

WLWT-TV

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter Open Date: 10/27/2015 Hire Date: 1/9/2017	2-11, 14-15, 17-18, 20, 23, 25-29, 31, 35-36, 38-39, 41-42, 45-51	11
News Producer Open Date: 11/17/2015 Hire Date: 3/18/2017	2-11, 14-15, 17-18, 20, 23-29, 31, 35- 36, 38-39, 41-42, 45-51	11
Assignment Editor Open Date: 11/24/2015 Hire Date: 6/1/2016	2-11, 13-15, 17-20, 23, 25-29, 31, 35- 36, 38-39, 41-42, 45-51	7
Anchor/Reporter- Weekend Morning Open Date: 6/10/2016 Hire Date: 7/7/2016	1-3, 5-10, 14-18, 20, 22, 25-29, 31-32, 34-36, 38-42, 45-51	1
Client Service Specialist Open Date: 6/16/2016 Hire Date: 7/11/2016	5-8, 10, 13-15, 17-18, 20, 22, 25-29, 31 -32, 34-36, 38-42, 45-51	13
Photographer Open Date: 6/30/2016 Hire Date: 9/6/2016	3-8, 10, 13-15, 17-18, 20, 22, 25-29, 31 -32, 34-36, 38-42, 45-51	7
Account Executive Open Date: 7/21/2016 Hire Date: 8/1/2016	3-8, 10-11, 14-15, 17-18, 20, 22, 25-29, 31-32, 34-36, 38-42, 44-51	11
Reporter Open Date: 7/26/2016 Hire Date: 8/17/2016	3-8, 10, 12-15, 17-18, 20, 22, 25-29, 31 -32, 34-36, 38-42, 45-51	7
Production Assistant Open Date: 8/2/2016 Hire Date: 8/17/2016	3-8, 10, 14-15, 17-18, 20, 22, 24-29, 31 -32, 34-36, 38-42, 45-51	24
Assistant IT Manger Open Date: 10/3/2016 Hire Date: 12/12/2016	3-8, 10-11, 14-15, 17-18, 20, 22, 25-29, 31-32, 34-36, 38-43, 45-51	11
Newscast Director Open Date: 11/14/2016 Hire Date: 4/10/2017	3-8, 10, 13-15, 17-18, 20, 22, 25-29, 31 -32, 34-36, 38-42, 45-51	13
News Editor Open Date: 11/23/2016 Hire Date: 12/12/2016	3-8, 10-11, 14-15, 17-18, 20, 22, 25-29, 31-32, 34-36, 38-42, 45-51	11
Operations Technician Open Date: 12/7/2016 Hire Date: 1/8/2017	3-8, 10-11, 14-15, 17-18, 20, 22, 25-29, 31-32, 34-42, 45-51	11
Operations Engineer Open Date: 2/9/2017 Hire Date: 3/13/2017	3-8, 10, 14-15, 17-20, 22, 25-43, 45-51	7

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Maintenance Technician Open Date: 2/9/2017 Hire Date: 4/17/2017	3-8, 10, 13-15, 17-20, 22, 25-32, 34-43, 45-51	13
Operations Supervisor Open Date: 2/23/2017 Hire Date: 4/2/2017	3-8, 10-11, 14-15, 17-18, 20-21, 25-32, 34-43, 45-51	11
Maintenance Supervisor Open Date: 2/23/2017 Hire Date: 3/7/2017	3-8, 10-11, 14-15, 17-18, 20-21, 25-32, 34-43, 45-51	11
Account Executive Open Date: 3/30/2017 Hire Date: 5/1/2017	3-8, 10-11, 14-18, 20-21, 25-32, 34-42, 44-51	11
Digital Client Specialist Open Date: 4/4/2017 Hire Date: 5/1/2017	3-8, 10-11, 13-15, 17-21, 24-32, 34-42, 45-51	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	3 Kings Entertainment 2 Primrose Street Chevy Chase, Maryland 20815 Phone : 713-248-1210 Url : 3kingsentertainment.net Matthew Kingsley Manual Posting	N	2
2	Art Institute of Ohio – Cincinnati 8845 Governor’s Hill Drive Cincinnati, Ohio 45249 Phone : 513-833-2406 Email : SDADKINS@AII.EDU Samantha Adkins Prong 2 Ended Date: 6/1/2016	N	0
3	Asian American Journalists Association 5 Third St San Francisco, California 94103 Phone : 415-346-2051 Recruiter NA Manual Posting	N	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.etc.edu Ken Witkoe	N	0
5	Black Career Woman's Network email or phone only Cincinnati, Ohio 45239 Phone : 1-513-725-7493 Url : https://bcwnetwork.com/ Email : ssims@bcwnetwork.com Sherry Sims Prong 2 Start Date: 2/4/2015	Y	0
6	Brown Mackie College 1011 Glendale Milford Road Cincinnati, Ohio 45215 Phone : 513-672-1581 Url : http://www.brownmackie.edu/ Email : jvinson@brownmackie.edu Angie Garrison	N	0

