

2019 ANNUAL EEO PUBLIC FILE REPORT

ideastream

Station(s): WVIZ/PBS, 90.3 WCPN & WCLV 104.9
Community(ies) of License: Cleveland, OH, Cleveland, OH, Lorain, OH
Reporting Period: Covers a 12 month period ending 5/31/2019
No. of Full-time Employees: 5 – 10 _____ / More than 10__x____
Small Market Exemption:

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 representatives attended six Job/Internship Fairs in the Fall of 2018 and Winter of 2019. 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:

- November 12, 2018 John Carroll Communications Career Fair – *Director of Human Resources*
- December 12, 2018 Ohio Media School Career Fair – *Human Resources Coordinator*
- February 11, 2019 Case Western University Career Fair – *Human Resources Coordinator*
- February 13, 2019 Cleveland State University: Careers with Social Impact Day (CSI Day) – *Human Resources Coordinator*
- February 19, 2019 Baldwin Wallace University Career Fair – *Human Resources Coordinator*
- February 21, 2019 Greater Cleveland Partnership: Cleveland Intern Summit Conference – *Human Resources Coordinator*

Established an internship program designed to assist members of the

We have continued our Internship Program at ideastream over the past year. We have a series of

community to acquire skills needed for broadcast employment.

college interns for either fall, winter/spring or summer sessions learning more about their chosen field. There have been 9 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 Arts and Culture and another worked in the News Department.

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

ideastream strives to represent males/females, several minority groups as well as older/non-traditional students. Details available upon request.

The Community Engagement and Education department conducted sixteen (16) 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

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

ideastream presented Diversity Training on September 26, 2018. This Training was specifically for Supervisors and was provided by the Diversity Center of Northeast Ohio. The topic was Implicit Bias.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
07/09/2018	Chief Marketing Officer	ideastream website
07/23/2018	Host/Announcer	CPB Online
08/13/2018	Staff Accountant	Indeed.com
08/20/2018	Human Resource & Board of Governance Coordinator	ideastream website (networking Cleveland Foundation event)
09/04/2018	Network Engineer	ideastream website (employee referral)
09/24/2018	Director of Human Resources	LinkedIn.com
12/01/2018	Chief Technologist	Indeed.com
01/07/2019	Chief Financial Officer	Indeed.com
04/08/2019	Controller	ideastream website (employee referral)
05/06/2019	Digital News Editor	ideastream website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 84

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Alliance for Women in Media	0
American Society of News Editors	0
Asian American Journalist Assn.	0
AFP – Association of Fundraising Professionals	0
Careerboard	0
Careerbuilder	0
Careercast	0
Cleveland Advertising Association/AAF Cleveland	0
K-12 Job spot	0
Cleveland.com	0
NAACP	0
Cleveland State University	0
CPB Online	0
Current Newspaper and Online	0
Cuyahoga Arts and Culture Non-Profit Job Board	0
Cuyahoga Community College	0
Clevelanddiversity.com	0
Diversity.com	0
Emma Bowen Foundation for Minority Interests in Media	0
Engage! Cleveland	0
Esperanza	0
Glassdoor	2
Gorkana	0
Greater Cleveland Partnership Job Board	0
Handshake College Job Board	0
Indeed	24
LinkedIn	1
ideastream internal posting	1
ideastream website	56
IRE – Investigative Reporters & Editors	0
Journalismjobs.com	0
Journalismnext.com	0
Media Bistro/Lost Remote	0
Media Financial Management Association	0
National Association of Broadcasters – NAB	0
NATAS jobline	0
NABA – National Association of Black Accountants	0
National Association of Black Engineers	0
National Association of Black Journalists	0
National Associations of Hispanic Journalists	0
National American Journalists Association	0
OAB – Ohio Association of Broadcasters	0

OANA – Ohio Association of Nonprofits	0
ODJFS/ Ohio Means Jobs Employment Connection	0
Ohio Media School	0
Ohio University Scripps School of Journalism	0
Ohio REAP	0
Online News Association	0
PMBA- Public Media Business Association	0
Philanthropy News Digest	0
Poynter	0
(PRNDI) Public Radio News Directors Incorporated	0
(RTDNA) Radio Television Digital News Association	0
SBE – Society of Broadcast Engineers	0
South University	0
The Association of LGBTQ Journalists	0
Urban League	0
WITI Women in Information Technology International	0

RECRUITING SOURCES USED

Job Title of Position: Chief Marketing Officer Date of Hire: 07/09/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AFP- Association of Fundraising Professionals	N	4300 Wilson Blvd., #300 Arlington, VA 22203		703-684-0410
Careercast	N	5993 Avenida Encinas Suite 100 Carlsbad, CA 92008 USA		800-276-1332
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776 x1
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser www.cacgrants.org /jobs	216-515-8303
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz zulayka@esperanza ainc.org	216-651-7178
Glassdoor	N	We do not post here directly - they pick up postings from our website		
Greater Cleveland Partnership Job Board	N	1240 Huron Rd. East Ste. 300 Cleveland, OH 44115	Scott Harrington, Sandra Bishop sharrington@gcpar tnership.com, sandrasaidit@gmai l.com	216-592-2213
Indeed	N	We do not post here directly - they pick up postings from our website		
LinkedIn.com	N	We do not post here directly - they		

		pick up postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Ohio Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
South University	N	4743 Richmond Rd. Warrensville Heights, OH 44128	Lynette Rodgers lmrogers@southuniversity.edu	216-755-5000
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		

