

WKYC
EEO PUBLIC FILE REPORT
May 23, 2017 - May 22, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Marketing Producer	1-9, 11-12, 14-15, 17-18, 20, 22-24, 26-30, 36-39	15
Account Executive	1-15, 17-24, 26-30, 36-39	13
Account Executive	1-15, 17-24, 26-30, 36-39	15
Weekend Meteorologist - WKYC	1-9, 11-12, 14, 17-18, 20, 22-24, 26-29, 34, 36-39	38
Visual Storyteller	1-9, 11-12, 14-15, 17-20, 22-24, 26-31, 34, 36-39	31
Visual Storyteller	1-9, 11-12, 14-15, 17-20, 22-24, 26-31, 34, 36-39	15
Multi-Platform Producer	1, 3-9, 11-12, 14-15, 17-18, 20, 22-24, 26-29, 35-39	15
Digital Producer - WKYC	1, 3-8, 11-12, 14-15, 17-18, 20, 22-24, 26-30, 34-39	15
Digital Producer/Discovery Desk Posting	1, 3-8, 11-12, 14-15, 17-18, 20, 22-24, 26-30, 34, 32-33, 35-39	34
Multi-Skilled Producer	1, 3-8, 11-12, 14, 17-18, 20-24, 26-30, 34-39	38
Account Executive	1, 3-8, 11-12, 14-15, 17-18, 20, 22-24, 26-29, 35-39	15
Morning Multi-Skilled Journalist/Reporter	1, 3-8, 11-12, 14-15, 17-18, 20-24, 26-30, 32, 35-40	15
Director of Marketing	1, 3-8, 11-12, 14-20, 22-29, 34-40	34
Producer/Assignment Editor	1, 3-8, 11-12, 14, 17-18, 20, 22-24, 26-30, 34-40	34

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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 Etipio-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	Corporate Recruiter	N	1

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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	Employee Referral	N	11
16	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com N/A	N	1
17	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
18	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Career Center	N	0
19	Indeed.com	N	5
20	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
21	Linked In	N	3
22	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800-995-LCCC Email : careers@lorainccc.edu College Recruiter	N	0

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23	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
24	National Association of Television Arts & Sciences 3487 Center Road, Suite 6C Brunswick, Ohio Phone : (330) 273-5756 Url : www.nataslgl.org Email : administrator@nataslgl.org Fax : 1-440-546-1903 Dennis Thatcher	N	0
25	Neuvoo.com Montreal Montreal, Canada Url : Neuvoo.com Neuvoo.com Neuvoo.com	N	1
26	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
27	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
28	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
29	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
30	Spanish American Committee 4407 Lorain Avenue Cleveland, Ohio Phone : (216) 961-2100 Fax : 1-216-961-3305 Jeff Rivera	N	0
31	Station Website	N	1
32	TEGNA.com 7950 Jones Branch D McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.com Anna Avelar Manual Posting	N	3
33	TEGNA.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 216-344-3362 Url : Tegna.com Anna Avelar	N	1
34	TEGNA.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 216-344-3362 Url : Tegna.com Anna Avelar	N	13
35	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	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	3
37	Vocational Guidance Services 2239 East 55th Street Cleveland, Ohio 44103 Phone : 216-881-6089 Email : kathypiotrowski@vgsjob.org Kathy Piotrowski	N	0
38	wkyc.com/opportunities Ohio Url : www.wkyc.com/opportunities Career Service Manual Posting	N	4
39	Wooster College Career Services Wooster, Ohio 44691 Phone : 330-263-2496 Email : lkastor@wooster.edu Lisa Kasto	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/24/2017	Establishment of a mentoring program	Manager participated as a mentor in our company wide mentoring program. The mentee was provided training and skills to help further advance their career in marketing, specifically in the digital marketing space.	1	Dir. Digital Media Marketing
2	5/24/2017	Establishment of training programs for station personnel	A member of WKYC's sales staff attended a Digital Summit in Atlanta, GA. The two day summit covered topics in content, search, email, mobile, social and strategy.	1	Digital Sales Manager
3	5/25/2017	Establishment of training programs for station personnel	Sales Director attended the TEGNA's Sales Leadership Summit received leadership training on ownership, recruiting and transformation. Summit included guest speaker on leadership and goals.	1	Director of Sales
4	5/30/2017	Participation in other activities designed by the station employment unit	Talent hosted station tour for members of the community. Offered insight into the newscast production, the activity within a newsroom and discussed careers in the broadcast industry.	1	Meteorologist
5	5/31/2017	Participation in other activities designed by the station employment unit	Hosted station tour for Lincoln Elementary School. Offered insight into newscast production, the activity within a newsroom and discussed careers in the broadcast industry.	1	Assignment Editor
6	6/1/2017	Participation in events or programs sponsored by educational institutions	Member of our staff served an Advisor to the Visual Media Dept. at EHOVE H.S./Career center. It's a group of media professionals from a variety of disciplines that help high school kids focus on what to expect in the "real world". This department has about 30 children in a 2 year program.	1	Marketing Producer
7	6/1/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment law. Best Practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	1	HR Business Partner

