

EEO PUBLIC FILE REPORT

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FOR

WVIZ/PBS AND 90.3 WCPN ideastream®

Cleveland Ohio

This EEO Public File Report
Covers a 12 month period
Ending on May 31, 2008

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WVIZ and WCPN **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, 2008 the station filled the following full-time vacancies:

Producer
Reporter
Underwriting Account Manager
Underwriting Associate
Membership Coordinator
Underwriting Account Manager
Assistant Chief Engineer
Assistant Producer-OGT

The station interviewed a total of 26 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>		
Internal Posting	3		
ideastream website	8		
Ohio Channel website	1		
Staff Referral	7	tvjobs.com	0
Plain Dealer/cleveland.com	4	journalismjobs.com	0
Careerboard	1		
SBE	2		
CPB	0		
Call & Post	0		
Urban League	0		
OBES	0		
Current	0		
National Assn. Of Black Journalists	0		
Asian American Journ. Assn.	0		
American Women in Radio & TV	0		
National Assn. of Hispanic Journalists	0		
Case Western Reserve (Mandel School)	0		
Emma L. Bowen Foundation	0		
Kent State University	0		
Tri C Community College	0		
Cleveland State University	0		
Akron University	0		
Ohio University	0		
Baldwin Wallace College	0		
John Carroll University	0		
The Ohio State University	0		
Esperanza	0		
AFP	0		
Akron Beacon Journal	0		
OAB	0		
NETA	0		

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

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
EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Producer

**Recruitment Source that
Referred the Hiree:** Staff Referral

Date Vacancy Opened: 4/26/2007

**Total Number of Persons
Interviewed for the
Vacancy:** 1

Date Vacancy Filled: 7/9/2007

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Internal Posting	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	1-216-916-6382		
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Joe Sheppa	1-216-916-6312		
Staff Referral				1	
Urban League of Cleveland	1255 Euclid Ave Cleveland, OH 44115	G. Davis	1-216-622-0999		
OBES	11699 Brookpark Rd Cleveland, OH 44130	Ifeoma Ezepue	1-216-898-1366		
Esperenza	4115 Bridge Ave. Brooklyn, OH 44113	Barbara Esberon	1-216-651-7178 1-216-651-7183 (fax)		
NAACP	2131 Fairhill Rd. Cleveland, OH 44120	Michelle Sell	1-216-231-6260 1-216-231-5659 (fax)		
National Association of Black Journalists	University of Maryland 8701-A Adelphi Road Adelphi, MD 20783	Tangie Newborn	1-301-445-7100 1-301-445-7101(fax)		

Asian American Journalists Association	1182 Market Street Suite 320 San Francisco, CA 94102	Janice Lee	1-415-346-2051 1-415-346-6343(fax)		
American Women in Radio and Television	8405 Greensboro Dr Suite 800 McLean, VA 22102	Maria Brennan	1-703-506-3290 1-703-506-3266(fax)		
Emma L. Bowen Foundation for Minority Interests in Media	524 W. 57 th St. New York, NY 10019	Sandra Dorsey Rice	1-212-975-2545 1-212-975-5884(fax)		
CPB.org Jobline	401 Ninth St. NW Washington, DC 20004	Erick Dunham	1-202-879-9600		
Journalism.jobs.com	On Line Posting	On Line-No Contact	1-866-810-7655		
TV Jobs.com	P.O Box 4116 Oceanside, CA 92052	Mark Holloway	1-800-374-0119		
Ohio Center for Broadcasting	9000 Sweet Valley Dr Cleveland, OH 44125	Gary James	1-216-447-9117		yes
Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	careers@csuohio.edu	1-216-687-2000		
John Carroll University	20700 North Park Blvd. University Hts., OH 44118	Career Connections On line posting	1-216-397-1886 1-216-397-4237 (fax)		

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Reporter

**Recruitment Source that
Referred the Hiree:** Staff Referral (ABJ Recruiter)

Date Vacancy Opened: 5/17/2007

**Total Number of Persons
Interviewed for the
Vacancy:** 3

Date Vacancy Filled: 8/1/2007

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Internal Posting	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	1-216-916-6382		
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Joe Sheppa	1-216-916-6312		
Staff Referral				3	
Urban League of Cleveland	1255 Euclid Ave Cleveland, OH 44115	G. Davis	1-216-622-0999		
OBES	11699 Brookpark Rd Cleveland, OH 44130	Ifeoma Ezepue	1-216-898-1366		
Esperenza	4115 Bridge Ave. Brooklyn, OH 44113	Barbara Esberon	1-216-651-7178 1-216-651-7183 (fax)		
NAACP	2131 Fairhill Rd. Cleveland, OH 44120	Michelle Sell	1-216-231-6260 1-216-231-5659 (fax)		
National Association of Black Journalists	University of Maryland 8701-A Adelphi Road Adelphi, MD 20783	Tangie Newborn	1-301-445-7100 1-301-445-7101(fax)		