* 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: Host/Announcer Date of Hire: 07/23/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Careercast	N	5993 Avenida Encinas Suite 100 Carlsbad, CA 92008 USA		800-276-1332
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776 x1
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser www.cacgrants.org/jobs	216-515-8303
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz zulayka@esperanza-inc.org	216-651-7178
Glassdoor	N	We do not post here directly - they pick up postings from our website		
Indeed	N	We do not post here directly - they pick up postings from our website		
LinkedIn.com	N	We do not post here directly - they pick up postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Ohio Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
South University	N	4743 Richmond Rd. Warrensville Heights, OH 44128	Lynette Rodgers lmrogers@southuniversity.edu	216-755-5000

Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		
--------------	---	--	--	--

Job Title of Position: Staff Accountant Date of Hire: 08/13/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Careerbuilder	N	200 N. LaSalle St. Suite 1100, Chicago, IL 60601		
Careercast	N	5993 Avenida Encinas Suite 100 Carlsbad, CA 92008 USA		800-276-1332
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser www.cacgrants.org /jobs	216-515-8303
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz zulayka@esperanz ainc.org	216-651-7178
Glassdoor	N	We do not directly post here- they pick up our postings from our website		
Indeed	N	We do not directly post here- they pick up our postings from our website		
LinkedIn.com	N	We do not post here directly - they pick up postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Ohio Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
South University	N	4743 Richmond Rd. Warrensville Heights, OH 44128	Lynette Rodgers lmrogers@southuniversity.edu	216-755-5000

Job Title of Position: Human Resources & Board of Governance Coordinator Date of Hire: 08/20/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Careerbuilder	N	200 N. LaSalle St. Suite 1100, Chicago, IL 60601		
Careercast	N	5993 Avenida Encinas Suite 100 Carlsbad, CA 92008 USA		800-276-1332
Cleveland.com	N	401 Ninth Street NW Washington,	David Mathews	216-999-4736

		D.C. 20004	news@cleveland.com	
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser www.cacgrants.org/jobs	216-515-8303
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz zulayka@esperanza-inc.org	216-651-7178
Glassdoor	N	We do not post here directly - they pick up postings from our website		
Indeed	N	We do not post here directly - they pick up postings from our website		
LinkedIn.com	N	We do not post here directly - they pick up postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
ODJFS/Ohio Means Jobs Employment Connection	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson Tom.Hasson@ula-Ohio.org	216-664-4123
Ohio Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
South University	N	4743 Richmond Rd. Warrensville Heights, OH 44128	Lynette Rodgers lmrogers@southuniversity.edu	216-755-5000
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115		

Job Title of Position: Network Engineer Date of Hire: 09/04/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Careerbuilder	N	200 N. LaSalle St. Suite 1100, Chicago, IL 60601		
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776 x1
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser www.cacgrants.org/jobs	216-515-8303
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz zulayka@esperanza-inc.org	216-651-7178
Glassdoor	N	We do not directly post here- they pick up our postings from our		

		website		
Indeed	N	We do not directly post here- they pick up our postings from our website		
LinkedIn.com	N	We do not directly post here- they pick up our postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
ODJFS/Ohio Means Jobs Employment Connection	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson Tom.Hasson@ula-Ohio.org	216-664-4123
Ohio Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
South University	N	4743 Richmond Rd. Warrensville Heights, OH 44128	Lynette Rodgers lmrogers@southuniversity.edu	216-755-5000

Job Title of Position: Director of Human Resources

Date of Hire: 9/24/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Careerbuilder	N	200 N. LaSalle St. Suite 1100, Chicago, IL 60601		773-527-3600
Careercast	N	5993 Avenida Encinas Suite 100 Carlsbad, CA 92008 USA		800-276-1332
Cleveland.com	N	1801 Superior Ave. Cleveland, OH 44115	David Mathews news@cleveland.com	216-999-4736
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser	216-515-8303
Glassdoor	N	We do not post here directly - they pick up postings from our website		
Handshake	N	Joinhandshake.com		
Indeed	N	We do not post here directly - they pick up postings from our website		
LinkedIn.com	N	We do not post here directly - they pick up postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Ohio Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
South University	N	4743 Richmond Rd. Warrensville Heights, OH 44128	Lynette Rodgers lmrogers@southuniversity.edu	216-755-5000

