

EEO PUBLIC FILE REPORT

EEO PUBLIC FILE REPORT

FOR

ideastream[®] WVIZ/PBS, 90.3 WCPN, and 104.9 WCLV

Cleveland Ohio

This EEO Public File Report
Covers a 12 month period ending 5/31/2014

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in the ideastream® public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the twelve month period ending on May 31, 2014 the organization filled the following full-time vacancies:

Administrative Assistant – Technology
Reporter/Producer – Statehouse News Bureau
Fundraising Producer
Customer Service Specialist
Reporter/Producer – State Impact Ohio
Host/Producer – Civic Commons
Associate Producer – Civic Commons
Chief Development Officer
Assistant Producer – WCLV
Host/Producer - ATC
Volunteer Coordinator
Producer
Reporter/Producer
Assistant Producer – Ohio Channel

ideastream® interviewed a total of 64 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
ideastream website	14
Posted Internally	
Networking/Employee/Friend Referral	21
American University	
Asian American Journalists Assn.	
Assn. of Fundraising Professionals	
Baldwin-Wallace University	
Berkeley Graduate School of Journalism	
Careerboard.com	1
Central State University	
Chronicle of Philanthropy	
Cincinnati Human Relations Comm.	
Cleveland.com	1
Cleveland State University	
CPB Jobline	5
Current Newspaper & Online	1
Cuyahoga Community College	
Emma Bowen Fdn for Minority Interests	
In Radio	
Esperanzainc.com	
Facebook.com	1
Forum for Volunteer Administrators	1
Indeed.com	8
John Carroll University	
Journalismjobs.com	4
Journalismnext.com	

Kelly Blazek's Job Board	3
Kent State University	
LinkedIn	
Missouri School of Journalism	
NAACP of Greater Cleveland	
Nat'l Assn. of Black Journalists	
Nat's Assn. of Hispanic Journalists	
Newhouse School of Journalism	
Non-Profit Talent Job Board	
Northwestern Univ. Journalism School	
Ohio Dept. of Job & Family Srvcs	2
Ohio Center for Broadcasting	
Ohio State University	
Philanthropy News Digest	
Cleveland Plain Dealer	
Poynter Institute Online	
PRNDI Website	1
Radio/TV Digital News Assn	
Staffing Solutions Temp Agency	1
TVJobs.com	
University of Akron	
Urban League of Cleveland	

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy: Administrative Assistant -
Technology**

Recruitment Source That Referred the Hire: Staffing Solutions Temp Agency

Date Vacancy Opened: 11/1/2012

**Total Number of Persons
Interviewed for the Vacancy: 3**

Date Vacancy Filled: 7/15/13

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	216-916-6382	1	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Cleveland.com	1801 Superior Ave. Cleveland, OH 44114	Derrelle Richardson	216-999-6350		
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		
Careerboard.com	6120 Parkland Blvd, #101 Mayfield Hts., OH 44124	Dennis Liniman dliniman@careerboard.com	216-763-0842 Ext 1230	1	
Esperanza	3104 W. 25 th St. 4 th Floor	Margarita Rodriguez	1-216-651-7178		

	Cleveland, Ohio 44109	margarita@esperanza	1-216-651-7183 (Fax)		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes
Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	careers@csuohio.edu			
Cleveland Plain Dealer Newspaper	1801 Superior Ave. Cleveland, OH 44114	kprudoe@plaind.com	216-999-4170		
Cuyahoga Community College (Tri-C)	700 Carnegie Ave Cleveland, OH 44115	HR Department	800-954-8742		
Staffing Solutions Temp Agency	5915 Landerbrook Drive Cleveland, OH 44124		440-461-1652	1	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Statehouse News Bureau Reporter/Producer

Recruitment Source That Referred the Hiree: Friend Referral

Date Vacancy Opened: 5/1/2013

Total Number of Persons

Interviewed for the Vacancy: 3

Date Vacancy Filled: 7/1/2013

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	216-916-6382	1	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith Carmen@carmenrsmith.com	513-582-1276		Yes
NAACP – Columbus	233 S. High Street Columbus, OH 43215	branchoffice@columbusnaacp.org	614-464-3118		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		Yes
Esperanza, Inc.	3104 W. 25 th St. 4 th Floor Cleveland, Ohio 44109	David Funk david@esperanzainc.org	1-216-651-7178 1-216-651-7183 (Fax)		

