

# 2023 ANNUAL EEO PUBLIC FILE REPORT

## Ideastream Public Media

Stations:	WVIZ/PBS, Cleveland, OH WCPN 104.9, Lorain, OH WCLV 90.3, Cleveland, OH*
Reporting Period:	6/1/2022 to 5/31/2023
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

\*Ideastream Public Media also operates the following stations through a Public Service Operating Agreement with Kent State University: WKSU 89.7 Kent, OH; WKSU 89.1 Thompson, OH; WKRW 91.5 New Philadelphia, OH; WKRW 89.3 Wooster, OH; WNRK 90.7 Norwalk, OH.

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.*

Ideastream Public Media representatives attended six Job/Internship Fairs in the Winter and Spring of 2023. At each of these fairs, resumes were gathered and forwarded to department managers for internships and/or open positions. Attendees were also informed how to access our job postings on the Ideastream Public Media websites for current and future job vacancies.

Dates and locations of fairs:

- March 1, 2023 Cleveland State University Career Fair, attended by the *Human Resources Generalist*
- March 2, 2023 NPR Spring Networking Fair, attended by the *Human Resources Generalist*
- March 3, 2023 Case Western Reserve University Career Fair, attended by the *Human Resources Generalist*
- March 16, 2023 Miami Regionals Education and Social Services Career Fair, attended by the *Human Resources Generalist*
- March 27, 2023 Columbia Journalism School Career Fair, attended by the *Human Resources Generalist* and *Health Reporter/Producer*
- April 18, 2023 Playhouse Square Staging Success Career Fair, attended by the *Human Resources Generalist*

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

We have continued our Internship Program at Ideastream Public Media over the past year. We have a series of college level or post-graduate level interns for either fall, winter/spring or summer sessions learning more about their chosen field. There have been 15 college level, one post-graduate level, and three high school level interns at Ideastream Public Media 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.

Two high school level interns at Ideastream Public Media supported the News department and another intern supported the Sound of Ideas team within the News department.

College level and post-graduate level interns at Ideastream Public Media supported the Education, Arts/Culture, Health, News, Sound of Ideas, Community Programs, Major Gifts, WKSU Newsroom, and WCLV departments.

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

The Education department conducted 10 virtual tours between June 1, 2022 and May 31, 2023 for groups of 20-35 students from a wide range of schools from across the state of Ohio. The tours served students in grades 3-6 and consisted of a virtual tour of the building and a career discussion with Ideastream Public Media staff members.

The Education department also hosted three onsite tours for students in grades 8-12, serving 55 children.

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

Ideastream Public Media provided all regular full and part time employees a web-based Harassment Prevention training course that was completed between July 11, 2022 and July 22, 2022. This training was presented by the Corporation for Public Broadcasting (CPB).

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#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1/30/2023	Account Executive	Company Website
3/6/2023	Chief Development and Marketing Officer	LinkedIn
2/27/2023	Creative Services Producer	Resilience Group, LLC (recruiter)

1/16/2023	Deputy Editor, Engaged Journalism	Ideastream all staff email (internal applicant)
3/27/2023	Digital Producer	LinkedIn
12/1/2022	Director of Information Technology	Resilience Group, LLC (recruiter)
9/26/2022	Education Projects Coordinator	Company Website
6/13/2022	Individual Giving Communications Manager	LinkedIn
8/1/2022	Individual Giving Coordinator	LinkedIn
3/27/2023 (2)	Donor Engagement Manager	Company Website and Ideastream all staff email (internal applicant)
7/25/2022	Managing Editor, The Ohio Newsroom	Company Website
3/15/2023	Marketing Specialist	Resilience Group, LLC (recruiter)
9/12/2022 (2)	Multiple Media Journalist	Company Website and Indeed
4/11/2023	Operations Engineer	Company Website
8/22/2022	Programming and Compliance Coordinator	Indeed
8/15/2022, 8/22/2022, 9/13/2022 (2), and 9/19/2022	Reporter/Producer [five general assignment]	Company Website
2/13/2023 (2)	Reporter/Producer, The Ohio Newsroom	CPB and Company Website
3/1/2023	Reporter/Producer, Local Government and Politics	Company Website
5/1/2023	Reporter/Producer, Health	LinkedIn
1/4/2023	Senior Accounting Manager	Resilience Group, LLC (recruiter)
3/27/2023	Social Media Specialist	LinkedIn
1/17/2023	Senior Radio Broadcast Engineer	Company Website

## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 191

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Circa	1
CPB Jobline	4
Current Newspaper and Online	1
Glassdoor	1
Handshake	3
Ideastream Public Media website	80
Ideastream Public Media internal all-staff email	16

Indeed	30
LinkedIn	39
Ohio Means Jobs	2
Online News Association	2
Resilience Group, LLC (recruiter)	10
SBE (Society of Broadcast Engineers)	1
ZipRecruiter	1

## RECRUITING SOURCES USED

Job Title of Position: Account Executive

Date of Hire: 1/30/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AFP- Association of Fundraising Professionals Greater Cleveland Chapter	N	AFP Greater Cleveland 3053 Nationwide Parkway Brunswick, OH 44212		admin@afpcleveland.org 216-696-1613
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
Cleveland Advertising Association/ AAF Cleveland	N	4700 Rockside Rd. #325 Independence, OH 44131	Dan Leibundgut	dleibundgut@aafcleveland.com 216-901-4000
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board <sup>1</sup>	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org 216-651-7178
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123

<sup>1</sup> The individual who previously requested notification of job openings is no longer with Cuyahoga Arts & Culture (CAC). We have attempted to confirm if CAC still wants to receive notices, and no one has responded to our inquiries. As a result, we have removed them as a source that indicated it currently wants notices of all openings.

PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Chief Development and Marketing Officer Date of Hire: 3/6/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All- Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372

				Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115	info@ulcleveland.org	
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Creative Services Producer Date of Hire: 2/27/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Resilience Group, LLC (Recruiter) (Recruiter contacted: LinkedIn, <a href="http://www.resiliencegroup.net">www.resiliencegroup.net</a> , ZipRecruiter, and Loxo recruiting software.)	N	13500 Pearl Road Suite 139-176 Strongsville, OH 44136	Natalie C. Lemons	natalie@resiliencegroup.net (330) 653-3133 x 111 - Office (440) 554-8610 - Mobile

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Deputy Editor, Engaged Journalism Date of Hire: 1/16/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network 917-588-4926
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com

NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	7918 Jones Beach Dr. Ste. 300 McLean, VA 22102	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
PMJA- Public Media Journalists Association (previously PRNDI)	N	P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org 605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N			info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Digital Producer**

**Date of Hire: 3/27/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Julie Drizin	julie@current.org
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midor	russell@mvj.network 917-588-4926
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational	N	PO Box 50008, Columbia, SC		803-799-5517

Telecommunications Association)		29250		
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klorell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
Online News Association	N		Adam Nekola	adam@journalists.org
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
PMJA- Public Media Journalists Association (previously PRNDI)	N	PMJA P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org 605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position:** Director of Information Technology

**Date of Hire:** 12/1/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Resilience Group, LLC (Recruiter) (Recruiter contacted LinkedIn, <a href="http://www.resiliencgroup.net">www.resiliencgroup.net</a> , ZipRecruiter, and Loxo recruiting software.)	N	13500 Pearl Road Suite 139-176 Strongsville, OH 44136	Natalie C. Lemons	natalie@resiliencgroup.net (330) 653-3133 x 111 - Office (440) 554-8610 - Mobile

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position:** Education Projects Coordinator

**Date of Hire:** 9/26/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs



Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All- Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here - they pick up postings from our website		
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position:** Individual Giving Communications Manager **Date of Hire:** 6/13/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org

		44115		
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	7918 Jones Beach Dr. Ste. 300 McLean, VA 22102	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Individual Giving Coordinator**

**Date of Hire: 8/1/2022**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AFP- Association of Fundraising Professionals Greater Cleveland Chapter	N	3053 Nationwide Parkway Brunswick, OH 44212		admin@afpcleveland.org 216-696-1613
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org

Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovel@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position:** Donor Engagement Manager (2 hires) **Date of Hire:** 3/27/2023 (2)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AFP- Association of Fundraising Professionals Greater Cleveland Chapter	N	AFP Greater Cleveland 3053 Nationwide Parkway Brunswick, OH 44212		216-696-1613
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network 917-588-4926

MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klorell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position:** Managing Editor, The Ohio Newsroom **Date of Hire:** 7/25/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Greater Cleveland Partnership Job Board	N	1240 Huron Rd. East Ste. 300 Cleveland, OH 44115	Scott Harrington Sandra Bishop	sharrington@gcpartnership.com sandraaidit@gmail.com
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational	N	PO Box 50008, Columbia, SC		803-799-5517

Telecommunications Association)		29250		
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klorell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
PMJA- Public Media Journalists Association (previously PRNDI)	N	PMJA P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org 605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Marketing Specialist Date of Hire: 3/15/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Resilience Group, LLC (Recruiter) (Recruiter contacted: LinkedIn, <a href="http://www.resiliencgroup.net">www.resiliencgroup.net</a> , ZipRecruiter, and Loxo recruiting software.)	N	13500 Pearl Road Suite 139-176 Strongsville, OH 44136	Natalie C. Lemons	natalie@resiliencgroup.net (330) 653-3133 x 111 - Office (440) 554-8610 - Mobile

**Job Title of Position: Multiple Media Journalist (2 hires) Date of Hire: 9/12/2022 (2)**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Julie Drizin	julie@current.org
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor	Zulayka Ruiz	zulayka@esperanzainc.org

		Cleveland, OH 44109	Germaine Pena	germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
PMJA- Public Media Journalists Association (previously PRNDI)	N	PMJA P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org 605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Operations Engineer**

**Date of Hire: 4/11/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		

Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
SBE (Society of Broadcast Engineers)	N	9102 N. Meridian St. Ste. 150 Indianapolis, IN 46260	Blake Thompson	kjones@sbe.org blake@uakron.edu 317-846-9000
Tech Elevator	N		John G. Savage	john.savage@techelevator.com 216-973-3165
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position:** Programming and Compliance Coordinator **Date of Hire:** 8/22/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Julie Drizin	julie@current.org
Cuyahoga Arts and Culture Non-Profit		1501 Euclid Ave. Cleveland, OH		

Job Board	N	44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All- Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Reporter/Producer [general assignment] (5 hires)** **Dates of Hire:**  
**8/15/2022, 8/22/2022, 9/13/2022 (2), and 9/19/2022**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Asian American Journalists Assn.	N	5 Third Street, Suite 1108 San Francisco, CA 94103		415-346-2051
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Julie Drizin	julie@current.org



Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here - they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network 917-588-4926
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
National Association of Black Journalists	N	1100 Knight Hall College Park, MD 20742		301-405-0248
National Association of Hispanic Journalists	N	1050 Connecticut Ave. NW Washington, D.C. 20036		info@nahjcareers.org
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
Native American Journalists Association	N		Rebecca Landsberry	rebeccalandsberry@naja.com
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
PMJA- Public Media Journalists Association (previously PRNDI)	N	PMJA P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org 605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
The Association of LGBTQ Journalists	N	NLGJA 2120 L Street, NW Suite 850 Washington, DC 20037		info@nlgja.org 202-588-9888
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Reporter/Producer, The Ohio Newsroom (2 hires) Date of Hire: 2/13/2023  
(2)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL/. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here - they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network 917-588-4926
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
PMJA- Public Media Journalists Association (previously PRNDI)	N	PMJA P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org 605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Reporter/Producer, Local Government and Politics Date of Hire: 3/1/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Julie Drizin	julie@current.org
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here - they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network 917-588-4926
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovel@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
PMJA- Public Media Journalists Association (previously PRNDI)	N	PMJA P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org 605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue		info@ulcleveland.org

		Cleveland, Ohio 44115		
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Reporter/Producer, Health