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8	6/5/2017	Establishment of training programs for station personnel	Sr. Marketing Producer attended ProMax BDA Convention in Las Vegas. Multiple training sessions were offered and also given an opportunity to work with syndicators and others in the field.	1	Sr. Marketing Producer
9	6/14/2017	Establishment of training programs for station personnel	HR Business Partner attended a webinar on best practices in HR/ recruiting. Topics included best recruitment practices and best questions to ask potential candidates.	1	HR Business Partner
10	6/20/2017	Establishment of a mentoring program	Youth Opportunities Unlimited - an immersion program for students interested in broadcasting, media and community affairs. One of our employees served as a mentor for a participant in the program. Student was mentored for 120 total hours.	1	Director of Advocacy & Community Initiatives
11	6/20/2017	Establishment of training programs for station personnel	Two Sales Account Executives attended Inside Out sales training. This training is a part of the TEGNA on-boarding training for all new sales professionals.	2	Account Executive Account Executive
12	6/22/2017	Establishment of training programs for station personnel	Investigative Reports and Editors (IRE) Annual Conference held June 22 - June 25 in Phoenix, AZ. These national and regional conferences are packed with panels, workshops and round tables covering the latest development in the field of investigating reporting. The conferences have become known for the practical tips and story ideas shared by prize-winning members in quick-hit sessions. Speakers will share strategies for locating documents and gaining public records, find the best stories and managing investigations.	1	Investigative Producer
13	6/23/2017	Participation in other activities designed by the station employment unit	Hosted station tour for members of the Summer Youth Employment Program. Offered insight into the newscast production, the activity within a newsroom and discussed careers in the broadcast industry.	1	Director of Advocacy & Community Initiatives

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14	6/27/2017	Establishment of training programs for station personnel	The Human Resources Business Partner attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peer working through various aspects of our transformation.	1	HR Business Partner
15	6/28/2017	Establishment of training programs for station personnel	News, Digital and Marketing Director attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms, and hiring of diverse talent representative of the viewing community.	3	Marketing Director News Director Digital Director
16	7/12/2017	Establishment of training programs for station personnel	Members of our Digital Support Staff attended a webinar on rebooking website/mobile redesign through WO Traffic.	3	All Digital Support Staff
17	7/17/2017	Participation in other activities designed by the station employment unit	Hosted station tour for Primrose School. Offered insight into newscast production, the activity within a newsroom and discussed careers in the broadcast industry	2	On-air Talent Meteorologist
18	7/28/2017	Establishment of a mentoring program	Provided Social Media training sessions to other stations in our organization. Courses included various training topics in addition to one on one work with talent and producers on best practices for respective audiences on social media.	1	Dir. Digital Media Marketing
19	8/3/2017	Participation in other activities designed by the station employment unit	Hosted students from Ladies First Akron students for a station tour. Students learned about the operation of the station and careers within the broadcast industry.	1	Director of Advocacy & Community Initiatives
20	8/15/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at Green High School/ Developing Leaders of Tomorrow. Topics discussed included person career path and leadership responsibilities in current role at WKYC.	1	Multi-skilled Journalist
21	8/15/2017	Establishment of training programs for station personnel	Aug. 15, 16 & 17 - Attended the TEGNA Innovation Summit in McLean, Va. Focus was to brainstorm ways to innovate local news.	1	Multi-skilled Journalist

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22	9/1/2017	Participation in events or programs sponsored by educational institutions	Hosted station tour for student from St. Marten de Porres. Student learned about the station operation and careers in the broadcast industry.	1	Executive Coordinator
23	9/6/2017	Establishment of an intern program designed to assist members of the community	WKYC-TV actively recruits students attending accredited colleges and universities. Our program offers the student/intern active participation in a professional broadcast setting. The intern experiences the live work environment that can not be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships are primarily news based. During the reporting period WKYC hired and trained nine interns for three month assignments.	9	Assistant News Director Executive Producer
24	9/13/2017	Participation in events sponsored by community groups	Guest speaker at Hahn Loeser & Parks, Women's Leadership event. Topics discussed include personal career path and the relevance of the broadcast and journalism industry.	1	President and General Manager
25	10/11/2017	Participation in other activities designed by the station employment unit	Hosted students from Avon High School for a station tour. Student toured the station and learned about the operations, careers withing broadcast and journalism and watched the production of Lakeside Today.	1	Account Manager
26	10/25/2017	Participation in events or programs sponsored by educational institutions	Staff member visited with students from Lawrence School. Spoke to high school students about their background and career as well as careers within the industry.	1	Sr. Producer
27	10/27/2017	Participation in events or programs sponsored by educational institutions	Meteorologist visited students from the Rocky Creek Elementary School. Covered all aspects of weather including radar, satellite, and weather maps. Taught them a "weather dance" and had the students do weather presentations in front of the class.	1	Meteorologist