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Fundraising Producer

Recruitment Source That Referred the Hiree: Indeed.com

Date Vacancy Opened: 4/12/13

Total Number of Persons

Interviewed for the Vacancy: 4

Date Vacancy Filled: 6/25/13

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith Carmen@carmenrsmith.com	513-582-1276		Yes
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		
Networking	Various	Information provided by interviewee.	Various		
Esperanza	3104 W. 25 th St. 4 th Floor	Jesus Sanchez	1-216-651-7178		

	Cleveland, Ohio 44109	jesus@esperanzainc.org			
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		Yes
Current Newspaper & Current online	6930 Carroll Ave, #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776, x1	1	
CPB Jobline	401 Ninth St. NW Washington, DC 20004	www.cpb.org/jobline	202-879-9600		
Kelly Blazek's Job Board		kblazek@nls.net		1	
Emma Bowen Fdn for Minority Interests in Radio	524 W. 57 th St. New York, NY 10019	Sandra Dorsey Rice srice@cbs.com	212-975-2545		
Journalismjobs.com		www.journalismjobs.com			
Indeed.com		www.indeed.com		1	
Employee Referral				1	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Customer Service Specialist

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: 6/11/2003

Total Number of Persons

Interviewed for the Vacancy: 4

Date Vacancy Filled: 7/10/2013

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
cleveland.com	1801 Superior Ave. Cleveland, OH 44114	Kim Prudhoe kprudoe@plaind.com	216-999-4166	1	
Careerboard.com	6120 Parkland Blvd. - Suite 101 - Mayfield Heights - OH - 44124	Dennis Liniman dliniman@careerboard.com	(216) 763-0842 Ext: 1230		
Networking/Employee Referral	Various		Various	2	
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
ODJFS Employment Connection	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123	1	
NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		

Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	careers@csuohio.edu	216-687-2000		
Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, Ohio 44109	Jesus Sanchez jesus@esperanzainc.org	1-216-651-7178		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith Carmen@carmenrsmith.com	513-582-1276		yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter/Producer – State Impact Ohio

Recruitment Source That Referred the Hire: Ideastream Website

Date Vacancy Opened: 6/13/2013

Total Number of Persons

Interviewed for the Vacancy: 5

Date Vacancy Filled: 9/23/2013

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	2	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, Ohio 44109	Jesus Sanchez jesus@esperanzainc.org	1-216-651-7178		
ODJFS Employment Connection	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		Yes

Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R Smith carmen@carmenrsmith.com	513-582-1276		Yes
CPB Jobline	401 Ninth St. NW Washington, DC 20004	www.cpb.org/jobline	202-879-9600	2	
Kelly Blazek's Job Board		kblazek@nls.net			
Journalismjobs.com		www.journalismjobs.com			
Journalismnext.com		Eric Wee www.journalismnext.com			
Current Online	6930 Carroll Ave, #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776, x1		
Emma Bowen Fdn for Minority Interests in Radio	524 W. 57 th Street New York, NY 10019	Sandra Dorsey Rice srice@cbs.com	212-975-2545		
Nat'l Assn of Black Journalists	1100 Knight Hall College Park, MD 20742	http://careerservices.nabj.org			
Asian American Journalists Association	5 Third Street, #1108 San Francisco, CA 94103	http://www.aaja.org/career-listings	415-346-2051		
Nat'l Assn of Hispanic Journalists	1050 Connecticut Ave, NW Washington, DC 20036	http://nahjcareercenter.com	202-662-7145		
Networking/Friend/Employ ee	Various	Various		1	
LinkedIn		Jobs – listings@linkedin.com			

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Host/Producer – Civic Commons

Recruitment Source That Referred the Hire: Networking Referral

Date Vacancy Opened: 8/1/2013

Total Number of Persons interviewed for the Vacancy: 3

Date Vacancy Filled: 10/21/2013

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	1	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Networking/Employee Referral	Various		Various	2	
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmenrsmith.com	513-582-1276		yes
Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, Ohio 44109	Jesus Sanchez jesus@esperanzainc.org	1-216-651-7178		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes

NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		
Cleveland Plain Dealer Newspaper	1801 Superior Ave. Cleveland, OH 44114	Nick Inzano ninzano@cleveland.com	216-999-4736		
Cleveland.com	Same as above	Same as above	Same as above		
Current Newspaper & Current online	6930 Carroll Ave, #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776, x 1		
CPB Jobline	401 Ninth Street, NW Washington, DC 20004	www.cpb.org/jobline	202-879-9600		
Journalismjobs.com		www.journalismjobs.com			
Journalismnext.com		Eric Wee www.journalismnext.com			
Kelly Blazek's Job Board		kblazek@nls.net			
American University	4400 Massachusetts Ave, NW Washington, DC 20016	http://www.american.edu/careercenter	202-885-1804		
Northwestern University Journalism School	1845 Sheridan Road Evanston, IL 60208	http://www.medill.northwestern.edu/careerservices	847-491-2049		
Berkeley Graduate School of Journalism	UC Berkeley 121 North Gate Hall Berkeley, CA 94720	http://journalism.berkeley.edu/jobs/submit	510-642-3383		
Poynter Institute Online	801 Third Street South St. Petersburg, FL 33701	http://careers.poynter.org/employers	888-769-6837		
Newhouse School of Journalism – Syracuse University	215 University Place Syracuse, NY 13244	http://newhouse.syr.edu/career-development/employers	315-443-3270		
Missouri School of	Admin Offices	http://journalism.missour	573-882-0373		

Journalism	Columbia, MO 64211	i.edu/career-center			
Radio/TV Digital News Assn.	National Press Building 529 14 th Street, NW Washington, DC 20045	http://www.rtdna.org			
LinkedIn		Jobs – listings@linkedin.com			

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Associate Producer – Civic Commons

Recruitment Source That Referred the Hire: CPB Jobline

Date Vacancy Opened: 8/1/2013

Total Number of Persons interviewed for the Vacancy: 7

Date Vacancy Filled: 11/6/2013

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Networking/Employee Referral	Various		Various		
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmenrsmith.com	513-582-1276		yes
Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, Ohio 44109	Jesus Sanchez jesus@esperanzainc.org	1-216-651-7178		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes
NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		

Cleveland Plain Dealer Newspaper	1801 Superior Ave. Cleveland, OH 44114	Nick Inzano ninzano@cleveland.com	216-999-4736		
Cleveland.com	Same as above	Same as above	Same as above		
Current Newspaper & Current online	6930 Carroll Ave, #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776, x 1		
CPB Jobline	401 Ninth Street, NW Washington, DC 20004	www.cpb.org/jobline	202-879-9600	3	
Journalismjobs.com		www.journalismjobs.com		1	
Journalismnext.com		Eric Wee www.journalismnext.com			
Kelly Blazek's Job Board		kblazek@nls.net		1	
American University	4400 Massachusetts Ave, NW Washington, DC 20016	http://www.american.edu/careercenter	202-885-1804		
Northwestern University Journalism School	1845 Sheridan Road Evanston, IL 60208	http://www.medill.northwestern.edu/careerservices	847-491-2049		
Berkeley Graduate School of Journalism	UC Berkeley 121 North Gate Hall Berkeley, CA 94720	http://journalism.berkeley.edu/jobs/submit	510-642-3383		
Poynter Institute Online	801 Third Street South St. Petersburg, FL 33701	http://careers.poynter.org/employers	888-769-6837		
Newhouse School of Journalism – Syracuse University	215 University Place Syracuse, NY 13244	http://newhouse.syr.edu/career-development/employers	315-443-3270		
Missouri School of Journalism	Admin Offices Columbia, MO 64211	http://journalism.missouri.edu/career-center	573-882-0373		
Facebook				1	
Radio/TV Digital News Assn.	National Press Building 529 14 th Street, NW Washington, DC 20045	http://www.rtdna.org			

Indeed.com		www.indeed.com		1	
LinkedIn		Jobs – listings@linkedin.com			

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Chief Development Officer

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: 9/4/2013

Total Number of Persons interviewed for the Vacancy: 4

Date Vacancy Filled: 1/27/2014

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	1	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Networking/Employee Referral	Various		Various	3	
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmensmith.com	513-582-1276		yes
Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, Ohio 44109	Jesus Sanchez jesus@esperanzainc.org	1-216-651-7178		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
Cleveland.com	1801 Superior Avenue Cleveland, OH 44114	Nick Inzano Ninzano@cleveland.com	216-999-4736		

