

WKYC-TV
EEO PUBLIC FILE REPORT
May 21, 2025 - May 20, 2026

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive 1025	1-8, 10-19	17
Meteorologist 3123	1-4, 6-8, 10, 13-19	17
News Director 1250	1-8, 10, 13-19	17
Multiskilled Journalist 3407	1-8, 10, 12, 14-19	17
Multiskilled Journalist 3407	1-8, 10, 12, 14-19	17
Multiskilled Journalist 3407	1-8, 10, 12, 14-19	17
Investigative Producer 3453	1-8, 10, 14-19	17
Local Sales Manager 4362	1-10, 12, 14, 16-19	12
Story Desk Editor 4441	1-8, 10, 14-19	17
Producer 4625	1-8, 10, 14, 16-19	17
Producer 4625	1-8, 10, 14, 16-19	17
Producer 4625	1-8, 10, 14, 16-19	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bluffton University 1 University Drive Bluffton, Ohio 45817 Phone : 419-358-3247 Url : www.bluffton.edu Email : career@bluffton.edu Fax : 1-419-358-3399 Katherine Dickson	N	0
2	Bryant & Stratton College (Parma) 12955 Snow Road Parma, Ohio 44130 Phone : 216-265-3151 Email : dmjohns@bryantstratton.edu Deborah Johns	N	0
3	Case Western Reserve University 10900 Euclid Ave Cleveland, Ohio 44106 Phone : 216 368 4446 Url : http://www.cwru.edu/ Email : employers@case.edu Tasha Fryfogle	N	0
4	Central State University PO Box 1004 Wilberforce, Ohio 45384 Phone : 216 431 3423 Url : http://www.centralstate.edu/index.php Email : careerservices@centralstate.edu Career Services	N	0
5	Central State University-Central Career Services PO Box 1004 Wilberforce, Ohio 45384-1004 Phone : 937-376-6383 Email : Kharper@centralstate.edu Fax : 1-937-376-6638 Karla Harper	N	0
6	Cleveland State University 2121 Euclid Avenue Cleveland, Ohio Phone : (216) 687-5534 Url : http://csucareerline.erecruiting.com Email : a.rufyoung@csuohio.edu Anita Ruf-Young	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Cuyahoga Community College 700 Carnegie Avenue Cleveland, Ohio 44115 Phone : 800-954-8742 Email : customerservice@tri-c.edu Customer Service	N	0
8	Engage! Cleveland 2020 Center Street (inside Fathom) Cleveland, Ohio 44113 Phone : Unknown Url : www.engagecleveland.org Email : info@engagecleveland.org The Engage: Cleveland Team Unknown	N	0
9	Indeed.com	N	1
10	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 1-937-258-8251 Email : swackkid@yahoo.com Kenny Pyles	N	0
11	Job posting on internet	N	1
12	Linked In	N	7
13	National Association of Television Arts & Sciences 3487 Center Road, Suite 6C Brunswick, Ohio Phone : (330) 273-5756 Url : www.natatsgl.org Email : mewing@emmyonline.tv Fax : 1-440-546-1903 Merry Ewing	N	0
14	Office of Equal Opportunity 604 Lakeside Avenue, #204 Cleveland, Ohio 44114 Phone : (216) 664-2491 Email : kharden@city.cleveland.oh.us Fax : 1-216-664-3489 Kim Harden	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Ohio Association of Broadcasters (OAB) 17 S High St Ste 1010 Columbus, Ohio 43215 Phone : (614) 228-4052 Url : www.oab.org Email : cmerritt@oab.org Fax : 1-614-228-8133 C. Merritt	N	0
16	Ohio Media School Cleveland Campus 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 234-203-2768 Email : lleciejewski@beonair.com Lynda Leciejewski	N	0
17	TEGNA Careers Page 8350 Broad St. Suite 2000 Tysons, Virginia 22102 Human Resources Manual Posting	N	28
18	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
19	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/21/2025	Establishment of training programs for station personnel	WKYC's Assistant News Director, News Operations Manager, and Local Sales Manager participated in TEGNA's two-day leadership development course, Leading for Engagement and High Performance, hosted by KARE. The program focused on strengthening leadership capabilities and equipping participants with tools to effectively lead teams and support organizational success. Participants enhanced skills in communication, accountability, employee development, motivational leadership, strategic thinking, organizational leadership, and change management. The training emphasized practical leadership strategies designed to improve team engagement, strengthen performance, and support continued professional growth and advancement.	3	Assistant News Director News Operations Manager Local Sales Manager
2	5/23/2025	Participation in events or programs sponsored by educational institutions	WKYC participated in a student outreach event at Cleveland School of the Art. A WKYC Anchor served as an emcee and also spoke with students regarding educational experiences and career opportunities in journalism and broadcasting.	1	Anchor/MSJ
3	8/5/2025	Participation in events sponsored by organizations representing the community	WKYC served as the host station for the 50th Annual National Association of Black Journalists Convention held in Cleveland from August 5–10, 2025. WKYC employees mentored students from across the country by providing guidance on reporting, storytelling, and resume reel development, while also participating in speaking engagements designed to educate and encourage individuals pursuing careers in journalism and broadcasting.	2	Multi-skilled Journalist Anchor
4	8/17/2025	Participation in events sponsored by organizations representing the community	WKYC participated in a Youth Day event at Temple Baptist Church. A WKYC employee served as a speaker and discussed educational experiences and career opportunities with youth participants.	1	Anchor/MSJ