Date of Hire: 5/1/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Asian American Journalists Assn.	N	5 Third Street, Suite 1108 San Francisco, CA 94103		415-346-2051
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Julie Drizin	julie@current.org
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here - they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network 917-588-4926
MotvAsians Cleveland	N		Winnie Li	winnie.cwru@gmail.com
National Association of Black Journalists	N	1100 Knight Hall College Park, MD 20742		301-405-0248
National Association of Hispanic Journalists	N	1050 Connecticut Ave. NW Washington, D.C. 20036		info@nahjcareers.org
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org

				216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Senior Accounting Manager Date of Hire: 1/4/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Greater Cleveland Partnership Job Board	N	1240 Huron Rd. East Ste. 300 Cleveland, OH 44115	Scott Harrington Sandra Bishop	sharrington@gcpartnership.com sandraaidit@gmail.com 216-592-2213
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
Media Financial Management Association	N	MFM 550 W. Frontage Road Ste. 3600 Northfield, IL 60093		info@mediafinance.org 847-716-7000
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org

				216-916-6382
Resilience Group, LLC (recruiter) (Recruiting sources: LinkedIn, <a href="http://www.resiliencegroup.net">www.resiliencegroup.net</a> , ZipRecruiter, and Loxo recruiting software.)	N	13500 Pearl Road Suite 139-176 Strongsville, OH 44136	Natalie C. Lemons	natalie@resiliencegroup.net (330) 653-3133 x 111 - Office (440) 554-8610 - Mobile
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Social Media Specialist Date of Hire: 3/27/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handshake (college network job board)	N			
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All- Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
Military Veterans in Journalism	N		Russell Midori	russell@mvj.network 917-588-4926
MotvAsians Cleveland	N	M	Winnie Li	winnie.cwru@gmail.com
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH 44115	Tracy Duda Jason Argenas Jennifer Hasse Sara Hodgson	Tduda@dptv.org 248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org

				216-916-6382
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**Job Title of Position: Senior Radio Broadcast Engineer      Date of Hire: 1/17/2023**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CareerCast	N			
Circa	N	We do not post here- they pick up our postings from our website; contract ended on January 31, 2023		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Julie Drizin	julie@current.org
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		cacgrants.org/jobs
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz Germaine Pena	zulayka@esperanzainc.org germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Greater Cleveland Chinese Chamber of Commerce	N			Ginfo@clechinesechamber.com suhe@clechinesechamber.com
Greater Cleveland Partnership Job Board	N	1240 Huron Rd. East Ste. 300 Cleveland, OH 44115	Scott Harrington Sandra Bishop	sharrington@gcpartnership.com sandraaidit@gmail.com
Ideastream Public Media Website	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Ideastream Public Media Internal All-Staff Email	N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
Indeed	N	We do not post here- they pick up our postings from our website		
LinkedIn	N	We do not post here- they pick up postings from our website		
NETA (National Educational Telecommunications Association)	N	PO Box 50008, Columbia, SC 29250		803-799-5517
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell	klovell@oab.org 614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
PMBA- Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	Alisa Jackson	ajackson@pmbaonline.org 240-404-6491
PMJA- Public Media Journalists Association (previously PRNDI)	N	PMJA P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org 605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH	Tracy Duda	Tduda@dptv.org

		44115	Jason Argenas Jennifer Hasse Sara Hodgson	248-305-3914 JArgenas@wqed.org 412-622-1372 Jhasse@wned.org 716-845-7021 Shodgson@ideastream.org 216-916-6382
Pubtech Listserv	N			
(RTDNA) Radio Television Digital News Association	N	The National Press Building 529 14th Street, NW, Suite 1240 Washington, D.C. 20045	Karen Hansen	karenh@rtdna.org 202-536-8356
SBE (Society of Broadcast Engineers)	N	9102 N. Meridian St. Ste. 150 Indianapolis, IN 46260	Blake Thompson	kjones@sbe.org blake@uakron.edu 317-846-9000
The Virtual Engineer	N			
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		info@ulcleveland.org
ZipRecruiter	N	We do not post here- they pick up postings from our website		

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.