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7	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com HTV Careers	N	39
8	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
9	College of Mount St. Joseph 5701 Delhi Road Cincinnati, Ohio 45233 Phone : 513-244-4200 Url : http://www.msj.edu/view/home-default.aspx Email : Career_Center@mail.msj.edu Jerry Bellas	N	0
10	Corinthian Baptist Church 772 Whittier Street Cincinnati, Ohio 45229 Phone : 513-221-7351 Email : info@cbc-c.com Robin Bennie Prong 2 Start Date: 6/14/2012	Y	0
11	Current Employee	N	20
12	Dolan Media Management 3 North Court St Frederick, Maryland 21701 Phone : 301-668-1511 Url : http://www.smartrecruit.com/ Tom Dolan Manual Posting	N	1
13	Employee Referral	N	14

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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
14	Employment Options of Northern Kentucky 13 W. Southern Latonia, Kentucky 41014 Phone : 859-292-0999 Url : http://www.bawac.org/employment/eoptions.aspx Email : rt.morgan@bawac.org Billie Antoun Prong 2 Start Date: 11/25/2008	Y	0
15	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
16	Former Employee	N	2
17	Goodwill Industries 10600 Springfield Pike Cincinnati, Ohio 45215 Phone : 513-771-4800 Url : http://www.cincinnati goodwill.org/ Fax : 1-513-612-5989 Kelly Rogers	N	0
18	Greater Cincinnati Behavioral Health Services 1501 Madison Road #102 Walnut Hills, Ohio 45206 Phone : 513-354-7091 Url : http://www.gcbhs.com/ Peggy Kistner Manual Posting Prong 2 Start Date: 11/25/2004	Y	0
19	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-653-5254 Career Services Manual Posting	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	JVS Career Services 10945 Reed Hartman Highway STE 302 Cincinnati, Ohio 45242 Phone : 513-936-9675 Email : careerservices@jvscinti.org Rachel Rothstein Prong 2 Start Date: 3/19/2014	Y	0
21	Kentucky Career Center 1324 Madison Avenue Covington, Kentucky 41011 Phone : 859-292-6666 Fax : 1-859-292-6777 Career Services	N	0
22	Kentucky Career Center- Military Veterans Services 8020 Veterans Memorial Drive Florence, Kentucky 41042 Phone : (859)372-8413 Email : Kennethh.Woche@ky.gov Fax : 1-859-371-1539 Ken Woche	N	0
23	Kentucky Office of Employment & Training 8020 Veterans Memorial Drive Florence, Kentucky 41042 Phone : 859-371-0808 Url : http://www.oet.ky.gov/des/ Email : michael.borchers@ky.gov Fax : 1-859-371-1539 Michael Borchers	N	0
24	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	3
25	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com/ Email : medialine@medialine.com Mark Shilstone	N	0

