

WLWT-TV EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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
Promotion Writer Producer Open Date: 4/4/2017 Hire Date: 6/26/2017	1-8, 12-15, 17-18, 21-28, 30-34, 36-39, 42-46, 48, 50	8
Client Service Specialist Open Date: 4/11/2017 Hire Date: 6/1/2017	1-8, 11-15, 17-18, 21-28, 30-34, 36-39, 42-46, 48, 50	11
Meteorologist Open Date: 4/18/2017 Hire Date: 7/1/2017	1-7, 11-15, 17-18, 21-34, 36-39, 42-48, 50	47
Executive Producer Open Date: 5/18/2017 Hire Date: 8/7/2017	1-7, 10-15, 17-18, 21-28, 30-35, 37-39, 42-46, 48, 50	11
Reporter Open Date: 5/25/2017 Hire Date: 8/14/2017	1-7, 12-15, 17-18, 21-28, 30-34, 37-39, 42-46, 48, 50-51	5
National Sales Manager Open Date: 6/1/2017 Hire Date: 7/24/2017	1-8, 11-15, 17-28, 30-34, 37-39, 41-42, 44-46, 48, 50	11
Photographer Open Date: 6/22/2017 Hire Date: 8/21/2017	1, 3-8, 11-19, 21-28, 30-34, 37-39, 42, 44-46, 48, 50	5
Maintenance Technician Open Date: 8/4/2017 Hire Date: 1/11/2018	1-8, 11-15, 17-19, 21-28, 30-34, 37-40, 42, 44-46, 48, 50	8
Assignment Editor Open Date: 8/29/2017 Hire Date: 11/26/2017	1-8, 11-15, 17-19, 21-28, 30-34, 37-39, 42, 44-46, 48, 50	8
Meteorologist Open Date: 9/19/2017 Hire Date: 12/14/2017	1-7, 12-15, 17-19, 21-28, 30-34, 37-39, 42, 44-46, 48, 50	5
Producer Open Date: 12/15/2017 Hire Date: 1/13/2018	1, 3-5, 7, 9, 12-15, 17-19, 21-28, 30-34, 37-39, 42, 45-46, 48, 50, 52	9
Digital Account Manager Open Date: 1/12/2018 Hire Date: 3/4/2018	1-3, 5-8, 12-18, 21-28, 30-34, 37-39, 41 -42, 44-46, 48, 50, 52	8
News Producer Open Date: 1/22/2018 Hire Date: 5/29/2018	1-3, 5-7, 12-18, 20-28, 30-34, 37-39, 42, 44-46, 48-50, 52	5
Digital Sales Manager Open Date: 3/7/2018 Hire Date: 4/23/2018	1, 3, 5-8, 11-15, 17-18, 21-28, 30-34, 37-39, 42, 44-46, 48-50, 52	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Asian American Journalists Association 5 Third St San Francisco, California 94103 Phone : 415-346-2051 Recruiter NA Manual Posting	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@bates.ctc.edu Roland Robinson	N	0
3	Black Career Woman's Network 114 Pike Street Covington, Kentucky 41011 Phone : 1-513-725-7493 Url : https://bcwnetwork.com/ Email : ssims@bcwnetwork.com Sherry Sims Prong 2 Start Date: 2/4/2015	Y	0
4	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
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com HTV Careers	N	31
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	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	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
8	Current Employee	N	16
9	Current Employee - Transfer/Promotion	N	1
10	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
11	Employee Referral	N	13
12	Employment Options of Northern Kentucky 13 W. Southern Latonia, Kentucky 41014 Phone : (859) 371-4410 Url : http://www.bawac.org/?page_id=31 Email : HR@bawac.org Kenneth Schmidt Prong 2 Start Date: 11/25/2008	Y	0
13	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
14	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

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15	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
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-653-5254 Career Services Manual Posting	N	6
17	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
18	Kentucky Career Center 1324 Madison Avenue Covington, Kentucky 41011 Phone : 859-292-6666 Fax : 1-859-292-6777 Career Services	N	0
19	Kentucky Career Center- Military Veterans Services 8020 Veterans Memorial Drive Florence, Kentucky 41042 Phone : (859)372-8413 Email : Kennethh.Wocher@ky.gov Fax : 1-859-371-1539 Ken Wocher	N	0
20	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	2

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21	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
22	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
23	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
24	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
25	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
26	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
27	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
28	Northern Kentucky University 1 Nunn Drive Highland Heights, Kentucky 41099 Phone : 859-572-7716 Juliane Stockman Manual Posting	N	0
29	NWT Group 2110 Elmwood Byron, Texas 77802 Phone : 817-987-3600 Url : http://nowhiningtalent.com/ .. Manual Posting	N	2
30	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

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31	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
32	Ohio Media School 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-342-3512 Email : hparr@beonair.com Heather Parr	N	0
33	Ohio University 533 Baker University Center Athens, Ohio 45701 Phone : 740-593-1394 Url : http://www.ohio.edu/careers/employers/ Email : leec@ohio.edu Christi Lee	N	0
34	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
35	Previous Applicant	N	1
36	Prospanica- Cincinnati Chapter 6800 Cintas Cincinnati, Ohio 45040 Phone : 407-747-0274 Denise Quiles Manual Posting	N	0

