

EEO PUBLIC FILE REPORT

FOR

ideastream^o WVIZ/PBS, 90.3 WCPN, and 104.9 WCLV

Cleveland Ohio

This EEO Public File Report
Covers a 12 month period ending 5/31/2018

EEO PUBLIC FILE REPORT

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

During the twelve month period ending on May 31, 2018 the organization filled the following full-time vacancies:

- Development Support Coordinator
- Communications Specialist
- Associate Producer
- Chief Technology Director
- Associate Producer
- Reporter/Producer
- Reporter/Producer
- Associate Producer
- Broadcast Manager
- Director, Principal Gifts
- Analyst, Development
- Computer/Help Desk Technician
- Community Engagement & Education Manager
- Communications Specialist
- Payroll Accountant/Analyst
- Managing Producer, Digital Media
- Senior Engineer
- Chief Operating Officer
- Broadcast Technician
- Senior Engineer
- Broadcast Technician
- Multiple Media Producer
- Host/Producer (Fill-In)

Attachment A contains the following information:

- The recruitment source(s) used, in general, to fill all of the vacancies listed on the previous page and a detailing of the total number of interviewees from each source.
- A list that details the specific sources used for each position, the recruitment source of the hiree, and the total number of interviewees for each position.

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

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Attachment A

Recruitment Sources for Full-Time Vacancies

Recruitment Source Number	Recruitment Source Name	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred By Source for Vacancy	Did the Source Request Notification?
1	ideastream website	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	49	
2	Posted Internally	1375 Euclid Ave. Cleveland, OH 44115	Kim MacDonald	216-916-6382	5	
3	Urban League of Cleveland	2930 Prospect Ave. Cleveland, OH 44115	info@ulcleveland.org	216-622-0999	0	
4	Esperanza	3104 W. 25th St. 4th Floor Cleveland, OH 44109	zulayka@esperanza.org	216-651-7178	0	
5	ODJFS/Ohio Means Jobs Employment Connection	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson Tom.Hasson@ula-Ohio.org	216-664-4123	0	
6	NAACP	7100 Euclid Avenue Cleveland, OH 44103	clevelandnaacp@yahoo.com	216-231-6260	0	
7	Ohio Media School	9885 Rockside Road #160 Valley View, OH 44125	Janice Hardy jhardy@beonair.com	216-503-5900	0	yes
8	Diversity.com	Atlanta, GA	sales@diversity.com	706-835-1330	1	
9	K-12 Jobspot		www.k12jobspot.com		0	
10	Indeed.com	Indeed, INC 6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		10	
11	Cleveland.com	1801 Superior Ave. Cleveland, OH 44115	David Mathews	216-999-4736	0	
12	CPB Jobline	401 Ninth Street NW Washington, D.C. 20004	www.cpb.org/jobline		8	

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13	Emma Bowen Foundation for Minority Interests in Media	30 Rockefeller Plaza New York , NY 10112	Sandra Rice sdrice@cbs.com	212-975-2545	0	
14	LinkedIn		Jobs- listings@linkedin.com		5	
15	University of Akron	302 E. Buchtel Ave. Akron, OH 44325	www.uakron.edu/career/	330-972-7747	0	
16	Current Newspaper and Online	6930 Carroll Ave. #350 Takoma Park, MD 20912	Alyne Ellis radioalyne@gmail.com	877-745-8776 x1	0	
17	Nat'l Assn. of Black Journalists	1100 Knight Hall College Park, MD 20742	http://careerservices.nabj.org	301-405-0248	0	
18	Careerboard.com	6120 Parkland Blvd., #101 Mayfield Hts., OH 44124	Dennis Liniman dliniman@careerboard.com	216-763-0842	0	
19	Case Western Reserve University	10900 Euclid Ave. Cleveland, OH 44106	https://case-csm.symplicity.com/employers	216-368-2000	0	
20	WITI (Women in Information Technology Int'l)		www.witi4hire.com	818-788-9484	0	
21	Journalismjobs.com		www.journalismjobs.com	510-508-7386	0	
22	Journalismnext.com		Eric Wee www.journalismnext.com	703-629-0178	0	
23	Poynter Institute Online	One Third Street South St. Petersburg, FL 33701	http://careers.poynter.org/employers	888-769-6837	0	
24	Media Bistro/Lost Remote	475 Park Avenue South New York, NY 10016	Rachel LaMariana www.mediabistro.com	212-547-7934	0	
25	Assn. of Fundraising Professionals	4300 Wilson Blvd., #300 Arlington, VA 22203	http://jobs.afpnet.org/employers	703-684-0410	0	