Asian American Journalists Association	1182 Market Street Suite 320 San Francisco, CA 94102	Janice Lee	1-415-346-2051 1-415-346-6343(fax)		
American Women in Radio and Television	8405 Greensboro Dr Suite 800 McLean, VA 22102	Maria Brennan	1-703-506-3290 1-703-506-3266(fax)		
Emma L. Bowen Foundation for Minority Interests in Media	524 W. 57 th St. New York, NY 10019	Sandra Dorsey Rice	1-212-975-2545 1-212-975-5884(fax)		
CPB.org Jobline	401 Ninth St. NW Washington, DC 20004	Erick Dunham	1-202-879-9600		
Journalism.jobs.com	On Line Posting	On Line-No Contact	1-866-810-7655		
TV Jobs.com	P.O Box 4116 Oceanside, CA 92052	Mark Holloway	1-800-374-0119		
Ohio Center for Broadcasting	9000 Sweet Valley Dr Cleveland, OH 44125	Gary James	1-216-447-9117		yes
Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	careers@csuohio.edu	1-216-687-2000		
John Carroll University	20700 North Park Blvd. University Hts., OH 44118	Career Connections On line posting	1-216-397-1886 1-216-397-4237 (fax)		

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Underwriting Account Manager

Recruitment Source that Referred the Hiree: Internal Posting

Date Vacancy Opened: 06/12/2007

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 10/01/2007

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Internal Posting	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	1-216-916-6382	1	
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Joe Sheppa	1-216-916-6312	2	
Staff Referral					
Plain Dealer cleveland.com	1801 Superior Ave. Cleveland, OH 44114	Carrie Crucis	1-216-999-4710	1	
Urban League of Cleveland	1255 Euclid Ave Cleveland, OH 44115	G. Davis	1-216-622-0999		
OBES	11699 Brookpark Rd Cleveland, OH 44130	Ifeoma Ezepue	1-216-898-1366		
Esperenza	4115 Bridge Ave. Brooklyn, OH 44113	Barbara Esberon	1-216-651-7178 1-216-651-7183 (fax)		
NAACP	2131 Fairhill Rd. Cleveland, OH 44120	Michelle Sell	1-216-231-6260 1-216-231-5659 (fax)		
Ohio Center for Broadcasting	9000 Sweet Valley Dr Cleveland, OH 44125	Gary James	1-216-447-9117		yes

Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	careers@csuohio.edu	1-216-687-2000		
American Women in Radio and Television	8405 Greensboro Dr Suite 800 McLean, VA 22102	Maria Brennan	1-703-506-3290 1-703-506-3266 (fax)		
Kent State University	P.O. Box 5190 Kent, OH 44242-0001	On Line Posting cscjob@kent.edu	1-330-672-3000 1-330-672-2057 (fax)		
Tri-C Key Career Place	4250 Richmond Rd. Cleveland, OH 44122	Career Center keycareerplace.com	1-216-987-2215 1-216-987-2566 (fax)		
Careerboard.com	27600 Chagrin Blvd. #300 Woodmere, OH 44122	On Line Posting Careerboard.com	1-216-595-1632		
Assn.of Fundraising AFP	4300 Wilson Blvd. Suite 300 Arlington, VA 22203	On Line Posting afpcleveland.org Brian Andrews	1-888-491-2233		

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Underwriting Associate

**Recruitment Source that
Referred the Hiree:** ideastream website

Date Vacancy Opened: 09/28/2007

**Total Number of Persons
Interviewed for the
Vacancy:** 3

Date Vacancy Filled: 11/26/2007

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Internal Posting	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	1-216-916-6382		
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Joe Sheppa	1-216-916-6312	2	
Staff Referral					
Plain Dealer cleveland.com	1801 Superior Ave. Cleveland, OH 44114	Carrie Crucis	1-216-999-4710		
Careerboard.com	27600 Chagrin Blvd. #300 Woodmere, OH 44122	On Line Posting Careerboard.com	1-216-595-1632	1	
Akron Beacon Journal	44 East Exchange St. Akron, OH 44308	On Line Posting helpwanted@thebeaconjournal.com	1-330-996-3600		
Urban League of Cleveland	1255 Euclid Ave Cleveland, OH 44115	G. Davis	1-216-622-0999		