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5	8/26/2025	Participation in events or programs sponsored by educational institutions	WKYC participated in a student outreach activity at Brookside Middle School. A WKYC Multi-Skilled Journalist spoke with students enrolled in a broadcasting class regarding careers in journalism, storytelling, and media.	1	Anchor/MSJ
6	9/7/2025	Participation in events sponsored by organizations representing the community	WKYC participated in the annual meeting of the National Weather Association in September 2025. A WKYC Meteorologist served as Broadcast Program Chair and participated in activities designed to support professional development, education, and collaboration among broadcast meteorologists and industry professionals.	1	Meteorologist
7	9/25/2025	Participation in events sponsored by organizations representing the community	WKYC participated in a Society of Professional Journalists (SPJ) Cleveland professional development event held at the WKYC studios in Cleveland. The event brought together attendees, including college students and individuals interested in journalism and media careers, for a discussion focused on newsroom leadership, local news coverage, and the evolving challenges facing the media industry. A WKYC News Director served as the featured speaker and discussed career growth within journalism, newsroom operations, and the skills necessary to navigate the changing media landscape. The program also provided attendees with exposure to broadcast operations through a behind-the-scenes tour of the station's facilities. Discussions during the event included pathways into journalism and media careers, educational opportunities, and experiences that can help prepare individuals for careers in broadcasting.	1	News Director

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8	11/4/2025	Participation in events or programs sponsored by educational institutions	WKYC participated in a classroom outreach activity at Bio-Med Science Academy. A WKYC Meteorologist spoke with sixth-grade students regarding natural disasters and discussed careers in weather and broadcasting.	1	Meteorologist

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9	Ongoing Event	Establishment of an intern program designed to assist members of the community	WKYC participated in TEGNA Inc.'s Producer-In-Residence Program. TEGNA Inc. established the Producer-In-Residence Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The Producer-In-Residence Program affords participants the opportunity to gain real-life experience as a Producer. Each Producer-In-Residence attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nationwide search, TEGNA Inc. selects the Producer-In-Residence, completes their initial training, and then assigns each participant to one of 36 stations in the Producer-In-Residence Program. The selected Producers-In-Residence fulfill a two-year contract as a full-time employee with full compensation and benefits. The two-year position provides on-the-job training, education, experience, and resources that become invaluable in the broadcasting industry. Participants receive regular performance feedback, consistent corporate training, and ongoing progress check-ins. At the end of a successful two-year Program, the contract period ends and the Producer-In-Residence has gained two years of on-the-job experience. While there is no guarantee of continued employment at the end of the contract period, participants may be offered an opportunity for retention and promotion to a Producer position.	2	News Director Producer in Residence