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26	Miracle Deliverance Worship Center 6262 Daly Road Cincinnati, Ohio 45224 Phone : 513-371-6401 Email : victoria.seegers28@gmail.com Victoria Seegers Prong 2 Start Date: 8/18/2014	Y	0
27	NAACP - Cincinnati Branch 4439 Reading Road Cincinnati, Ohio 45229 Phone : 513-281-1900 Url : http://www.naacpcincinnati.org/ Email : naacp@fuse.net Fax : 1-513-281-4454 Tenninah Ross	N	0
28	National Association Hispanic Journalists 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://nahj.org/ Recruiter na Manual Posting	N	0
29	National Society of Hispanic MBA's – Cincinnati Chapter 6800 Cintas Cincinnati, Ohio 45040 Phone : 407-747-0274 Email : marketing@cincinnati.nshmba.org Denise Quiles Prong 2 Start Date: 3/20/2015	Y	0
30	New Perceptions 1 Sperti Drive Edgewood, Kentucky 41017 Phone : 859-240-0890 Email : pthompson@newperceptions.org Peggy Thompson Prong 2 Start Date: 12/28/2016	Y	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
31	New Prospect Baptist Church 1829 Elm Street Cincinnati, Ohio 45202 Phone : 513-721-3555 Email : Yvonne@newprospectbaptist.org Fax : 1-513-721-3652 Yvonne Allen Smith Prong 2 Start Date: 11/20/2013	Y	0
32	New Prospect Baptist Church 1580 Summit Avenue Cincinnati, Ohio 45237 Phone : 513.721.2355 Email : staff@newprospectbaptist.org Job Openings Prong 2 Start Date: 12/14/2015	Y	0
33	Non-Employee Referral	N	1
34	Northern Kentucky University 1 Nunn Drive Highland Heights, Kentucky 41099 Phone : 859-572-5573 Email : hartz@NKU.edu Zach Hart	N	0
35	Ohio Association of Broadcasters 17 S. High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : http://www.oab.org/ Email : cmerritt@oab.org Chris Merritt	N	0
36	Ohio Center for Broadcasting 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-813-4962 Email : tc@beonair.com TC Summers Prong 2 Start Date: 8/19/2015	Y	0

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37	Ohio Media School 6703 Madison Road Cincinnati, Ohio Email : pbrown@beonair.com Phil Brown	N	0
38	Ohio University 533 Baker University Center Athens, Ohio Phone : 740-593-1394 Url : http://www.ohio.edu/careers/employers/ Email : leec@ohio.edu Christi Lee	N	0
39	Partnership Counseling Center 1615 Chase Avenue Unit 1D Cincinnati, Ohio 45223 Phone : 513-376-2101 Winifred Kessler Manual Posting Prong 2 Start Date: 11/25/2007	Y	0
40	Provident Baptist Church 628 Dayton Street Cincinnati, Ohio 45214 Phone : 513-417-6312 Joann Walton Manual Posting Prong 2 Start Date: 1/29/2016	Y	0
41	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	1
42	Salem Tabernacle Baptist Church 20 Ehrman Ave Cincinnati, Ohio 45220 Phone : 1-513-231-2778 Barbara James Manual Posting Prong 2 Start Date: 6/15/2015	Y	0

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43	Society of Broadcast Engineers 8000 Beverly Boulevard Los Angeles, California 90048 Phone : 323-655-8000 Email : kjones@sbe.org K Jones	N	0
44	Southwestern College - Business Only 149 Northland Blvd Cincinnati, Ohio 45246 Phone : 513-874-0432 Url : http://www.lincolnedu.com/career-services/employer Jennifer McCoy Manual Posting	N	0
45	St. Mary Baptist Church 416 E. 13th Street Cincinnati , Ohio 45202 Phone : 513-861-1601 Joyce Lamar Manual Posting Prong 2 Start Date: 5/19/2014	Y	0
46	StaffingSolutions of Cincinnati 9910 Princeton Glendale Rd West Chester, Ohio 45246 Phone : (800) 363-2099 Email : khuiet@netzero.com Fax : 1-614-732-5824 Kris Huiet Prong 2 Start Date: 11/25/2008	Y	0
47	Thomas More University 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : http://www.thomasmore.edu/ Kelly Lane Manual Posting	N	0
48	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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49	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	3
50	University of Cincinnati French Hall West, 2nd Floor 2815 Commons Way Cincinnati, Ohio 45221-0211 Phone : (513) 556-6540 Url : http://www.uc.edu/ Career Services Manual Posting	N	0
51	Urban League 3458 Reading Road Cincinnati, Ohio Phone : 513-281-9955 Url : http://www.gcul.org/ Email : rshabazz@gcul.org Rocky Shabazz	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			91