Call & Post	11800 Shaker Blvd. Cleveland, OH 44120	Marie Black	1-216-791-7600 1-216-588-6723		
OBES	11699 Brookpark Rd Cleveland, OH 44130	Ifeoma Ezepue	1-216-898-1366		
Esperenza	4115 Bridge Ave. Brooklyn, OH 44113	Barbara Esberon	1-216-651-7178 1-216-651-7183 (fax)		
NAACP	2131 Fairhill Rd. Cleveland, OH 44120	Michelle Sell	1-216-231-6260 1-216-231-5659 (fax)		
Ohio Center for Broadcasting	9000 Sweet Valley Dr Cleveland, OH 44125	Gary James	1-216-447-9117		yes
Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	careers@csuohio.edu	1-216-687-2000		
Emma L. Bowen Foundation for Minority Interests in Media	524 W. 57 th St. New York, NY 10019	Sandra Dorsey Rice	1-212-975-2545 1-212-975-5884(fax)		
Careerboard.com	27600 Chagrin Blvd. #300 Woodmere, OH 44122	Lori Gottlieb	1-877-619-5627		

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Membership Coordinator

**Recruitment Source that
Referred the Hiree:** ideastream website

Date Vacancy Opened: 10/5/2007

**Total Number of Persons
Interviewed for the
Vacancy:** 4

Date Vacancy Filled: 12/03/2007

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Internal Posting	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	1-216-916-6382		
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Joe Sheppa	1-216-916-6312	2	
Staff Referral				2	
Cleveland.com	1801 Superior Ave. Cleveland, OH 44114	Carrie Crucis	1-216-999-4710		
Urban League of Cleveland	1255 Euclid Ave Cleveland, OH 44115	G. Davis	1-216-622-0999		
OBES	11699 Brookpark Rd Cleveland, OH 44130	Ifeoma Ezepue	1-216-898-1366		
Esperenza	4115 Bridge Ave. Brooklyn, OH 44113	Barbara Esberon	1-216-651-7178 1-216-651-7183 (fax)		
NAACP	2131 Fairhill Rd. Cleveland, OH 44120	Michelle Sell	1-216-231-6260 1-216-231-5659 (fax)		
Ohio Center for Broadcasting	9000 Sweet Valley Dr Cleveland, OH 44125	Gary James	1-216-447-9117		yes

Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	careers@csuohio.edu	1-216-687-2000		
Kent State University	P.O. Box 5190 Kent, OH 44242-0001	On Line Posting cscjob@kent.edu	1-330-672-3000 1-330-672-2057 (fax)		
Akron University	302 Buchtel Commons Akron, OH 44325	Nancy Beirne	1-330-972-7111		
Emma L. Bowen Foundation for Minority Interests in Media	524 W. 57 th St. New York, NY 10019	Sandra Dorsey Rice	1-212-975-2545 1-212-975-5884(fax)		

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Underwriting Account Manager

**Recruitment Source that
Referred the Hiree: cleveland.com**

Date Vacancy Opened: 10/05/2007

**Total Number of Persons
Interviewed for the
Vacancy: 4**

Date Vacancy Filled: 2/01/2008

Internal Posting	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	1-216-916-6382		
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Joe Sheppa	1-216-916-6312		
Staff Referral				1	
Plain Dealer cleveland.com	1801 Superior Ave. Cleveland, OH 44114	Carrie Crucis	1-216-999-4710	3	
Current	1612 K. St. NW #704 Washington, DC 20045	Menla Kelsang	1-301-270-7240 1-301-270-7241 (fax)		
Urban League of Cleveland	1255 Euclid Ave Cleveland, OH 44115	G. Davis	1-216-622-0999		
OBES	11699 Brookpark Rd Cleveland, OH 44130	Ifeoma Ezepue	1-216-898-1366		
Esperanza	4115 Bridge Ave. Brooklyn, OH 44113	Barbara Esberon	1-216-651-7178 1-216-651-7183 (fax)		
NAACP	2131 Fairhill Rd. Cleveland, OH 44120	Michelle Sell	1-216-231-6260 1-216-231-5659 (fax)		
Ohio Center for Broadcasting	9000 Sweet Valley Dr Cleveland, OH 44125	Gary James	1-216-447-9117		yes
Cleveland State University	2121 Euclid Avenue Cleveland, OH 44115	careers@csuohio.edu	1-216-687-2000		