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	1/30/2026	Participation in events or programs sponsored by educational institutions	WKYC participated in a classroom presentation at North Canton Elementary School. A WKYC Meteorologist spoke with second-grade students regarding weather concepts and discussed careers related to meteorology and broadcasting.	1	Meteorologist
11	2/3/2026	Participation in events or programs sponsored by educational institutions	WKYC participated in a classroom outreach activity at Rocky River High School. A WKYC Multi-Skilled Journalist spoke with students enrolled in a broadcasting class regarding journalism and careers in media.	1	Anchor/MSJ
12	2/20/2026	Participation in events or programs sponsored by educational institutions	WKYC participated in a school outreach activity at Echo Hills Elementary School. A WKYC Meteorologist spoke with approximately 85 students regarding weather concepts and careers in meteorology and broadcasting.	1	Meteorologist
13	2/26/2026	Participation in events or programs sponsored by educational institutions	WKYC participated in an educational outreach event for eighth-grade students from St. Rita School. Approximately 30 students visited the station for an interactive field trip designed to provide exposure to careers and operations within the television and media industry. The event included a station tour, question-and-answer session, and opportunities for students to observe a live newscast production process. Students experienced various aspects of broadcast operations, including time spent on the news set and in the control room, where they learned about the roles and responsibilities associated with television production and newsroom operations. A WKYC Assistant News Director and station representatives engaged with students and discussed career opportunities in journalism, production, broadcasting, and media, including educational pathways and skills that can support future careers in the industry.	1	Assistant News Director

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14	3/2/2026	Participation in events or programs sponsored by educational institutions	WKYC participated in a student outreach activity at Ohio University Scripps College of Communication. A WKYC News Director met with students to discuss journalism, broadcasting careers, and industry experiences.	1	News Director
15	3/16/2026	Participation in events sponsored by organizations representing the community	WKYC participated in an event hosted by the Association of Akron Advertisers. A WKYC Multi-Skilled Journalist served as a speaker and discussed experiences within journalism and broadcasting, providing attendees with information regarding career pathways and industry perspectives.	1	Multi-skilled Journalist
16	3/18/2026	Participation in events or programs sponsored by educational institutions	WKYC participated in a mentoring session with broadcast students at Bowling Green State University. A WKYC Meteorologist participated in meet-and-mentor sessions and discussed broadcasting career pathways and industry experiences.	1	Meteorologist
17	3/26/2026	Participation in events or programs sponsored by educational institutions	WKYC participated in a student outreach event at Cleveland State University. A WKYC Assistant News Director and WKYC Anchor spoke with students regarding careers in journalism and broadcasting and shared industry experiences.	1	Assistant News Director
18	3/31/2026	Participation in events or programs sponsored by educational institutions	WKYC hosted a communications and broadcasting student from Cleveland State University. A WKYC News Director provided the student with exposure to newsroom operations through participation in editorial meetings, station tours, staff interaction, and observation of a live newscast.	1	News Director
19	4/24/2026	Participation in events or programs sponsored by educational institutions	WKYC hosted students from Bedford High School. Students participated in discussions regarding broadcasting careers and received exposure to station operations and media industry opportunities.	3	News Director Anchor Executive Producer Assistant News Director

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20	5/4/2026	Participation in events sponsored by organizations representing the community	WKYC participated in a media workshop hosted by the National Weather Service. A WKYC Meteorologist participated in professional development activities designed to enhance knowledge and communication of weather information and strengthen collaboration among meteorologists and media professionals.	1	Meteorologist
21	5/12/2026	Participation in other activities designed by the station employment unit	WKYC hosted a senior student from Walsh Jesuit High School. A WKYC Multi-Skilled Journalist hosted the student for an interview and station visit to provide exposure to careers in journalism and broadcasting.	1	Meteorologist
22	5/13/2026	Participation in events sponsored by organizations representing the community	WKYC participated in STEM Day at Progressive Field. WKYC Meteorologists engaged with approximately 6,000 students and provided information regarding careers in meteorology, broadcasting, and STEM-related fields.	2	Meteorologist Meterrologist