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26	Cuyahoga Arts and Culture Non-Profit Job Board	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser www.cacgrants.org/jobs	216-515-8303		1 yes
27	Baldwin-Wallace University	275 Eastland Road Berea, OH 44017	www.bw.edu/career/employer	440-826-2101		0
28	South University	4743 Richmond Rd. Warrensville Heights, OH 44128	Lynette Rodgers lmrogers@southuniversity.edu	216-755-5000		0 yes
29	Cuyahoga Community College	2900 Community College Ave. Cleveland, OH 44115	http://www.collegecentral.com/tri-c			0
30	Nat'l Assn. of Black Engineers	P.O. Box 6704 Cleveland, OH 44101-1704	Shon McGhee accounting@nsbe.org	877-891-5544		0
31	Tvjobs.net	ComSouth Advertising 10175 Fortune Parkway Ste. 501 Jacksonville, FL 32256				0
32	Philanthropy News Digest/Foundation Center	32 Old Slip, 24th Floor New York, NY 10005	Lauren Brathwaite ljb@foundationcenter.org	212-620-4230		0
33	Cleveland Advertising Association/ AAF Cleveland	4700 Rockside Rd. #325 Independence, OH 44131	Dan Leibundgut dleibundgut@aafcleveland.com	216-901-4000		0
34	Call and Post	1180 Shaker Blvd. Cleveland, OH 44120	Danell Edwards ddedwards@call-post.com	216-588-6700 x223		0
35	OAB- Ohio Association of Broadcasters	17 South High Street Ste 1010 Columbus, OH 43215	Carrie Newton cnewton@oab.org www.oab.org	614-228-4052		0

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36	NATAS- National Academy of Television Arts and Sciences- Lower Great Lakes	1440 Rockside Rd. Ste 221 Cleveland, 44134-2774	https://nataslgl.org	440-526-3669	0	
37	Careerpage		www.careerpage.com	800-622-2414	0	
38	Society of Broadcast Engineers- SBE	9102 N. Meridian St. Ste. 150 Indianapolis, IN 46260	www.sbe.org	317-846-9000	0	
39	Networking/Employe e/Friend Referral				4	
40	Glassdoor		www.glassdoor.com		1	
41	Careercast		www.careercast.com	800-276-1332	1	
42	Job Bank - Emmyonline		jobbankadmin@emmyonline.tv		0	
43	National Urban League	Atlanta, GA	www.nuljobsnetwork.com	888-281-9066	0	
44	Talent Zoo	1040 West Marietta Street NW Atlanta, GA 30318	admin@talentzoo.com	844-317-8230	0	
45	iHire	41 E All Saints Street Frederick, MD 21701	https://www.ihire.com/	877-433-8860	0	
46	Gorkana		http://www.gorkana.com/journalist-services/gorkana-jobs/		0	

ideastream.interviewed a total of 84 candidates for all full-time vacancies during the period covered in this report. The following are the recruitment sources used during this report period and the cumulative number of interviewees referred by each.					
Job #	Full-time Position Filled (23)	Recruitment Sources Used	Hiree's Referring Source	Hire date	Total Interviewees
1	Development Support Coordinator	1,2,3,4,5,6,7,8,9,11,12,13,14,25,26,28,32	9	6/5/2017	4
2	Communications Specialist	1,2,3,4,5,6,7,8,12,13,24,25,26,28,44	39	7/17/2017	3
3	Associate Producer	1,2,3,4,5,6,7,12,13,22,26,28,31,35,37,45	12	7/24/2017	5
4	Chief Technology Director	1,2,3,4,5,6,7,12,14,16,20,26,30,35,37,38,45	12	7/24/2017	6
5	Associate Producer	1,2,3,4,5,6,7,10,12,13,22,26,28,31,35,37,40,45	39	9/5/2017	same pool as job #3
6	Reporter/Producer	1,2,3,4,5,6,7,10,11,12,13,14,16,17,21,22,23,24,26,28,31,35,36,40,42,46	12	9/5/2017	5
7	Reporter/Producer	1,2,3,4,5,6,7,10,11,12,13,14,16,17,21,22,23,24,26,28,31,35,36,40,42,46	1	9/8/2017	same pool as job #6
8	Associate Producer	1,2,3,4,5,6,7,12,13,22,26,28,31,35,37,45	1	10/2/2017	same pool as job #3
9	Broadcast Manager	1,2,3,4,6,7,10,12,13,26,28,30,31,35,38,40,41,42	1	11/13/2017	2
10	Director, Principal Gifts	1,2,3,4,5,6,7,10,11,12,14,25,26,28,33,34,40,41,43	1	12/4/2017	6
11	Analyst, Development	1,2,3,4,5,7,10,12,14,26,28,41	1	12/4/2017	2
12	Computer/Help Desk Technician	1,2,3,4,5,6,7,10,11,14,26,28,29,40,41	1	12/11/2017	8
13	Community Engagement & Education Manager	1,2,3,4,7,10,12,14,15,16,19,26,27,28,40,41	1	12/20/2017	5
14	Communications Specialist	1,2,3,4,5,6,7,8,12,13,24,25,26,28,33,40,44	40	1/4/2018	4
15	Payroll Accountant/Analyst	1,2,3,4,5,6,7,11,12,14,18,26,28,29,40,41	1	2/26/2018	3
16	Managing Producer, Digital Media	1,2,3,4,5,6,7,10,12,14,16,21,26,28,40,41	1	3/19/2018	7
17	Senior Engineer	1,2,3,4,7,10,14,26,28,30,31,38,40,41	1	3/19/2018	5
18	Chief Operating Officer	1,2,3,4,7,10,12,13,14,16,26,28,40,41	1	4/9/2018	2
19	Broadcast Technician	1,2,3,4,7,10,12,13,26,28,30,38,41	10	4/23/2018	4
20	Senior Engineer	1,2,3,4,7,10,14,26,28,30,31,38,40,41	39	4/23/2018	2
21	Broadcast Technician	1,2,3,4,7,10,12,13,26,28,30,38,41	1	4/30/2018	same pool as job #19
22	Multiple Media Producer	1,2,3,4,7,10,12,13,14,16,26,28,31,40,41,42	1	5/7/2018	4
23	Host/Producer	1,2,3,4,7,12,13,14,17,21,24,26,28	1	5/21/2018	7