Kent State University	P.O. Box 5190 Kent, OH 44242-0001	On Line Posting cscjob@kent.edu	1-330-672-3000 1-330-672-2057 (fax)		
Tri-C Key Career Place	4250 Richmond Rd. Cleveland, OH 44122	Career Center keycareerplace.com	1-216-987-2215 1-216-987-2566 (fax)		
Assn.of Fundraising AFP	4300 Wilson Blvd. Suite 300 Arlington, VA 22203	On Line Posting afpcleveland.org Brian Andrews	1-888-491-2233		
American Women in Radio and Television	8405 Greensboro Dr Suite 800 McLean, VA 22102	Maria Brennan	1-703-506-3290 1-703-506-3266(fax)		
Emma L. Bowen Foundation for Minority Interests in Media	524 W. 57 th St. New York, NY 10019	Sandra Dorsey Rice	1-212-975-2545 1-212-975-5884 (fax)		
CPB.org Jobline	401 Ninth St. NW Washington, DC 20004	Erick Dunham	1-202-879-9600		
National Assn. Of Hispanic Journalists	1000 National Press Bldg. Washington, DC 20045	Marissa Silvera	1-202-662-7145 1-202-662-7144 (fax)		

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Assistant Chief Engineer

**Recruitment Source that
Referred the Hiree:** ideastream website

Date Vacancy Opened: 10/24/2007

**Total Number of Persons
Interviewed for the
Vacancy:** 5

Date Vacancy Filled: 02/18/2008

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Internal Posting	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	1-216-916-6382	1	
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Joe Sheppa	1-216-916-6312	2	
Staff Referral					
Current	1612 K. St. NW #704 Washington, DC 20045	Menla Kelsang	1-301-270-7240 1-301-270-7241 (fax)		
Urban League of Cleveland	1255 Euclid Ave Cleveland, OH 44115	G. Davis	1-216-622-0999		
OBES	11699 Brookpark Rd Cleveland, OH 44130	Ifeoma Ezepue	1-216-898-1366		
Esperenza	4115 Bridge Ave. Brooklyn, OH 44113	Barbara Esberon	1-216-651-7178 1-216-651-7183 (fax)		
NAACP	2131 Fairhill Rd. Cleveland, OH 44120	Michelle Sell	1-216-231-6260 1-216-231-5659 (fax)		

Emma L. Bowen Foundation for Minority Interests in Media	524 W. 57 th St. New York, NY 10019	Sandra Dorsey Rice	1-212-975-2545 1-212-975-5884 (fax)		
CPB.org Jobline	401 Ninth St. NW Washington, DC 20004	Erick Dunham	1-202-879-9600		
Ohio Center for Broadcasting	9000 Sweet Valley Dr Cleveland, OH 44125	Gary James	1-216-447-9117		yes
SBE	9102 North Meridain St. Indianapolis, IN 46260	Scott James	1-317-846-9600	2	
OAB	88 East Broad St. Suite 1180 Columbus, OH 43215	On Line Posting Only	1-614-228-4052 1-614-228-8133 (fax)		
SMPTE	3 Barker Ave. White Plains, NY 10601	Career Center Carecentral.smpte.org	1-914-761-1100		
NETA	939 S. Stadium Rd. Columbia, SC 29201939	PBMA webkeeper maryann@netaonline.org	Netaonline.org/jobs.htm		
PBMA	939 S. Stadium Rd. Columbia, SC 29201	PBMA webkeeper maryann@netaonline.org	1-803-799-5517		

FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Assistant Producer-OGT

**Recruitment Source that
Referred the Hiree:** Internal Posting

Date Vacancy Opened: 11/05/2007

**Total Number of Persons
Interviewed for the
Vacancy:** 2

Date Vacancy Filled: 01/01/2008

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Internal Posting	1375 Euclid Avenue Cleveland, OH 44115	Kim MacDonald	1-216-916-6382	1	
ideastream website	1375 Euclid Avenue Cleveland, OH 44115	Joe Sheppa	1-216-916-6312		
Ohio Channel website	Ohio Statehouse Columbus, OH 43215	Jackie Shafer	1-614-728-4183	1	
Staff Referral					
OBES	11699 Brookpark Rd Cleveland, OH 44130	Ifeoma Ezepue	1-216-898-1366		
Esperanza	4115 Bridge Ave. Brooklyn, OH 44113	Barbara Esberon	1-216-651-7178 1-216-651-7183 (fax)		
NAACP	5486 Pine Bluff Rd. Columbus, OH 43229	Michelle Sell	1-614-221-5187 1-614-221-5166 (fax)		
Kent State University	P.O. Box 5190 Kent, OH 44242-0001	On Line Posting cscjob@kent.edu	1-330-672-3000 1-330-672-2057 (fax)		
Akron University	302 Buchtel Commons Akron, OH 44325	Nancy Beirne	1-330-972-7111		

Ohio State University	600 Lincoln Tower 1800 Cannon Drive Columbus, OH 43210	Scott Kustis	1-614-292-9334		
Ohio Center for Broadcasting	9000 Sweet Valley Dr Cleveland, OH 44125	Gary James	1-216-447-9117		yes

ATTACHMENT B
MENU OPTION ACTIVITIES

Station WVIZ and WCPN ideastream® has engaged in the following outreach activities during the year covered by this report:

<i>Activity Classification</i>	<i>Type of Activity</i>	<i>Brief Description</i>
5	Internship program	<p>There have been 1 graduate level, 7 college level and 3 high school level interns working at ideastream in this past 12 months. Interns gain experience in television and radio production or development and support of a non-profit organization.</p> <p>Three college level interns worked in TV production, two in radio news area, one in Foundation Development and one in Information Technology. In addition, the graduate school level intern worked at ideastream doing research for the radio and web news area. Three high school level interns worked at ideastream supporting the Information Technology and Program needs of the Educational Services Department.</p>
8	Management Leadership Training	<p>ideastream has been facilitating the <i>Achieve Global</i> Leadership Development Series for all of the Senior and Middle Management personnel (A total of 30 people). The goal of this series is to provide development for our supervisory employees, intending to increase their skills and focus on better managing their people. During this time period two sessions (4 hours each) have been presented. <i>The Principles and Qualities of Genuine Leadership</i> (June 2007) and <i>Giving Constructive Feedback</i> (November 2007).</p>
10	Careers Seminars	<p>October 23, 2007 an Interactive Video Distance Learning program was broadcast to 16 school systems with over 400 student participants. The topic was <i>Careers in TV Broadcast News</i> and featured Barbara Gauthier a Reporter/Newscaster from local network station channel 3 (NBC)</p> <p>November 29, 2007 an IVDL program was broadcast to 16 schools with 500 student participants. The topic was <i>Careers in Print Journalism</i>. The speaker was local Pulitzer Prize winner Connie Schultz from <i>The Plain Dealer</i>.</p>
4	Participation in events	<p>One of ideastream's Reporter/Producers was a speaker at the following events, discussing careers in TV/Radio Journalism:</p> <p>Spoke to a church youth gathering in Lake County Nov 4 '07.</p> <p>Spoke to a women's group (New Clevelanders) in Twinsburg Nov 15, '07.</p> <p>Spoke to the Journalism Class at KSU Nov 19, '07</p> <p>Did speaking engagements <i>while shooting</i> for the NewsDepth show on location at both Northwood School in N. Canton and Huntington School in Brunswick (Feb. '08)</p> <p>He also served as Judge for middle school oratorical contest (Shaker Heights) Feb 25, '08</p>

1.	Job Fair Attendance	On 11/2/2007 the ideastream HR Manager attended a Fall Job Fair on the Campus of Cleveland State University. Job openings were promoted and attendees were given information on how to access our web-sites and do job searches for future openings. Special promotion of our internship program was done. Resumes were collected –mostly for future internship positions.
1.	Job Fair Attendance	On 2/7/2008 the ideastream HR Manager attended the Spring Job Fair at John Carroll University in University Hts., Oh. During this opportunity no jobs were presently open at ideastream so emphasis was placed on encouraging students to apply for our summer internships. Resumes were gathered and forwarded to Department Managers for those internships. Students were also informed how to access our Job postings on the ideastream websites for future job vacancies.
14	Diversity Training	During the month of February 2008 4 separate Diversity Training Sessions (3 hours each) were held for ALL ideastream employees. These were facilitated by leaders from the Diversity Center of NE Ohio. The sessions were mandatory for all and included upper and middle management. There were 93 confirmed attendees.

* For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
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;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
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.