

WKYC-TV
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 2024

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
Reporter/Multi-skilled Journalist-14173	1-8, 11, 13-26	21
Head of Technology & Operations 14172	1-9, 11, 13, 15-20, 22-26	9
Producer - 14171	1-8, 11, 13-20, 22-26	22
Photojournalist-014321	1-8, 11, 13, 15-20, 22-26	22
Producer-14637	1-7, 11-13, 15-20, 22-26	22
Photojournalist/Visual Storyteller-14731	1-7, 11-13, 15-20, 22-26	22
Reporter/Multi-Skilled Journalist-14873	1-7, 11-13, 15-20, 22-26	22
Meteorologist-14944	1-7, 11-13, 15-20, 22-26	22
Broadcast Director - 15038	1-7, 11-13, 15-20, 22-26	16
Broadcast Director - 15038	1-7, 11-13, 15-20, 22-26	16
News Operations Manager-15110	1-7, 10-13, 15, 17-20, 22-26	10
Broadcast Technician - 15189	1-7, 11-13, 15-20, 22-26	22
Digital & Social Media Producer-15204	1-7, 11-13, 15, 17-20, 22-26	22
News Producer/Planning Editor-15207	1-7, 11-13, 15, 17-20, 22-26	22
Anchor-15323	1-7, 11-13, 15, 17-20, 22-26	22
Digital Content Producer-15324	1-7, 11-13, 15-20, 22-26	22
Traffic Coordinator-15331	1-5, 7, 11-13, 15-20, 22-26	16
Assignment Editor-15372	1-7, 11-13, 15-20, 22-26	22
Sales Marketing Production Manager-15450	1-7, 11-13, 15, 17-20, 22-26	22
Special Projects Editor-15470	1-7, 11-13, 15, 17-20, 22-26	3
Broadcast Director-15555	1-7, 11-13, 15, 17-20, 22-26	22
Visual Storyteller/Photojournalist-15699	1-7, 11-13, 15, 17-20, 22-26	3
Sales Marketing Videographer/Producer-15772	1-7, 11-13, 15, 17-20, 22-26	3

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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	Bluffton University 1 University Drive Bluffton, Ohio 45817 Phone : 419-358-3247 Url : www.bluffton.edu Email : career@bluffton.edu Fax : 1-419-358-3399 Katherine Dickson	N	0
2	Bryant & Stratton College (Parma) 12955 Snow Road Parma, Ohio 44130 Phone : 216-265-3151 Email : dmjohns@bryantstratton.edu Deborah Johns	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	12
4	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
5	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
6	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

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7	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
8	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
9	Current Employee - Transfer/Promotion	N	1
10	Current Employee/Internal Promotion	N	1
11	Cuyahoga Community College 700 Carnegie Avenue Cleveland, Ohio 44115 Phone : 800-954-8742 Email : customerservice@tri-c.edu Customer Service	N	0
12	Engage! Cleveland 2020 Center Street (inside Fathom) Cleveland, Ohio 44113 Phone : Unknown Url : www.engagecleveland.org Email : info@engagecleveland.org The Engage: Cleveland Team Unknown	N	0
13	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Career Center	N	0
14	Indeed.com	N	2

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15	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 1-937-258-8251 Email : swackkid@yahoo.com Kenny Pyles	N	0
16	Linked In	N	23
17	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
18	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
19	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
20	Ohio Media School Cleveland Campus 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 234-203-2768 Email : lleciejewski@beonair.com Lynda Leciejewski	N	0
21	Self Referral	N	1

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22	TEGNA.com 8350 Broad Street Suite 2000 Tysons, Virginia 22102 Phone : 216-344-3362 Url : Tegna.com Corporate Site Manual Posting	N	81
23	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
24	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
25	wkyc.com/opportunities , Ohio Url : www.wkyc.com/opportunities Career Service Manual Posting	N	0
26	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			121