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37	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
38	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	3
39	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
40	Society of Broadcast Engineers 8000 Beverly Boulevard Los Angeles, California 90048 Phone : 323-655-8000 Email : kjones@sbe.org K Jones	N	0
41	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
42	St. Mary Baptist Church 416 E. 13th Street Cincinnati, Ohio 45202 Phone : 513-861-1601 Joyce Lamar Manual Posting Prong 2 Start Date: 5/10/2014	Y	0

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43	StaffingSolutions of Cincinnati 9910 Princeton Glendale Rd West Chester, Ohio 45246 Phone : (800) 363-2099 Kris Huiet Manual Posting	N	0
44	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
45	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
46	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	0
47	United Talent Agency 888 Seventh Avenue 7th Floor New York, New York 10106 Phone : 1-212-659-2600 Talent Agent Manual Posting	N	1
48	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

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49	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting Prong 2 Start Date: 1/22/2018	Y	0
50	Urban League 3458 Reading Road Cincinnati, Ohio 45229 Phone : 513-281-9955 Url : http://www.gcul.org/ Email : rshabazz@gcul.org Rocky Shabazz	N	0
51	Willinger Talent Agency 875 Avenue of the Americas Ste 1601 New York, New York 10001 Phone : 212-695-1950 Url : http://willingertalent.com/ Gregg Willinger Manual Posting	N	1
52	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

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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	6/5/2017	Participation in events or programs sponsored by educational institutions	<p>As part of our community outreach WLWT gave a total of 7 tours of the WLWT broadcast facility during the period to groups 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. Tours conducted on 6/6/17 (UC Clermont College -ETS), 10/16/17 (Montgomery Elementary/ Sycamore School District), 10/24/17 (Northern Kentucky University), 1/31/18 (Girls with Pearls/Cincinnati Preparatory Academy), 4/19/18 (R.C.Hinsdale/Kenton County Schools), 5/10/18 (Roberts Padeia Academy/Cincinnati Public Schools) and 5/16/18 (Goodridge Elementary/Boone County Schools).</p> <p>Also our Chief Meteorologist and weekday morning meteorologist visited 10 area schools over the period. During these on location visits they discuss various topics including how to get a start in broadcasting by job shadowing and internships. They also discuss weather preparedness in the event of severe weather and how to keep safe and out of harms way.</p>	4	President & General Manager News Director Meteorologist Main Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	9/26/2017	Participation in events or programs sponsored by educational institutions	WLWT hosted a prospective intern/job candidate from the Electronic Media program located at the University of Cincinnati - Blue Ash for a half day. The candidate had a "hands-on" job shadow day in the News Department; he spent 4 hours conducting an informational interview with WLWT's Chief Photographer. The student then provided WLWT with a copy of the 4 page report he wrote regarding what he learned, liked and his perception of the broadcasting industry. The student is currently interested in video editing and now has a passion to further his career endeavors within a television station.	1	Chief Photographer
3	9/27/2017	Provision of training to management	On September 27, 2017 the stations President & General Manager along with 5 Department Heads attended a training session held at WLWT. At the session, Hearst's Director of Veteran Recruiting provided 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.	5	President & General Manager News Director General Sales Manager Director of Engineering

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	12/6/2017	Participation in events or programs sponsored by educational institutions	WLWT hosted a prospective intern/job candidate majoring in Communications from Thomas More College 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 also had an interest in the control room - particularly the director's position. The student is currently interested in obtaining a communications degree to secure a job at a television station.	3	Anchor Executive Producer Meteorologist
5	1/22/2018	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. Three students participated during this reporting period and were from the University of Cincinnati, Cincinnati State College and Ball State University. Information about our internship program is available on our website, job fairs and university job placement offices.	3	President & General Manager News Director Chief Photographer
6	3/12/2018	Participation in job banks, internet programs and other programs designed to promote outreach	WLWT President & General Manager serves as an advisor 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, emails and meetings throughout the semesters.	1	President & General Manager

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7	4/18/2018	Participation in events or programs sponsored by educational institutions	<p>WLWT participated in the Miami University Sales Challenge during the 2018 Spring Semester as a partner company. This course is an integral part of the senior sales course by providing more realism and practical experience for the college students and strengthening ties with partner companies. Students shadowed a WLWT professional sales person on an actual call in the field with a current customer who was being presented with an advertising package for purchase. The WLWT sales person and the advertising buyer both spent time before and after the presentation discussing their respective careers. On May 4th, the WLWT sales personnel traveled to Miami University for a sales call reverse role. The WLWT sales professional became the customer and the students played the professional sales person. The academic professor also participated and critiqued the sales appointment. This outreach activity exposed three students to Sales Broadcasting career opportunities.</p>	2	Local Sales Manager Account Executive

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8	5/14/2018	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 5/14/18 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 & General Manager News Director Chief Photographer