

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
Reporter Anchor Open Date: 8/8/2017 Hire Date: 8/20/2018	2-8, 12-13, 16-20, 23-36, 38-40, 42-46, 48	31
Client Service Specialist Open Date: 3/2/2018 Hire Date: 7/2/2018	2, 4, 6-9, 11-13, 16-19, 23-30, 32-36, 38-40, 42-49	9
Assignment Editor Open Date: 3/2/2018 Hire Date: 6/4/2018	2, 4, 6-9, 12-14, 16-19, 23-30, 32-36, 38-40, 42-49	6
Sports Producer Open Date: 3/21/2018 Hire Date: 6/4/2018	2, 4, 6-9, 11-13, 16-19, 23-30, 32-36, 38-40, 42-49	11
Photographer Open Date: 3/23/2018 Hire Date: 6/11/2018	2, 4, 6-8, 11-13, 16-19, 23-30, 32-36, 38-40, 42-49	11
Assignment Editor Open Date: 6/6/2018 Hire Date: 6/25/2018	2, 4, 6-9, 11-13, 16-19, 22-30, 32-36, 38-40, 42-49	11
Client Service Specialist Open Date: 6/6/2018 Hire Date: 6/25/2018	1-2, 4, 6-8, 11-13, 16-19, 22-30, 32-36, 38-49	6
Digital Account Manager Open Date: 6/14/2018 Hire Date: 11/5/2018	2, 4, 6-8, 11-13, 16-19, 21-30, 32-36, 38-40, 42-49	11
Reporter Open Date: 6/14/2018 Hire Date: 11/5/2018	2, 4, 6-8, 11-13, 16-19, 22-30, 32-36, 38-40, 42-49	11
Executive Producer Open Date: 6/29/2018 Hire Date: 12/3/2018	2, 4, 6-10, 12-13, 16-19, 22-30, 32-36, 38-40, 42-49	10
Meteorologist Open Date: 10/8/2018 Hire Date: 1/2/2019	2-4, 6-8, 12-13, 16-19, 22-30, 32-36, 38 -40, 42-49	6
Assistant News Director Open Date: 11/20/2018 Hire Date: 3/18/2019	2-4, 6-10, 12-13, 16-19, 22-30, 32-36, 38-40, 42-49	10
National Sales Manager Open Date: 12/13/2018 Hire Date: 3/11/2019	2-4, 6-9, 11-14, 16-19, 22-30, 32-49	37
Sales Account Associate- Entry Level Open Date: 1/3/2019 Hire Date: 4/2/2019	2-4, 6-8, 11-19, 22-30, 32-36, 38-49	11

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
Reporter Open Date: 1/22/2019 Hire Date: 4/2/2019	2-4, 6-9, 12-13, 16-19, 22-30, 32-36, 38 -40, 42-49	9
Receptionist Open Date: 2/8/2019 Hire Date: 4/1/2019	2-4, 6-8, 12-13, 16-19, 22-30, 33-36, 38 -40, 42-49	6

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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	Agency Referral	N	1
2	Asian American Journalists Association 5 Third St San Francisco, California 94103 Phone : 415-346-2051 Recruiter NA Manual Posting	N	0
3	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
4	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	Y	0
5	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
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com HTV Careers	N	36
7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
8	Corinthian Baptist Church 772 Whittier Street Cincinnati, Ohio 45229 Phone : 513-221-7351 Email : info@cbc-c.com Robin Bennie	Y	0
9	Current Employee	N	11
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	4
11	Employee Referral	N	11
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	Y	0
13	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
14	Former Employee	N	3
15	Former Intern	N	1
16	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

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
17	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	Y	0
18	JVS Career Services 4540 Cooper Road, Suite 300 Cincinnati , Ohio 45242 Phone : 513-745-2905 Email : plandesman@jvscareers.org Peter Landesman	Y	0
19	Kentucky Career Center 1324 Madison Avenue Covington, Kentucky 41011 Phone : 859-292-6666 Fax : 1-859-292-6777 Career Services	N	0
20	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
21	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	1
22	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0

WLWT-TV
EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

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
23	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
24	Miracle Deliverance Worship Center 6262 Daly Road Cincinnati , Ohio 45224 Phone : 513-371-6401 Email : victoria.seegers28@gmail.com Victoria Seegers	Y	0
25	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
26	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
27	New Perceptions 1 Sperti Drive Edgewood, Kentucky 41017 Phone : 859-240-0890 Email : pthompson@newperceptions.org Peggy Thompson	Y	0
28	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	Y	0

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
29	New Prospect Baptist Church 1580 Summit Avenue Cincinnati, Ohio 45237 Phone : 513.721.2355 Email : staff@newprospectbaptist.org Job Openings	Y	0
30	Northern Kentucky University 1 Nunn Drive Highland Heights, Kentucky 41099 Phone : 859-572-7716 Juliane Stockman Manual Posting	N	0
31	NWT Group 2110 Elmwood Byron, Texas 77802 Phone : 817-987-3600 Url : http://nowhiningtalent.com/ .. Manual Posting	N	1
32	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
33	Ohio Center for Broadcasting 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-813-4962 Email : tc@beonair.com TC Summers	Y	0
34	Ohio Media School 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-342-3512 Email : hparr@beonair.com Heather Parr	N	0