Current Newspaper & Current online	6930 Carroll Ave, #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776, x 1		
CPB Jobline	401 Ninth Street, NW Washington, DC 20004	www.cpb.org/jobline	202-879-9600		
Emma Bowen Fdn for Minority Interests in Radio	524 W. 57 th Street New York, NY 10019	Sandra Dorsey Rice srice@cbs.com	212-975-2545		
Kelly Blazek's Job Board		kblazek@nls.net			
LinkedIn		Jobs-listings@linkedin.com			
Chronicle of Philanthropy	1255 23 rd Street, NW Washington, DC 20037	http://philanthropy.com	202-466-2078		
Philanthropy News Digest	79 Fifth Avenue New York, NY 10003	http://www.philanthropynewsdigest.org/jobs	212-620-4230		
Assn of Fundraising Professionals	4300 Wilson Blvd, #300 Arlington, VA 22203	http://jobs.afpnet.org/employers	703-684-0410		
Non-profit Talent Job Board		www.nonprofitjobs.org	702-809-8599		

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assistant Producer – WCLV

Recruitment Source That Referred the Hiree: Ideastream Website

Date Vacancy Opened: 10/1/2013

Total Number of Persons interviewed for the Vacancy: 4

Date Vacancy filled: 1/2/14

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	2	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmensmith.com	513-582-1276		yes
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes
Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, Ohio 44109	Jesus Sanchez jesus@esperanzainc.org	1-216-651-7178		
Emma Bowen Fdn for Minority Interests in	524 W. 57 th Street New York, NY 10019	Sandra Dorsey Rice srice@cbs.com	212-975-2545		

Radio					
Cleveland.com	1801 Superior Avenue Cleveland, OH 44114	Nick Inzano Ninzano@cleveland.com	216-999-4736		
CPB Jobline	401 Ninth Street, NW Washington, DC 20004	www.cpb.org/jobline	202-879-9600		
NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		
Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	www.csucareerline.experience.com	216-687-2000		
University of Akron	University of Akron Akron, OH 44325	http://www.collegecentral.com/uakron	330-972-7111		
Kent State University	Kent State University Kent, OH 44242	cscjobs.@kent.edu	330-672-3000		
Baldwin-Wallace University	275 Eastland Road Berea, OH 44017	http://www.bw.edu/career/employer	440-826-2101		
John Carroll University	1 John Carroll Blvd University Hts., OH 44118	http://sites.jcu.edu/careercenter	216-397-4267		
Journalismnext.com		Eric Wee www.journalismnext.com			
Networking/employee referral				1	
Indeed.com		www.indeed.com		1	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Host/Producer - ATC

Recruitment Source That Referred the Hire: Journalismjobs.com

Date Vacancy Opened: 10/19/2013

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 12/31/13

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	1	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Public Radio News Directors Inc. (PRNDI)	P. O. Box 838 Sturgis, SD 57785	Christine Page Diers cpaigediers@gmail.com	605-490-3033	1	
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
ODJFS	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmensmith.com	513-582-1276		yes

NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		
Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, OH 44109	Jesus Sanchez jesus@esperanzainc.org	216-651-7178		
CPB Jobline	401 Ninth St. NW Washington, DC 20004	www.stations.cpb.org.jobline	202-879-9600		
Current Newspaper &Current Online	6930 Carroll Ave, #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776, x 1		
Emma Bowen Fdn for Minority Interests in Radio	524 W. 57 th Street New York, NY 10019	Sandra Dorsey Rice srice@cbs.com	212-975-2545		
Cleveland.com	1801 Superior Ave Cleveland, OH 44114	Nick Inzano ninzano@cleveland.com	216-999-4736		
Journalismjobs.com		www.journalismjobs.com		1	
Journalismnext.com		Eric Wee www.journalismnext.com			
Nat'l Assn of Black Journalists	1100 Knight Hall College Park, MD 20742	http://careerservices.nabj.org			
Nat'l Assn of Hispanic Journalists	1050 Connecticut Ave, NW Washington, DC 20036	http://nahicareercenter.com	202-662-7145		
Ohio Assn of Broadcasters online job board	17 S. High Street, #1010 Columbus, OH 43215	https://www.oab.org/jobs	614-228-4052		
TVJobs.com	Brdcast Employment Srvc Oceanside, CA 92052	http://www.tvjobs.com	800-374-0119		
LinkedIn		Jobs-listings@linkedin.com			

