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; WKSV 89.1 Thompson, OH; WKRJ 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).

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	LinkedIn		
	Officer			
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	LinkedIn		
	Manager			
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	Company Website		
	Newsroom			
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	Indeed		
	Coordinator			
8/15/2022,	Reporter/Producer [five general	Company Website		
8/22/2022,	assignment]			
9/13/2022 (2),				
and 9/19/2022				
2/13/2023 (2)	Reporter/Producer, The Ohio	CPB and Company Website		
	Newsroom			
3/1/2023	Reporter/Producer, Local	Company Website		
	Government and Politics			
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: <u>191</u>

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

Jou Tille of I ostilon	. Acc	Dunt Executive Date	01 1111C. 1/30/202	<u> </u>
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			SOURCE	
AFP- Association of Fundraising	N	AFP Greater Cleveland		admin@afpcleveland.org
Professionals Greater Cleveland		3053 Nationwide Parkway		216-696-1613
Chapter		Brunswick, OH 44212		
Circa	N	We do not post here- they pick up		
		our postings from our website;		
		contract ended on January 31, 2023		
Cleveland Advertising Association/	N	4700 Rockside Rd. #325	Dan Leibundgut	dleibundgut@aafcleveland.co
AAF Cleveland		Independence, OH 44131		m
				216-901-4000
CPB Jobline	N	401 Ninth Street NW Washington,		
		D.C. 20004		
Cuyahoga Arts and Culture Non-Profit		1501 Euclid Ave. Cleveland, OH		
Job Board ¹	N	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
				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	Human Resources	HR@ideastream.org
		44115		
Ideastream Public Media Internal All-	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
Staff Email		44115		
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	N	PO Box 50008, Columbia, SC		803-799-5517
Telecommunications Association)		29250		
OAB (Ohio Association of	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH	Tom Hasson	Tom.Hasson@ula-Ohio.org
		44115		216-664-4123

¹ 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	N	1300 Piccard Drive, Suite LL 14	Alisa Jackson	ajackson@pmbaonline.org
Association		Rockville, MD 20850		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.o rg	
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	Tel. No. and E-Mail Address of
			Source	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, www.resiliencegroup.net, 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

JOU THE OF TOSITION	. DC	puty Eultor, Engaged Journansi	n Date or	11116. 1/10/2023
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			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		1501 Euclid Ave. Cleveland, OH		
Job Board	N	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	Human Resources	HR@ideastream.org
		44115		
Ideastream Public Media Internal All-	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
Staff Email		44115		
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	N	PO Box 50008, Columbia, SC		803-799-5517
Telecommunications Association)) Y	29250	77 . 7 11	11 110 1
OAB (Ohio Association of	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH	Tom Hasson	Tom.Hasson@ula-Ohio.org
		44115		216-664-4123
PMBA- Public Media Business	N	7918 Jones Beach Dr. Ste. 300	Alisa Jackson	ajackson@pmbaonline.org
Association		McLean, VA 22102		240-404-6491
PMJA- Public Media Journalists	N	P.O. Box 838	Christine Paige	christine@pmja.org
Association (previously PRNDI)		Sturgis, SD 57785	Diers	605-490-3033
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH	Tracy Duda	Tduda@dptv.org
		44115	Jason Argenas	248-305-3914
			Jennifer Hasse	JArgenas@wqed.org
			Sara Hodgson	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

<u> </u>	1. 11	<u> </u>	Date of Tiffe. 3	12112025
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			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	Julie Drizin	julie@current.org
		Park, MD 20912		
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	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-	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
Staff Email	1	44115	Traman Resources	The ideastreamong
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	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		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

Job Title of I ostiloff	y Date of	11116. 12/1/2022		
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			SOURCE	
Ideastream Public Media Internal All-	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
Staff Email		44115		
Resilience Group, LLC (Recruiter)	N	13500 Pearl Road	Natalie C.	natalie@resiliencegroup.net
(Recruitercontacted LinkedIn,		Suite 139-176	Lemons	(330) 653-3133 x 111 - Office
www.resiliencegroup.net, ZipRecruiter,		Strongsville, OH 44136		(440) 554-8610 - Mobile
and Loxo recruiting software.)				