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
35	Ohio University 533 Baker University Center Athens, Ohio 45701 Phone : 740-593-1394 Url : http://www.ohio.edu/careers/employers/ Christi Lee Manual Posting	N	0
36	Partnership Counseling Center 1615 Chase Avenue Unit 1D Cincinnati, Ohio 45223 Phone : 513-376-2101 Winifred Kessler Manual Posting	Y	0
37	Previous Applicant	N	1
38	Provident Baptist Church 628 Dayton Street Cincinnati, Ohio 45214 Phone : 513-417-6312 Joann Walton Manual Posting	Y	0
39	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
40	Salem Tabernacle Baptist Church 20 Ehrman Ave Cincinnati, Ohio 45220 Phone : 1-513-231-2778 Barbara James Manual Posting	Y	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

WLWT-TV
EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

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
42	St. Mary Baptist Church 416 E. 13th Street Cincinnati, Ohio 45202 Phone : 513-861-1601 Joyce Lamar Manual Posting	Y	0
43	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
44	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
45	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	1
46	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
47	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	Y	0

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
48	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
49	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:			71

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/5/2018	Participation in events or programs sponsored by educational institutions	<p>As part of our community outreach WLWT gave a total of 6 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 6/14/18 (Loveland Primary School, Loveland Schools), 1/23/19 (Winton Hills Academy/ CYC /Cincinnati Public Schools), 1/29/19 (Hughes High School/MORE/Cincinnati Public Schools), 4/17/19 (Northern Kentucky University), 4/30/19 (Loveland Primary School/Loveland Schools)and 5/16/19 (Roberts Padeia Academy/Cincinnati Public Schools).</p> <p>Also our Chief Meteorologist and weekday morning meteorologist visited 3 area schools; 2/4/19 Lincoln Elementary, 2/12/19 Rockdale Elementary and on 3/21/19 Milford Middle School. 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>	3	President & General Manager News Director Meteorologist Chief Meteorologist

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	6/19/2018	Provision of training to management	On June 19, 2018 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
3	9/21/2018	Participation in events or programs sponsored by educational institutions	WLWT hosted a prospective intern/job candidate from LockHaven University for a full day. The candidate had a "hands-on" job shadow day in the Creative Services Department, led by the WLWT Creative Services Director, Assistant Creative Services Director and a Senior Producer, learning editing procedures and the basics of how to manage a commercial production shoot for an advertising client. The student is currently interested in video editing and now has a passion to further his career endeavors within a television station in a promotional or engineering field.	3	Creative Services Director Asst. CSD Senior Producer

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/9/2018	Participation in events or programs sponsored by educational institutions	WLWT participated in the Miami University Sales Challenge during the 2018 Fall 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 at a meeting held at WLWT on 11/9/18 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 November 27th, a WLWT sales Account Executive 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.	3	Local Sales Manager Account Executive Client Specialist Account Executive
5	1/21/2019	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. Two students participated during this reporting period and were from the University of Cincinnati and Cincinnati State College. Information about our internship program is available on our website, job fairs and university job placement offices.	4	President & General Manager News Director Chief Photographer Creative Services Director

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	1/23/2019	Participation in other activities designed by the station employment unit	WLWT hosted senior high students and teachers from Warren County Career Center on 1/23/19. These students are interested in careers in media. We provided insight about broadcast television with a focus on IT, operations and maintenance opportunities. In the fall, WLWT's Director of Engineering and supervisors assisted with the school's media class curriculum by suggesting a text book to use for this era of broadcasting. WLWT provided information on technology periodicals and online resources to the educators as well. One student is now interested in the operations side of the business and two others are looking at editing as their career goal.	3	Director of Engineering Assistant Director of Engineering Maintenance Supervisor
7	4/26/2019	Co Sponsoring Job Fair	WLWT participated and was a sponsor of the National Association of Black Journalists Career Fair and Regional Conference held in Cincinnati, Ohio. WLWT's News Director along with WLWT's Executive Producer staffed the station booth during the Career Fair portion of the event and recruited candidates for WLWT and Hearst Television. WLWT also had a number of anchors, reporters, photographers and producers who took part in the various workshops and events.	2	News Director Executive Producer

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	5/20/2019	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 5/20/19 for a 10 week period during the summer. This year WLWT also invited the runner-up candidate to participate as an unpaid intern. 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
9	5/23/2019	Participation in Job Fairs	WLWT participated in the Recruit Military Career Fair along with the Disabled American Veteran's organization at Great American Ballpark. Hearst Television Corporate Director of Veteran Recruiting, WLWT's President & General Manager and the WLWT Assistant Director of Engineering participated in the day long event and recruited Veterans, Reserve and Military Spouses.	3	Director of Veteran Recruiting President & General Manager Assistant Director of Engineering