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: 10/9/2013

Total Number of Persons Interviewed for the Vacancy : 6

Date Vacancy Filled: 2/19/14

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	3	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Networking / Employee Referral	Various	Information provided by Interviewee.	Various	3	
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
ODJFS	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmenrsmith.com	513-582-1276		yes

NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		
Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, OH 44109	Jesus Sanchez jesus@esperanzainc.org	216-651-7178		
CPB Jobline	401 Ninth St. NW Washington, DC 20004	www.stations.cpb.org.jobline	202-879-9600		
Current Newspaper & Current Online	6930 Carroll Ave, #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776, x 1		
Emma Bowen Fdn for Minority Interests in Radio	524 W. 57 th Street New York, NY 10019	Sandra Dorsey Rice srice@cbs.com	212-975-2545		
Cleveland.com	1801 Superior Ave Cleveland, OH 44114	Nick Inzano ninzano@cleveland.com	216-999-4736		
Journalismjobs.com		www.journalismjobs.com			
Journalismnext.com		Eric Wee www.journalismnext.com			
Nat'l Assn of Black Journalists	1100 Knight Hall College Park, MD 20742	http://careerservices.nabj.org			
Nat'l Assn of Hispanic Journalists	1050 Connecticut Ave, NW Washington, DC 20036	http://nahicareercenter.com	202-662-7145		
Ohio Assn of Broadcasters online job board	17 S. High Street, #1010 Columbus, OH 43215	https://www.oab.org/jobs	614-228-4052		
TVJobs.com	Brdcast Employment Srvc Oceanside, CA 92052	http://www.tvjobs.com	800-374-0119		
LinkedIn		Jobs-listings@linkedin.com			

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Volunteer Coordinator

Recruitment Source That Referred the Hiree: Indeed.com

Date Vacancy Opened: 11/12/13

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 2/24/14

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
cleveland.com	1801 Superior Ave. Cleveland, OH 44114	Nick Inzano ninzano@cleveland.com	216-999-4736		
Careerboard.com	6120 Parkland Blvd, #101 Mayfield Hts., OH 44124	Dennis Liniman dliniman@careerboard.com	216-763-0842 Ext 1230		
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		

CPB Jobline	401 Ninth St. NW Washington, DC 20004	Erick Dunham www.stations.cpb.org.jobline	202-879-9600		
Ohio Center for Broadcasting	9885 Rockside Road Valley View, OH 44125	Janice Hannah-Hardy jhardy@beonair.com	216-503-5900		yes
Cincinnati Human Relations Comm	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmenrsmith.com	513-582-1276		yes
Kelly Blazek's Job Board		kblazek@nls.net			
Assn of Fundraising Professionals	4300 Wilson Blvd, #300 Arlington, VA 22203	http://www.afpnet.org	703-684-0410		
Forum for Volunteer Administrators	P. O. Box 1878 Cleveland, OH 44106	http://www.fvaohio.org		1	
Esperanza	3104 W. 25 th Str, 4 th Flr Cleveland, OH 44109	Jesus Sanchez jesus@esperanzainc.org	216-651-7178		
LinkedIn		Jobs – listings@linkedin.com			
Indeed.com		www.indeed.com		3	
Networking/Employee Referral				1	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter/Producer