^{*} 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

too Title of Fosition		acation i rojecto coordinator	Bate 01 1111 c. 3/20/2022		
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. NO. AND E-MAIL	
			PERSON AT	ADDRESS OF SOURCE	
			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		1501 Euclid Ave. Cleveland, OH			
Job Board	N	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		
mdeed	IN	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	N	PO Box 50008, Columbia, SC		803-799-5517
Telecommunications Association)		29250		
OAB (Ohio Association of	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		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	N	1300 Piccard Drive, Suite LL 14	Alisa Jackson	ajackson@pmbaonline.org
Association		Rockville, MD 20850		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		
	1	Postings from our website		1 0 11 . 1

^{*} 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

Job Tiue of Position	Job Title of Position: Individual Giving Communications Manager Date of Hire: 6/13/2022				
REFERRAL SOURCE	*	Address of Source	CONTACT	TEL. NO. AND E-MAIL	
			PERSON AT	ADDRESS OF SOURCE	
			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		1501 Euclid Ave. Cleveland, OH			
Job Board	N	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	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

		arrada Orring Coordinator		
REFERRAL SOURCE	*	Address of Source	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
AFP- Association of Fundraising	N	3053 Nationwide Parkway		admin@afpcleveland.org
Professionals Greater Cleveland		Brunswick, OH 44212		216-696-1613
Chapter				
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		1501 Euclid Ave. Cleveland, OH		
Job Board	N	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	Human Resources	HR@ideastream.org
		44115		
Ideastream Public Media Internal All-	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
Staff Email		44115		_

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	N	PO Box 50008, Columbia, SC		803-799-5517
Telecommunications Association)		29250		
OAB (Ohio Association of	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH	Tom Hasson	Tom.Hasson@ula-Ohio.org
		44115		216-664-4123
PMBA- Public Media Business	N	1300 Piccard Drive, Suite LL 14	Alisa Jackson	ajackson@pmbaonline.org
Association		Rockville, MD 20850		240-404-6491
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH	Tracy Duda	Tduda@dptv.org
Tublic Media Workforce Collaborative	11	44115	Jason Argenas	248-305-3914
		44113	Jennifer Hasse	JArgenas@wqed.org
				412-622-1372
			Sara Hodgson	Jhasse@wned.org
				716-845-7021
				,
				Shodgson@ideastream.org
TT 1 T	N	2020 D		216-916-6382
Urban League	N	2930 Prospect Avenue		info@ulcleveland.org
		Cleveland, Ohio 44115		
ZipRecruiter	N	We do not post here- they pick up		
de T. L. (CTIM ())		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	TEL. No. AND E-MAIL
THE ENGLE SOURCE		TIDDINESS OF SCENCE	PERSON AT	ADDRESS OF SOURCE
			SOURCE	ADDRESS OF SOURCE
AED Association of Franchisian	NT	AED Country Classificati	SOURCE	216 606 1612
AFP- Association of Fundraising	N	AFP Greater Cleveland		216-696-1613
Professionals Greater Cleveland		3053 Nationwide Parkway		
Chapter		Brunswick, OH 44212		
CPB Jobline	N	401 Ninth Street NW Washington,		
		D.C. 20004		
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	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	Human Resources	HR@ideastream.org
		44115		
Ideastream Public Media Internal All-	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
Staff Email		44115		
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	N	PO Box 50008, Columbia, SC		803-799-5517
Telecommunications Association)		29250		
OAB (Ohio Association of	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		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	N	1300 Piccard Drive, Suite LL 14	Alisa Jackson	ajackson@pmbaonline.org
Association		Rockville, MD 20850		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	TEL. NO. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			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		1501 Euclid Ave. Cleveland, OH		
Job Board	N	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		
Greater Cleveland Partnership Job	N	1240 Huron Rd. East Ste. 300	Scott Harrington	sharrington@gcpartnership.co
Board		Cleveland, OH 44115	Sandra Bishop	m
				sandrasaidit@gmail.com
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-	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
Staff Email		44115		
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	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		614-228-4052
Ohio Means Jobs	N	1020 Bolivar Road Cleveland, OH	Tom Hasson	Tom.Hasson@ula-Ohio.org
		44115		216-664-4123
PMBA- Public Media Business	N	1300 Piccard Drive, Suite LL 14	Alisa Jackson	ajackson@pmbaonline.org
Association		Rockville, MD 20850		240-404-6491
PMJA- Public Media Journalists	N	PMJA	Christine Paige	christine@pmja.org
Association (previously PRNDI)		P.O. Box 838	Diers	605-490-3033
		Sturgis, SD 57785		
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH	Tracy Duda	Tduda@dptv.org
		44115	Jason Argenas	248-305-3914
			Jennifer Hasse	JArgenas@wqed.org
			Sara Hodgson	412-622-1372
				Jhasse@wned.org
				716-845-7021
				Shodgson@ideastream.org
***		***		216-916-6382
Urban League	N	Urban League of Greater		info@ulcleveland.org
		Cleveland		
		2930 Prospect Avenue		
7' P '	N.T.	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: Marketing Specialist Date of Hire: 3/15/2023