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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	5/24/2023	Participation in events or programs sponsored by educational institutions	Station members provided a station tour to sixty 7th grade students attending Notre Dame Middle School in Chardon. The students had an opportunity to see a professional studio and observe how a team gets ready for a live news broadcast. They attended presentations from WKYC professionals and learned about the various opportunities within the television media industry.	5	Anchor Program Director Director Reporter
2	5/30/2023	Establishment of an intern program designed to assist members of the community	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 to 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 progress checks. At the end of a successful two-year program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	Producer in Residence

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3	6/5/2023	Establishment of an intern program designed to assist members of the community	This station participated in TEGNA's corporate sponsored internship program over a ten-week period in the summer. Leaders hosted a news intern and provided hands on experience in an active newsroom environment.	1	Intern
4	6/6/2023	Participation in events sponsored by organizations representing the community	Director of Advocacy and News Director hosted a high school participant in the Youth Opportunities Unlimited Career Exploration's Internship program. The student attended news meetings, met station employees, observed the news process from inside the control booth, and viewed the 4, 5, and 6 pm news. In addition, the student observed anchors, multi-skilled journalists, producers, directors, and camera people at work. Questions and answers surrounded what college majors would best prepare students for careers in broadcast.	2	News Director Director of Advocacy
5	6/7/2023	Participation in events sponsored by organizations representing the community	Station President and General Manager was a guest presenter at the annual gala for Towards Employment, an organization that helps previously incarcerated people move into jobs, and spoke about career paths in media and the station's work with the organization.	1	President and General Manager
6	Ongoing Event	Establishment of training programs for station personnel	HR business partner hosted monthly training sessions, Ohio Leaders Connect, for TEGNA leaders to enhance their communication style, deliver quality feedback to their teammates, and to assist in their professional growth. This training was built around author Kim Scott's, Radical Candor.	9	President and General Manager Assistant News Director National Sales Manager Marketing Director

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7	6/26/2023	Participation in events or programs sponsored by educational institutions	The station hosted a tour for 12 students participating in Open Doors Academy summer camp. The students received a view of various jobs in the broadcast industry, but focused on the art of reporting at the organization's request. News members hosted a panel discussion on the importance of creative storytelling in their roles as reporters and producers. The students viewed examples of the panelists' video work and learned about the career path of a reporter.	6	Community Relations Director Reporter Producer Marketing Producer
8	6/27/2023	Provision of training to management	TEGNA's Diversity and Inclusion Manager hosted virtual training for station personnel who actively recruit for the station. The 75-minute training was designed to offer a streamlined approach to filling the next vacant position and eliminate unconscious bias in hiring.	17	Diversity and Inclusion Manager Local Sales Manager News Operations Manager Director of Marketing
9	7/19/2023	Participation in other activities designed by the station employment unit	WKYC hosted 20 students from Merrick House summer camp, ages 10 to 13, for a station tour. The students toured the station, received hands-on experiences in the newsroom (reading prompter and maps in the Chromakey), and observed a show taping. The students learned how to make TV commercials and had a career discussion with a reporter/anchor.	10	Producer Community Relations Director Producer Graphic Director
10	7/30/2023	Participation in other activities designed by the station employment unit	WKYC hosted a local high school student for a career exploration visit in meteorology. The student received a station tour and observed and interacted with one of WKYC's meteorologists as the show was being prepared for. The student received a behind-the-scenes view of a live show from both the studio and the control room. The meteorologist discussed his career path with the student and answered questions about the industry.	2	Community Relations Director Meteorologist