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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	6/6/2016	Establishment of training programs for station personnel	Hearst Television and WLWT awarded a Producing Fellowship to a Columbia University graduate. The candidate arrived at WLWT and participated in the 10-week paid fellowship program as a News Producer beginning on June 6, 2016 until August 29, 2016. Upon successfully completing her fellowship she was offered and accepted employment as a full time News Producer at another Hearst Television station in a larger market. The fellowship program provided training and development which prepared her for a higher producing level job versus an entry level producing job.	3	News Director Asst News Director Managing Editor
2	6/6/2016	Establishment of an intern program designed to assist members of the community	WLWT offers a year round internship program for college students to expose them to the ever changing demands and challenges of a commercial broadcast operation. The unpaid internship program requires the student to receive academic credit and the duration is 8-10 weeks on a part time basis. Students participating during this reporting period were from University of Cincinnati, Cincinnati State, Indiana University and the University of Missouri. Information about our internship program is available on our website, job fairs and university job placement offices.	4	President & GM President & GM News Director Chief Photographer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	6/7/2016	Participation in events or programs sponsored by educational institutions	As part of our community outreach WLWT gave a total of 10 tours of the WLWT broadcast facility during the period to groups present in the community interested in broadcasting employment issues and media. Each tour is given by an employee, mainly a Meteorologist, and includes viewing areas of News, Production and Graphics. In each area employees discuss their jobs, educational background and duties performed. Each tour is attended by anywhere from 5-50 individuals and attendees vary from not for profit organizations, cub scouts, girl scouts and churches throughout the tri-state region. Tours conducted on 6/7/16 (Art Institute of Cincinnati), 6/9/16 (UC Clermont College -ETS), 9/30/16 (Calvary Christian School), 10/17/16 (Girl Scout Troop), 11/15/16 (Calvary Christian High School), 3/23/17 (Cincinnati Public Schools - Hughes STEM intersession), 3/23/17 (Girl Scout Troop), 3/30/17 (Kenton County High Schools Media Group), 5/11/17 (Cincinnati Public Schools Roberts Academy), 5/15/17 (Madeira High School).	5	President & GM Director of Engineering Main Anchor Meteorologist
4	7/11/2016	Participation in events or programs sponsored by educational institutions	WLWT hosted a prospective intern/job candidate from Calvary Christian High School for a half day. The candidate had a "hands-on" job shadow day in the News Department including experiencing several live broadcasts in the television studio. The student wanted to shadow the morning meteorologist to learn more about the television business both in front and behind the camera. The student is currently interested in obtaining a communications & meteorologist degree to secure a job at a television station.	3	Executive Producer Meteorologist Meteorologist

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5	10/20/2016	Provision of training to management	On October 20, 2016 the stations Director of Engineering attended, in person, a training session in Omaha, Nebraska, held by the station's corporate parent. At the session, Hearst's Director of Veteran Recruiting providing training related to the hiring of US Armed Force Veteran's. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/news gathering/digital business; the process and pipeline for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration of hiring veterans and periodic leave status; and common misconceptions about veteran employment.	2	Director of Veteran Recruiting Director of Engineering
6	3/8/2017	Participation in job banks, internet programs and other programs designed to promote outreach	WLWT President & General Manager serves on the advisory committee to the Electronic Media Department at University of Cincinnati. The purpose of the committee is to advise university faculty regarding the continual curriculum revisions to prepare students of 21st century media companies. WLWT President & General Manager maintains dialogue with the current head of the Electronic Media Division with phone calls and emails throughout the semesters.	1	President & GM

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7	5/1/2017	Participation in scholarship programs	The WLWT/Hearst Television Scholarship Award is granted annually to one student enrolled in the University of Cincinnati Electronic Media Program. This award is part of WLWT's continued commitment to grow a new generation of broadcasters and our commitment to create a diverse workplace. During this reporting period, one student received a \$2500 scholarship stipend and started at WLWT on 5/1/17 for a 10 week period during the summer. WLWT's President & General Manager maintains frequent communication with the Professor and Head of the Electronic Media Division via phone or meetings as to potential candidates for WLWT's scholarship program which runs in conjunction with UC's Electronic Media Scholarship Fund. Both collaborate on each year's eventual scholarship winner.	3	President & GM News Director Chief Photographer