Recruitment Source That Referred the Hire: Networking Referral

Date Vacancy Opened: 2/1/14

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 3/24/14

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	1	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
cleveland.com	1801 Superior Ave. Cleveland, OH 44114	Nick Inzano ninzano@cleveland.com	216-999-4736		
Careerboard.com	6120 Parkland Blvd, #101 Mayfield Hts., OH 44124	Dennis Liniman dliniman@careerboard.com	216-763-0842 Ext 1230		
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
NAACP	7100 Euclid Avenue Cleveland, OH 44103	Donna Motley dmotley@clevelandnaacp.org	216-231-6260		
CPB Jobline	401 Ninth St. NW Washington, DC 20004	Erick Dunham www.stations.cpb.org.jobline	202-879-9600	2	

		e			
Ohio Center for Broadcasting	9885 Rockside Road Valley View, OH 44125	Janice Hannah-Hardy jhardy@beonair.com	216-503-5900		yes
Cincinnati Human Relations Comm	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmenrsmith.com	513-582-1276		yes
Kelly Blazek's Job Board		kblazek@nls.net			
Journalismjobs.com		www.journalismjobs.com			
Journalismnext.com		Eric Wee www.journalismnext.com			
Esperanza	3104 W. 25 th Str, 4 th Flr Cleveland, OH 44109	Jesus Sanchez jesus@esperanzainc.org	216-651-7178		
Emma Bowen Fdn for Minority Interests in Radio	524 W. 57 th Street New York, NY 10019	Sandra Dorsey Rice srice@cbs.com	212-975-2545		
Current Newspaper and Current online	6930 Carroll Ave., #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776, x 1		
Nat'l Assn of Hispanic Journalists	1050 Connecticut Ave, NW Washington, DC 20036	http://nahjcareercenter.com	202-662-7145		
LinkedIn		Jobs – listings@linkedin.com			
Networking/Employee Referral				2	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assistant Producer - OGT

Recruitment Source That Referred the Hiree: Indeed.com

Date Vacancy Opened: 1/28/2014

Total Number of Persons interviewed for the Vacancy: 8

Date Vacancy filled: 4/28/2014

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	1	
Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382		
Careerboard.com	6120 Parkland Blvd, #101 Mayfield Hts., OH 44124	Dennis Liniman dliniman@careerboard.com	216-763-0842 Ext 1230		
Urban League of Cleveland	2930 Prospect Avenue Cleveland, OH 44115	Cordell Stokes cstokes@ulcleveland.org	216-622-0999		
Urban League of Columbus	788 Mount Vernon Ave Columbus, OH 43203	Courtney Morse cmorse@cul.org	614-257-6300		
ODJFS	1020 Bolivar Rd. Cleveland, OH 44115	Tom Hasson Tom.hasson@ula-Ohio.org	216-664-4123		
Cincinnati Human Relations Commission	810 Plum Street Cincinnati, OH 45202	Carmen R. Smith carmen@carmensmith.com	513-582-1276		yes
Ohio Center for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James gary@beonair.com	216-447-9117		yes

Esperanza	3104 W. 25 th St. 4 th Floor Cleveland, Ohio 44109	Jesus Sanchez jesus@esperanzainc.org	1-216-651-7178		
Emma Bowen Fdn for Minority Interests in Radio	524 W. 57 th Street New York, NY 10019	Sandra Dorsey Rice srice@cbs.com	212-975-2545		
Cleveland.com	1801 Superior Avenue Cleveland, OH 44114	Nick Inzano Ninzano@cleveland.com	216-999-4736		
CPB Jobline	401 Ninth Street, NW Washington, DC 20004	www.cpb.org/jobline	202-879-9600		
NAACP – Columbus	341 S. Third Street, #11 Columbus, OH 43215	branchoffice@columbusnaacp.org	614-464-1108		
Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	www.csucareerline.experience.com	216-687-2000		
University of Akron	University of Akron Akron, OH 44325	http://www.collegecentral.com/uakron	330-972-7111		
Kent State University	Kent State University Kent, OH 44242	cscjobs.@kent.edu	330-672-3000		
Ohio State University		Buckeye Careers Network http://careers-osu-csm.symplicity.com/employers	614-292-1255		
Central State University		http://centralstate-csm.symplicity.com/employers			
Journalismnext.com		Eric Wee www.journalismnext.com			
Journalismjobs.com		www.journalismjobs.com		1	
Kelly Blazek's Job Board		kblazek@nls.net			
Networking/employee referral				3	
LinkedIn		Jobs –listings@linkedin.com			
Indeed.com	We do not post here; they	pick up our postings from our	website.	3	

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

ideastream[®] has engaged in the following outreach activities during the year covered by this report (June 1, 2013- May 31, 2014):

