team. The monthly training touches on various employment law and human resources topics.	1	HR Business Partner
18	11/17/2016	Establishment of training programs for station personnel	The Ohio Association of Broadcasters hosted a Webinar on Employment Law. Training topics include; New guidance on retaliation, leave as a reasonable accommodation, labor relations, and Investigations. A member of the Human Resources department attended the session.	1	HR Business Partner
19	11/30/2016	Participation in events or programs sponsored by educational institutions	WKYC hosted a group of students from Kent State University. The students received a tour of the station with a brief description of positions available. Students also spent some time with our Director of Marketing and Sales Marketing.	19	Director of Marketing
20	12/1/2016	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, WKYC was invited as a guest speaker at Notre Dame Elementary School. Topics include weather, career and family balance. A total of about fifteen attended the event	1	Chief Meteorologist
21	12/8/2016	Participation in events or programs sponsored by educational institutions	WKYC hosted a group of about fifteen students from Warrenville Heights Middle School for a tour of the station. The tour was comprised of a brief description of each department and various positions available within each department, watched a live production and met with on-air talent for a Q&A.	1	Dir/Advocacy & Comm Initiative

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22	1/1/2017	Establishment of a mentoring program	TEGNA launched a Mentor Program in 2017 for the development of the high-potential talent within the organization. The company paired leaders who are willing to mentor with mentees for the year. Our Director of Programming is currently mentoring another employee within TEGNA.	2	Dir, Programming Strat Sourcing Analyst
23	1/1/2017	Establishment of training programs for station personnel	Several members of WKYC received MSJ training in-house. The training objective is to learn or refresh skills in shooting and editing.	3	Multi-media Journalist
24	1/6/2017	Co Sponsoring Job Fair	WKYC was the Media sponsor for the College Now Luncheon and Career Fair. Students had an opportunity to meet recruiters for internship opportunities and entry-level positions. WKYC also participated in the event as a potential employer.	1	HR Business Partner
25	1/12/2017	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, WKYC was invited as a guest speaker at Hickory Ridge Elementary School in Brunswick. She discussed her career accomplishments to the group.	1	Chief Meteorologist
26	1/12/2017	Establishment of training programs for station personnel	Various training sessions offered to the WKYC Sales Team on VISTO. Training was on the new VISTO dashboard.	10	Account Manager
27	1/24/2017	Establishment of an intern program designed to assist members of the community	WKYC Spring 2017 Internship Program offers college students the ability to actively participate in a professional broadcast organization and develop business skills that will ultimately help obtain employment. Internships are available primarily in the News and Production departments. Interns are selected based on the application, relevant coursework, work experience and references.	1	Executive Producer

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28	1/25/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, WKYC attended a career day event at Adlai Stevenson School. The employee spoke to students in several different classrooms regarding career opportunities within WKYC and as a Meteorologist, the importance of school, math and career opportunities within the broadcasting industry.	1	Meteorologist
29	1/26/2017	Sponsorship of events in the community designed to increase public awareness	One of WKYC's main anchors participated/ moderated a panel discussion hosted by Kent State University's School of Journalism and Mass Communication. The discussion, "Journalism's Way Forward", is to discuss how a journalist can fulfill their mission to seek truth and report it in a so-called "post-truth" society.	1	Anchor
30	2/3/2017	Provision of training to management	Members of WKYC's leadership team attended the "It's Time to Talk: Forums on Race". The event consisted 65 Racial Justice Facilitators who are trained to lead a dialog in organizations and the community. This was hands-on work with solutions and action plans.	9	President and General Manager Director of Digital Content Executive Producer HR Business Partner
31	2/7/2017	Participation in Job Fairs	A member of the WKYC management team participated in a job/ internship fair at a local high school, Cleveland High School for Digital Arts. Students were considered for open positions within WKYC or open internship opportunities.	1	Local Sales Manager
32	2/9/2017	Participation in events sponsored by community groups	Co-anchor, WKYC was invited as a guest speaker at an event hosted by the Greater Cleveland Partnership. She spoke about her role with WKYC and the importance and value of internships for both employers and students.	1	Anchor
33	2/14/2017	Establishment of training programs for station personnel	Sales team participated in a webinar offered by the Ohio Association for Broadcasters on How to Position Local Broadcasters to Auto Dealers. This course was open to the entire sales team at WKYC. Training topics included how to position yourself in the market, sales ideas and advertising intelligence data provided to be an expert.	6	Local Sales Manager Local Sales Manager Director of Sales National Sales Manager