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28	11/2/2017	Participation in events or programs sponsored by educational institutions	Meteorologist visited students from the Echo Hills Elementary. School visit agenda included: teaching students about radar, satellite, and weather maps in addition to sample forecasts in front of the class. Two separate 45 minute presentations.	1	Meteorologist
29	11/8/2017	Establishment of training programs for station personnel	Sales Managers attended Inside Out Management Training program. Designed for sales managers with structured workshops the key content was organized around Purpose, People and Process.	2	Local Sales Manager Local Sales Manager
30	11/9/2017	Participation in events or programs sponsored by educational institutions	Meteorologist visited students at the Almira School. Students learned about weather and also put together a sample forecasts in front of the class (including music, fake microphone, etc) and did all sorts of interactive weather activities.	1	Meteorologist
31	11/15/2017	Participation in other activities designed by the station employment unit	Hosted students enrolled in a meteorology class at University School for a station tour, the station visit helped students prepare for their final exam. Student learned about the operation and about the technology on our set.	2	Meteorologist Meteorologist
32	11/29/2017	Establishment of training programs for station personnel	Digital Sales Manager attended Inside Out Management Training program. Designed for sales managers with structured workshops the key content was organized around Purpose, People and Process.	1	Digital Sales Manager
33	12/4/2017	Establishment of training programs for station personnel	Two new Account Executives attended Inside Out sales training. This training is a part of TEGNA on-boarding training for all new sales professionals.	2	Account Executive Account Executive
34	12/22/2017	Participation in other activities designed by the station employment unit	Hosted students from North Ridgeville High School and Middle School Video Production classes. Students toured the station and learned about the operations as well as learned about careers in the broadcast and journalism industry.	1	Producer
35	1/15/2018	Participation in events sponsored by community groups	Hosted a Girl Scout troop for a station tour. The students learned about the station operation and careers available in broadcast and Journalism industry.	1	Marketing Producer

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36	1/26/2018	Participation in other activities designed by the station employment unit	Hosted about 25 members of the community for a station tour. Community members tour the station and learned about the operation and career opportunities in broadcast and journalism industry.	1	Producer
37	1/27/2018	Participation in events sponsored by community groups	Hosted a group tour enrolled in the Adults Only Meteorology Class at the Cleveland Metroparks. Group received a tour of station and learned about the operation and careers within broadcast and journalism. Tour also watched the 6pm newscast.	1	Meteorologist
38	1/31/2018	Participation in events or programs sponsored by educational institutions	Member of our weather team visited students at St. Gabriel School in Concord. Student got an opportunity to learn about careers in weather and the broadcast and journalist industry. Student also participated in constructing their own sample forecast.	1	Meteorologist
39	1/31/2018	Participation in events or programs sponsored by educational institutions	Talent participated in a media seminar for a masters candidate Nurses at Cleveland State.	1	Sr. Health Coorespondent
40	1/31/2018	Participation in events or programs sponsored by educational institutions	Talent spoke to the student body at St. Gabriel. Discussed career opportunities within the broadcast and journalism industry.	1	Meteorologist
41	2/2/2018	Participation in Job Fairs	Participated in the Spring Career and Internship fair at the Ohio Media School. Student learned about existing and potential career opportunities within WKYC or in the broadcast and journalism industry.	1	HR Business Partner
42	2/6/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	150	All Station Employees

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43	2/7/2018	Participation in events sponsored by community groups	Hosted B'nai Jeshurun Congregation for a station tour. Members received a tour of the station, learned about the operation and about station careers.	1	Director of Advocacy & Community Initiatives
44	2/9/2018	Participation in events sponsored by community groups	Hosted the City of Lakewood, Dept of Human Services for a station visit. Members of this community learned about the operation and station careers.	1	Executive Coordinator
45	2/15/2018	Participation in events or programs sponsored by educational institutions	A member of our weather team visited students at Huron Primary School in Ashtabula. Student learned about careers in weather and the broadcast and journalist industry. Student also participated in constructing their own sample forecast.	1	Meteorologist
46	2/15/2018	Participation in events sponsored by community groups	Guest speaker at Executive Women's Leadership Forum and Compensation. Topics discussed included personal career path and the relevance of the broadcast and journalism industry.	1	President and General Manager
47	2/15/2018	Participation in Job Fairs	Two staff members attended a career fair at Kent State University. Staff members shared information about careers available within WKYC and the broadcast industry.	2	Sr. Producer Marketing Producer
48	2/15/2018	Participation in events sponsored by community groups	Talent spoke to the Cleveland Clinic PR staff about TV needs in a changing market.	1	Sr. Health Coorespondent
49	2/20/2018	Participation in events or programs sponsored by educational institutions	A member of our weather team visited students from Alliance Middle School. Student got an opportunity to learn about careers in weather and the broadcast and journalist industry. Student also participated in constructing their own sample forecast.	1	Meteorologist
50	2/28/2018	Participation in other activities designed by the station employment unit	Talent hosted station tour for a member of the community. Offered insight into the newscast production, the activity within a newsroom and discussed careers in the broadcast industry.	1	Meteorologist
51	3/1/2018	Participation in events sponsored by community groups	Guest speaker & panelist at CARE Coalition consisting of about 300 medical professionals. Talent also discussed personal career path as well as opportunities the broadcast and journalist industry.	1	Sr. Health Coorespondent