<i>Activity Classification*</i>	<i>Type of Activity</i>	<i>Brief Description</i>
1.	Job/Internship Fair Attendance	<p>Ideastream representatives attended three Job/Internship Fairs in the fall of 2013 and spring of 2014. At each of these fairs resumes were gathered and forwarded to Department Managers for internships. Students were also informed how to access our Job postings on the ideastream websites for future job vacancies.</p> <p>Dates and locations of fairs: November 7, 2013 Baldwin Wallace University held a Career and Internship Expo. February 7, 2014 Cleveland State University Career Fair April 4, 2014 Kent State University held JobExpo2014 for their College of Communications students.</p>
5	Internship program	<p>We have continued our Internship Program at ideastream over the past year. We have a series of college interns for either fall, winter/spring or summer sessions learning more about their chosen field. There have been 1 graduate level, 24 college level and 3 high school level interns at ideastream in this past 12 months. Interns gain experience in television and radio production, communications/graphic design, promotions or development and support of a non-profit organization.</p> <p>One high school level intern worked at ideastream supporting the Information Technology and Program needs of the Educational Services Department.</p>

8.	Diversity Training	<p>ideastream presented the following sessions to staff in June 2013. There were 5 separate sessions held over 2 days where training about diversity topics was directed to Senior Staff, Content Producers, Hiring Managers and The Community Advisory Board</p> <p>The sessions were as follows:</p> <p>Monday afternoon June 17, 2013</p> <ul style="list-style-type: none"> ✍ Social Media Sourcing: Luis Clemens helps journalists find new ways to use the tools of social media to find a greater diversity of sources. The tools are universally applicable to all that we do and across all platforms. This is a very popular, use-immediately session that Luis began at NPR and has taken to stations and conferences over the past two years. <p>Monday afternoon June 17, 2013 and Tuesday morning June 18, 2013</p> <ul style="list-style-type: none"> ✍ Handling the Hot Issues of Difference: This session for content producers looks at language and coverage issues that frequently arise when journalists tackle the hottest issues under the “diversity” umbrella – from race/ethnicity to sexual orientation to class, ideology, faith, gender and more. <p>Tuesday morning, June 18, 2013</p> <ul style="list-style-type: none"> ✍ Social Media Sourcing: Luis Clemens helps journalists find new ways to use the tools of social media to find a greater diversity of sources. The tools are universally applicable to all that we do and across all platforms. This is a very popular, use-immediately session that Luis began at NPR and has taken to stations and conferences over the past two years.
8.	Ideastream University	<p>In the Fall of 2013 the initial ideastream University session “What is ideastream” was reprised for all ideastream employees hired in the past 2 years. Total attendance was about 30 employees.</p>

11	Careers Seminars	<ol style="list-style-type: none"> 1) Rick Jackson, Host/Producer presented to the Laurel School Journalism Club on June 4, 2013 about journalism careers. There were 10 students 2) On September 26, 2013 a Distance Learning Video Seminar was broadcast to a live audience in the Westfield Studio and 10 schools were connected via the DL technology. The speaker was <i>Russ Mitchell</i> from WKYC news to discuss his career in TV and Broadcast News. Total 250 students 3) Mary Fecteau, Education Producer spoke to 12 students from Greater Cleveland (Through the Cleveland Foundation) on October 12, 2013 and again on May 1, 2014 regarding media production as a career. These same students were then taken on a tour of the Idea Center. 4) February 1, 2014 Eric Siler, Education Workshop Coordinator gave a tour of the ideastream facilities to 13 third and fourth graders from the Jack and Jill of America, Cleveland Chapter. 5) On March 4, 2014 Eric Siler spoke to 2 classes of HS juniors and seniors (40 total) at Trumbull Career & Technical Center in Warren, OH about careers in broadcasting
14./ 8.	Hiring Process Training	<p>In August 2013 a 4 hour seminar was presented to Management level employees of ideastream regarding the Hiring Process. This training covered the Policy/Procedures used at ideastream for hiring new staff. Included in those polices are the focus on diversity, how to avoid unintentional bias during interviews and how to make sure the candidate pool is diverse (as well as the hiring team). 17 employees attended.</p>
14.	HR seminar	<p>In March 2014 the HR Director attended a one day seminar hosted by CSHRM. The session included a variety of HR topics including hiring and diversity. One program focused on expanding the diversity of the talent pool.</p>

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.