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

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

<u> </u>	Job Title of Fosition: Withtiple Wedit Journalist (2 lifes)			112/2022 (2)
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			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	Julie Drizin	julie@current.org
		Park, MD 20912		
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	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

of the off obligation operations bugners but of the will possess				
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
CPB Jobline	N	401 Ninth Street NW Washington,		
		D.C. 20004		
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	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
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.co m 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

100 Title of Fosition: Trogramming and Compliance Coordinator Bate of Title: 0/22/2012				
REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			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	Julie Drizin	julie@current.org
		Park, MD 20912		_
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	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		
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	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		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	N	1300 Piccard Drive, Suite LL 14	Alisa Jackson	ajackson@pmbaonline.org
Association		Rockville, MD 20850		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	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			SOURCE	
Asian American Journalists Assn.	N	5 Third Street, Suite 1108 San		415-346-2051
		Francisco, CA 94103		
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	Julie Drizin	julie@current.org
		Park, MD 20912		

Country of Automatical Continue New Dockit		1501 English Ann Classifications OII		
Cuyahoga Arts and Culture Non-Profit Job Board	N	1501 Euclid Ave. Cleveland, OH 44115		apagrants arg/jahs
Esperanza	N	3104 W. 25th St. 4th Floor	Zulayka Ruiz	cacgrants.org/jobs zulayka@esperanzainc.org
Esperanza	IN	Cleveland, OH 44109	Germaine Pena	germaine@esperanzainc.org
Glassdoor	N	We do not post here- they pick up our postings from our website		
Handahala (adla a natura da lab band)	NI	our postings from our website		
Handshake (college network job board)	N	1275 F. 1'1 A . Ch. 1. 1 OH	II D	IID 6:1
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	postings from our website	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	N	PO Box 50008, Columbia, SC		803-799-5517
Telecommunications Association)	11	29250		003 177 3311
Native American Journalists	N	2,200	Rebecca	rebeccalandsberry@naja.com
Association	- '		Landsberry	
OAB (Ohio Association of	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		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.

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

(Z)	*	A DDDEGG OF COVIDER	Covers	Try / No AND E MAN
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

	*	Appress of Sounce		TEL NO AND E MAN
REFERRAL SOURCE	~	ADDRESS OF SOURCE	CONTACT	TEL. No. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			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	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-	N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
Staff Email		44115		
Indeed	N	We do not post here- they pick up		
	1	our postings from our website		
LinkedIn	N	We do not post here - they pick up		
Elikedii	11	postings from our website		
Military Veterans in Journalism	N	postings from our weosite	Russell Midori	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)	1	29250		
OAB (Ohio Association of	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)	11	Columbus, OH 43215	Ratio Boven	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	N	1300 Piccard Drive, Suite LL 14	Alisa Jackson	ajackson@pmbaonline.org
Association Association	18	Rockville, MD 20850	Alisa Jackson	240-404-6491
PMJA- Public Media Journalists	N	PMJA	Christine Paige	christine@pmja.org
Association (previously PRNDI)		P.O. Box 838	Diers	605-490-3033
• • • • • • • • • • • • • • • • • • • •		Sturgis, SD 57785		
Public Media Workforce Collaborative	N	1375 Euclid Ave. Cleveland, OH	Tracy Duda	Tduda@dptv.org
		44115	Jason Argenas	248-305-3914
			Jennifer Hasse	JArgenas@wqed.org
			Sara Hodgson	412-622-1372
				Jhasse@wned.org
				716-845-7021
				Shodgson@ideastream.org
				216-916-6382
Urban League	N	Urban League of Greater		info@ulcleveland.org
Cloui League	11	Cleveland		into e dicie verand.org
		2930 Prospect Avenue		
	1	2330 Flospect Avenue	l	1