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11	8/8/2023	Provision of training to management	TEGNA's Diversity and Inclusion Manager hosted virtual training for station personnel who actively recruit for the station. The 75-minute training was designed to offer a streamlined approach to filling the next vacant position and eliminate unconscious bias in hiring.	5	Assistant Technology Manager IT Manager News Director President and General Manager
12	8/29/2023	Establishment of training programs for station personnel	Director of Digital Content and National Sales Manager participated in TEGNA's Leadership in Action program which is an in-depth six-month leadership development program designed to prepare current and future department head and director-level functional leaders for larger roles.	2	Director of Digital Content National Sales Manager
13	9/12/2023	Establishment of training programs for station personnel	Director of Sales attended TEGNA's Leadership training where participants were introduced to concepts and skills for engaging and empowering individuals and teams to achieve high performance.	1	Director of Sales
14	9/22/2023	Participation in events sponsored by organizations representing the community	Station Director of Advocacy participated in a panel discussion at the Kindland Summit held at Cleveland State University which focused on what role media outlets play in embedding kindness in a community. This panel was also moderated by a station reporter/anchor.	2	Director of Advocacy Reporter/Anchor
15	12/8/2023	Participation in events or programs sponsored by educational institutions	A classroom of broadcast students from North Ridgeville schools toured WKYC Studios and observed how to edit a show. Management explained the job of a producer which included explaining scripts and show rundowns. The students wrapped up their tour by watching a live show taping of Good Company from both the studio and the control room where they also learned about the role of director.	6	Director Director Sales Marketing Producer Executive Producer

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16	12/18/2023	Participation in Job Fairs	President and General Manager represented the station at Cleveland Leadership Center and Greater Cleveland Partnership Winter Event/career fair to promote employment with the station, with TEGNA, and media jobs in general. Station President also attended Lunch with a Leader where she spoke with a small group of participants regarding opportunities in media and communications.	1	President and General Manager
17	2/11/2024	Establishment of an intern program designed to assist members of the community	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 to 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. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	Producer in Residence

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18	2/20/2024	Establishment of training programs for station personnel	Digital Content Director trained station personnel on artificial intelligence and the tools available to enhance their work flow.	10	Photographer/Editor Director of Marketing Producer In Residence Executive Producer
19	3/7/2024	Participation in events or programs sponsored by educational institutions	Station photographer/editor was a guest presenter to Cuyahoga Valley Career Center broadcast students about jobs in TV, background of business, programming questions, and offered career guidance.	1	Photographer/Editor
20	3/7/2024	Participation in events sponsored by organizations representing the community	Digital Director and News Director participated in Junior Achievement of North Central Ohio's Inspire Stark event where 3,000 high school career exploration students in Stark County attended to discuss careers in broadcasting and media. A TV studio set was erected and students were able to stand in front of the green screen to try their hand in forecasting the weather.	2	News Director Digital Director
21	3/21/2024	Participation in events sponsored by organizations representing the community	Station President and General Manager participated in a panel discussion over dinner with 11 members of the The Cleveland Professional Twenty-Thirty club. The informational event included a question and answer forum, sharing advice, and offering insight into the broadcast media industry.	1	President and General Manager
22	4/10/2024	Participation in events or programs sponsored by educational institutions	Station producer participated in a career panel presented by Kent State University's chapter of Her Campus. The producer provided students insight on careers and possibilities for women in media and journalism that aligned with their studies.	1	Producer
23	4/11/2024	Participation in events sponsored by organizations representing the community	Station personnel hosted a group of communication students and their professors from John Carroll University. The group observed an editorial meeting, participated in a question and answer forum with station news members, watched the 4 pm news show from the control room, and toured the station.	5	Assistant News Director Sr. Digital Producer Assignment Editor Sr. Producer

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24	5/1/2024	Participation in events or programs sponsored by educational institutions	WKYC hosted 12 students from Ohio Media School. The students observed the We the People show taping from the studio and control room, received a station tour and talked to various employees about their careers.	8	Community Relations Director Producer Director Reporter
25	5/2/2024	Participation in events or programs sponsored by educational institutions	Provided a station tour for 6 Cleveland State University students. Gave these students and their advisor an opportunity to see a live broadcast, discussed the broadcast media industry, and answered students' career questions about reporting and production.	1	Anchor/Managing Editor
26	5/8/2024	Participation in events or programs sponsored by educational institutions	Station members hosted 12th grade Revere High School student for a career shadow day. The student observed a live and a taped show as they were both being produced, from the studio and control room. The student saw all aspects of what it takes to prepare broadcast shows for air. The student was able to ask questions throughout the day regarding careers in broadcast media.	3	Producer Community Relations Director Director