Attachment B

MENU OPTION ACTIVITIES

ideastream* has engaged in the following outreach activities during the year covered by this report (June 1, 2017- May 31, 2018):

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Activity Classification*	Type of Activity	Brief Description
1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;	Job/Internship Fair Attendance	Ideastream representatives attended three Job/Internship Fairs in the Fall of 2017 and Winter of 2018. 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 websites for current and future job vacancies. Dates and locations of fairs: September 14, 2017, Current (News for People in Public Media) held a virtual Career Fair in which ideastream participated November 15, 2017 John Carroll University "Recruiting Russerts" Internship and Career Fair February 15, 2018 Kent State University Annual Careere expo at the Kent Student Center in Kent, OH
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;	Internship program	We have continued our Internship Program at ideastream over the past year. We have a series of college interns for either fall, winter/spring or summer sessions learning more about their chosen field. 13 college level and 2 high school level interns at ideastream in this past 12 months. Interns gain experience in television and radio production, communications/graphic design, promotions or development and support of a non-profit organization. One high school level intern worked at ideastream supporting the Information Technology and Program needs of the Educational Services Department. Ideastream strives to represent males/females, several minority groups as well as older/non-traditional students. Details available upon request.

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ideastream* has engaged in the following outreach activities during the year covered by this report (June 1, 2017- May 31, 2018):

<p>14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;</p>	<p>Diversity/Harassment Training</p>	<p>ideastream presented Diversity Training on September 19, 2017. This Training was specifically for Supervisors and was provided by the Diversity Center of Northeast Ohio. The topic was Implicit Bias.</p> <p>In February 2018, ideastream’s CEO, led employee “Listening Meetings” These sessions were open to all ideastream employees and were to provide feedback to management about the environment at ideastream and the risks for harassment. These were done to provide information for sexual harassment training to be conducted in the next year.</p>
<p>10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;</p>	<p>Programs sponsored by educational institutions</p>	<p>The Community Engagement and Education department conducted eight (8) separate tours/sessions for groups of 12-50 students from a variety of schools with students ranging from middle school through college age over this past year. These sessions conclude with a short presentation and question and answer session conducted by ideastream’s reporters or producers and are designed to expose students to the operation of the stations and jobs of people who work here. Details of each program available upon request</p>
<p>4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;</p>	<p>Career Days</p>	<ol style="list-style-type: none"> 1. On May 8 and 15, 2018 Community Outreach and Education Coordinators from ideastream staff conducted sessions over two separate days for more than 160 Cleveland Heights/University Heights middle school students as part of their career day. 2. On May 8, 2018 Community Outreach and Education Coordinators from ideastream staff led a tour of the stations for a career day for 9th grade students from Rhodes College and Career Academy

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ideastream has engaged in the following outreach activities during the year covered by this report (June 1, 2017- May 31, 2018):

<p>16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>Dissemination of Job opportunity information</p>	<p>The HR Director regularly sends all job opportunities to non-profit organizations in the Cleveland area that service minority constituents in order for them to see job openings and qualifications for our positions. These organizations include: NAACP, Urban League and Esperanza</p>
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