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34	2/21/2017	Establishment of training programs for station personnel	Account Executives and Managers received training by a representative from the Center for Sales Strategy on building your brand via LinkedIn.	10	Director of Sales Local Sales Manager Local Sales Manager National Sales Manager
35	2/22/2017	Establishment of training programs for station personnel	Salesforce refresher training was offered to all members of the WKYC sales staff. Training included tips and tricks on the program as well as tools available to use.	8	Director of Digital Sales Digital AE Digital AE
36	2/28/2017	Participation in events or programs sponsored by educational institutions	Co-Anchor at WKYC was invited as a guest speaker at Manchester Middle School. She shared information with the students about her education and experiences, as well as her career and current role with WKYC/ broadcasting.	1	Anchor
37	2/28/2017	Provision of training to management	Two members of WKYC leadership team attended a Webinar training organized by The Center for Sales Strategy group on a new tool, OSTI. This Tool is to be used as a way to assess our AE and AM candidates.	1	Local Sales Manager HR Business Partner
38	3/2/2017	Establishment of training programs for station personnel	WKYC, Anchor- attended a training webinar on Building Trust. This training course focused on how a journalist can stand out in a minefield of misinformation. This training taught on how to tell the story on your work's credibility and value, how to find the sweet spot with prompting conversation, how to write for social in a way that encourages engagement and much more.	1	Anchor
39	3/8/2017	Participation in events or programs sponsored by educational institutions	Buckeye Elementry School hosted WKYC's Chief Meteorologist as a guest speaker to a group of 2nd graders, Talent spoke to the class about the importance of education, math, weather, and industry.	1	Chief Meteorologist
40	3/10/2017	Participation in events or programs sponsored by educational institutions	A staff member from WKYC attended the Spring 2017 Career Fair hosted by the Ohio Media School. graduating students were interviewed and considered for open positions within WKYC.	1	HR Business Partner

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41	3/20/2017	Establishment of training programs for station personnel	WKYC offered three different training sessions to all employees. Training topic was on Workplace Violence Prevention. Employees had the option to watch as a group or to watch individually at their workstation.	12	Broadcast Supervisor Broadcast Engineer Photographer Broadcast Engineer
42	4/6/2017	Establishment of training programs for station personnel	WKYC offered training to all staff members that currently are on a board or have the interest to sit on a non-profit board. This training was in-house in partnership with BVU. The training included a panel discussion and a WKYC's community engagement overview.	7	President and General Manager Dir/ Advocacy & Community Initiative Chief Meteorologist HR Business Partner
43	4/9/2017	Participation in events sponsored by community groups	President and General Manager, and Director of Advocacy & Community Relations, WKYC participated as a speaker/ panelist at the Woman of Power Conference. Topics such as career path, mentoring and career goals and objectives were discussed.	2	Dir/Advocacy & Comm Initiative President and General Manager
44	4/17/2017	Participation in events sponsored by community groups	Our Senior Health Correspondent at WKYC hosted a group of students from Baldwin Wallace University. The students each had an interest or a concentration in Crisis Management/ Public Relations. The purpose of the visit is to learn more about WKYC-TV and the role it plays within the community.	8	Senior Health Correspondent
45	4/21/2017	Establishment of a mentoring program	Several employees of WKYC have volunteered to mentor students through College Now. This program is a high impact mentoring program that connects college students with mentors in different fields of work.	5	Dir/Advocacy & Comm Initiative Director of Sales Director of Programming President and General Manager
46	4/21/2017	Participation in events or programs sponsored by educational institutions	WKYC hosted a group of students from Medina County School Science Olympiad. Students met with members of the Meteorology Department and learned about their role within the station, discussed the importance of weather and science.	1	Chief Meteorologist

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EEO PUBLIC FILE REPORT

June 1, 2016 - May 22, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
47	4/25/2017	Participation in events or programs sponsored by educational institutions	WKYC hosted the 6th-grade class trip for the LeBron James Family Foundation. Students were able to tour the building and visit with each department. Each department talked to the students about what they do and how they do it. Students were able to sit through a live production and Q&A session.	1	Dir/Advocacy & Comm Initiative
48	4/28/2017	Provision of training to management	All Supervisors, Managers, and Department Heads at WKYC-TV participated in a Harassment Prevention Course as well as Performance and Behavior Management Course lead by TEGNA's Senior VP/Labor Relations. The course objectives were to provide leaders with the tools necessary to help better manage their individual teams and properly assess performance issues.	16	President and General Manager Director of Sales News Director Director of Marketing
49	5/8/2017	Participation in events or programs sponsored by educational institutions	WKYC hosted a group of eighty, sixth-grade students from E-Prep Cliffs, a Breakthrough School in Cleveland for a station tour. The students will visit with each department in the station and learn about the different positions and career opportunities available within WKYC and Broadcast. Students will watch a live production and will be able to interview on-air talent for a brief Q&A session.	1	Executive Admin Assistant