		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

. Kep		Jaic 01 11116. 3/1/2	
*	ADDRESS OF SOURCE	CONTACT PERSON AT	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
		SOURCE	ADDRESS OF SOURCE
N	5 Third Street, Suite 1108 San		415-346-2051
N			
N	6930 Carroll Ave. #350 Takoma	Julie Drizin	julie@current.org
N			
11	·		cacgrants.org/jobs
N		Zulavka Puiz	zulayka@esperanzainc.org
11	Cleveland, OH 44109	Germaine Pena	germaine@esperanzainc.org
N	We do not post here- they pick up our postings from our website		
N			
N	1375 Euclid Ave. Cleveland, OH 44115	Human Resources	HR@ideastream.org
N	1375 Euclid Ave. Cleveland, OH	Human Resources	HR@ideastream.org
	44115		_
N			
N			
11	postings from our website		
N		Russell Midori	russell@mvj.network 917-588-4926
N		Winnie Li	winnie.cwru@gmail.com
N	1100 Knight Hall College Park, MD 20742		301-405-0248
N	1050 Connecticut Ave. NW		info@nahjcareers.org
N	PO Box 50008, Columbia, SC		803-799-5517
N		Katie Lovell	klovell@oab.org
	Columbus, OH 43215		614-228-4052
N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson	Tom.Hasson@ula-Ohio.org 216-664-4123
N		Alisa Jackson	ajackson@pmbaonline.org
	Rockville, MD 20850		240-404-6491
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
	* N N N N N N N N N N N N N N N N N N N	* ADDRESS OF SOURCE N 5 Third Street, Suite 1108 San Francisco, CA 94103 N 401 Ninth Street NW Washington, D.C. 20004 N 6930 Carroll Ave. #350 Takoma Park, MD 20912 N 1501 Euclid Ave. Cleveland, OH 44115 N 3104 W. 25th St. 4th Floor Cleveland, OH 44109 N We do not post here- they pick up our postings from our website N 1375 Euclid Ave. Cleveland, OH 44115 N 1375 Euclid Ave. Cleveland, OH 44115 N We do not post here- they pick up our postings from our website N We do not post here- they pick up our postings from our website N We do not post here - they pick up postings from our website N 1100 Knight Hall College Park, MD 20742 N 1050 Connecticut Ave. NW Washington, D.C. 20036 N PO Box 50008, Columbia, SC 29250 N 17 South High Street Ste 1010 Columbus, OH 43215 N 1020 Bolivar Road Cleveland, OH 44115 N 1300 Piccard Drive, Suite LL 14 Rockville, MD 20850 N 1375 Euclid Ave. Cleveland, OH	* ADDRESS OF SOURCE CONTACT PERSON AT SOURCE N 5 Third Street, Suite 1108 San Francisco, CA 94103 N 401 Ninth Street NW Washington, D.C. 20004 N 6930 Carroll Ave. #350 Takoma Park, MD 20912 N 1501 Euclid Ave. Cleveland, OH 44115 N 3104 W. 25th St. 4th Floor Cleveland, OH 44115 N We do not post here- they pick up our postings from our website N 1375 Euclid Ave. Cleveland, OH 44115 N We do not post here- they pick up our postings from our website N We do not post here- they pick up our postings from our website N We do not post here- they pick up our postings from our website N We do not post here - they pick up postings from our website N We do not post here - they pick up postings from our website N We do not post here - they pick up postings from our website N We do not post here - they pick up postings from our website N Russell Midori N I100 Knight Hall College Park, MD 20742 N 1050 Connecticut Ave. NW Washington, D.C. 20036 N PO Box 50008, Columbia, SC 29250 N 17 South High Street Ste 1010 Columbus, OH 43215 N 1020 Bolivar Road Cleveland, OH 44115 N 1300 Piccard Drive, Suite LL 14 Rockville, MD 20850 N 1375 Euclid Ave. Cleveland, OH 44115 N 1375 Euclid Ave. Cleveland, OH 44115 N 1375 Euclid Ave. Cleveland, OH 44115 N 1375 Euclid Ave. Cleveland, OH 44115

			216-916-6382
Urban League	N	Urban League of Greater	info@ulcleveland.org
		Cleveland	
		2930 Prospect Avenue	
		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: 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.co m sandrasaidit@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, www.resiliencegroup.net, 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	info@ulcleveland.org
		Cleveland	
		2930 Prospect Avenue	
		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: Senior Radio Broadcast Engineer Date of Hire: 1/17/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. NO. AND E-MAIL
			PERSON AT	ADDRESS OF SOURCE
			Source	
CareerCast	N			
Circa	N	We do not post here- they pick up		
		our postings from our website;		
CDD V 11	2.7	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	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		
Greater Cleveland Chinese Chamber of Commerce	N			Ginfo@clechinesechamber.co
Commerce				suhe@clechinesechamber.com
Greater Cleveland Partnership Job	N	1240 Huron Rd. East Ste. 300	Scott Harrington	sharrington@gcpartnership.co
Board		Cleveland, OH 44115	Sandra Bishop	m
				sandrasaidit@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	N	PO Box 50008, Columbia, SC		803-799-5517
Telecommunications Association)	11	29250		003 177 3311
OAB (Ohio Association of	N	17 South High Street Ste 1010	Katie Lovell	klovell@oab.org
Broadcasters)		Columbus, OH 43215		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	N	1300 Piccard Drive, Suite LL 14	Alisa Jackson	ajackson@pmbaonline.org
Association		Rockville, MD 20850		240-404-6491
PMJA- Public Media Journalists	N	PMJA	Christine Paige	christine@pmja.org
Association (previously PRNDI)	'	P.O. Box 838	Diers	605-490-3033
(Sturgis, SD 57785		
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.