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide

Job Title of Position: Chief Technologist

Date of Hire: 12/1/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
NAACP	N	7100 Euclid Avenue Cleveland, OH 44103	Cortney Morse cmorse@cul.org	216-231-6260
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776 x1
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser	216-515-8303
Esperanza	N	3104 W. 25th St. 4th Floor Cleveland, OH 44109	Zulayka Ruiz zulayka@esperanzainc.org	216-651-7178
Glassdoor	N	We do not post here directly - they pick up postings from our website		
Handshake	N	Joinhandshake.com		
Indeed	N	We do not post here directly - they pick up postings from our website		
LinkedIn.com	N	We do not post here directly - they pick up postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
OAB (Ohio Association of Broadcasters)	N	17 South High Street Ste 1010 Columbus, OH 43215	Katie Lovell klovell@oab.org	614-228-4052
ODJFS/Ohio Means Jobs Employment Connection	N	1020 Bolivar Road Cleveland, OH 44115	Tom Hasson Tom.Hasson@ula-Ohio.org	216-664-4123
Ohio Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
SBE (Society of Broadcast Engineers)	N	9102 N. Meridian St. Ste. 150 Indianapolis, IN 46260	kjones@sbe.org	317-846-9000
South University	N	4743 Richmond Rd. Warrensville Heights, OH 44128	Lynette Rodgers lmrogers@southuniversity.edu	216-755-5000
Urban League	N	Urban League of Greater Cleveland 2930 Prospect Avenue Cleveland, Ohio 44115	info@ulcleveland.org	
WITI (Women in Information Technology Int'l)	N	OLYMPIC PLAZA 11500 Olympic Blvd. Suite 400 Los Angeles, CA 90064		818-788-9484

Job Title of Position: Chief Financial Officer

Date of Hire: 1/7/2019

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		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776 x1

Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser	216-515-8303
Glassdoor	N	We do not post here directly - they pick up postings from our website		
Indeed	N	We do not post here directly - they pick up postings from our website		
LinkedIn.com	N	We do not post here directly - they pick up postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Media Financial Management Association	N	MFM 550 W. Frontage Road Ste. 3600 Northfield, IL 60093	info@mediafinance.org	847-716-7000
NABA- National Association of Black Accountants	N	7474 Greenway Center Dr. Ste 1120 Greenbelt, MD 20770		301-474-6272
OANA- Ohio Association of Nonprofits	N	OANO, 100 East Broad Street #2440, Columbus, OH 43215	Marcy Williams mwilliams@oano.org	
PMBA- Public Media Business Association	N	7918 Jones Beach Dr. Ste. 300 McLean, VA 22102		703-506-3292

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide

Job Title of Position: Controller Date of Hire: 04/08/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser www.cacgrants.org /jobs	216-515-8303
Glassdoor	N	We do not post here directly - they pick up 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, sandrasaidit@gmail.com	216-592-2213
Indeed	N	We do not directly post here- they pick up our postings from our website		
LinkedIn.com	N	We do not directly post here- they pick up our postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Ohio Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
PMBA- Public Media Business	N	7918 Jones Beach Dr. Ste. 300		

Association		McLean, VA 22102		
-------------	--	------------------	--	--

Job Title of Position: Digital News Editor Date of Hire: 05/06/2016

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
Cleveland.com	N	1801 Superior Ave. Cleveland, OH 44115	David Mathews news@cleveland.com	216-999-4736
CPB Jobline	N	401 Ninth Street NW Washington, D.C. 20004		
Current Newspaper and Online	N	6930 Carroll Ave. #350 Takoma Park, MD 20912	Kathleen Unwin unwin@current.org	877-745-8776 x1
Cuyahoga Arts and Culture Non-Profit Job Board	Y	1501 Euclid Ave. Cleveland, OH 44115	Jennifer Schlosser www.cacgrants.org/jobs	216-515-8303
Glassdoor	N	We do not post here directly - they pick up our postings from our website		
Indeed	N	We do not post here directly - they pick up our postings from our website		
LinkedIn.com	N	We do not post here directly - they pick up our postings from our website		
Posted Internally	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
Posted ideastream Website	N	1375 Euclid Ave. Cleveland, OH 44115	Amira Nasrallah	216-916-6053
IRE- Investigative Reporters & Editors	N	141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573-882-2042
Journalismjobs.com	N			510-508-7386
Nat'l Assn. of Black Journalists	N	1100 Knight Hall College Park, MD 20742		301-405-0248
Nat. 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 Media School	N	9885 Rockside Road #160 Valley View, OH 44125	Lynda Leciejewski	234-203-2768
Online News Association	N		Adam Nekola adam@journalists.org	
PMBA- Public Media Business Association	N	7918 Jones Beach Dr. Ste. 300 McLean, VA 22102		703-506-3292

Poynter	N	The Poynter Institute 801 Third St. South St. Petersburg, Florida 33701		727-821-9494
(PRNDI) Public Radio News Directors Incorporated	N	PRNDI P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers christine@prndi.org	
(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	202-662-7257
SBE (Society of Broadcast Engineers)	N	9102 N. Meridian St. Ste. 150 Indianapolis, IN 46260	kjones@sbe.org	317-846-9000