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52	3/7/2018	Participation in events or programs sponsored by educational institutions	A member of our weather team visited students at Willoughby Eastlake School. Students got an opportunity to learn about careers in weather and the broadcast and journalist industry. Student also participated in constructing their own sample forecast.	1	Meteorologist
53	3/14/2018	Participation in events or programs sponsored by educational institutions	A member of our weather team visited students at Mercer Elementary School. Student received an opportunity to learn about careers in weather and the broadcast and journalist industry. Student also participated in constructing their own sample forecast.	1	Meteorologist
54	3/15/2018	Participation in other activities designed by the station employment unit	Hosted the students from Kent States enrolled in the Programming for Digital Media class. Students toured the station, learned about the operation and career available within the broadcast and journalism industry. Students also sat in the control room during the live production of a news cast.	1	Dir. of Programming and Research Strategy
55	3/16/2018	Participation in events or programs sponsored by educational institutions	Hosted student enrolled in a meteorology course at University School for a station tour. Student learned about the station operation and careers in the broadcast industry. Student also had an opportunity to learn about the technology on the set as it related to weather.	1	Meteorologist
56	3/22/2018	Participation in events or programs sponsored by educational institutions	Member of our weather team visited students at Bethlehem Christian Academy. Student learn about careers in weather and the broadcast and journalist industry. Student also participated in constructing their own sample forecast.	1	Meteorologist
57	3/23/2018	Participation in events or programs sponsored by educational institutions	A member of our weather team visited students at Edison Elementary School. Student learn about careers in weather and the broadcast and journalist industry. Student also participated in constructing their own sample forecast.	1	Meteorologist

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58	4/4/2018	Participation in events sponsored by community groups	Station hosted tour for a group of sixth grade students with the LaBron James Family Foundation. The Station offered insight into newscast production, student learned about the activity within a newsroom and discussed careers in the broadcast industry.	8	Director of Research Digital Sales Specialist Marketing Producer Digital Content Producer
59	4/5/2018	Participation in events sponsored by community groups	Guest speaker at the Circle of Strength Women's Networking Group. Talent spoke about the importance of Social Media in the broadcasting and journalist industry.	1	Sr. Health Coorespondent
60	4/16/2018	Establishment of training programs for station personnel	Manager attended a two day leadership training session held in our corporate office in McLean, VA. The training provided the manager info on the digital strategic plan, priorities for our stations and new Google Analytics.	1	Reg. Digital Director
61	4/17/2018	Participation in events sponsored by community groups	Guest speaker at Church of the Saviour in Cleveland Hts. Talent spoke about the importance of being well informed and preparing for a disaster based off of a story that was covered.	1	Sr. Health Coorespondent
62	4/19/2018	Participation in events sponsored by community groups	Guest speaker and interviewee at the Next Generation of Women Leadership conference hosted by Engage Cleveland. Topics discussed included personal career path, present responsibilities in current role and provided career advice for conference participants.	1	President and General Manager
63	4/26/2018	Establishment of training programs for station personnel	Training was conducted for staff members on various digital platforms. Training included hands on practice for each participant.	6	Executive Producer - Digital Sr. Producer MSJ MSJ
64	4/27/2018	Co Sponsoring Job Fair	Channel 3 sponsored an event at Tri-C. This event was a mock career fair and educational/interactive event for nearly 500 inner-city female students.	3	President and General Manager Multi-skilled Journalist Producer
65	5/4/2018	Participation in other activities designed by the station employment unit	Hosted station tour for members of CSU Leadership Center. Tour participants learned about the station operation as well as careers in the broadcast and journalism industry.	1	Executive Coordinator

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66	5/8/2018	Participation in other activities designed by the station employment unit	Hosted students from Tru2U program for a station tour. Tour included an opportunity to learn about the operation as well as learn about careers within the broadcast and journalism industry.	1	Director of Advocacy & Community Initiatives