

WLWT-TV
EEO PUBLIC FILE REPORT
June 1, 2019 - May 29, 2020

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
Anchor/Reporter Open Date: 7/14/2017 Hire Date: 9/16/2019	1-8, 11-12, 16-20, 22-28, 30-39, 42-46, 48	8
News Producer Open Date: 11/19/2018 Hire Date: 6/19/2019	1-3, 5-9, 11-12, 16-19, 21-28, 30, 32- 39, 42-49	9
Traffic Reporter Open Date: 12/26/2018 Hire Date: 8/1/2019	1-3, 5-7, 11-12, 16-19, 21-28, 30, 32- 39, 42-49	5
Anchor/Reporter Open Date: 1/28/2019 Hire Date: 6/4/2019	1-3, 5-8, 11-12, 16-19, 21-28, 30, 32- 39, 41-49	8
Digital Editor Open Date: 2/28/2019 Hire Date: 6/25/2019	1-3, 5-8, 11-12, 14, 16-19, 21-28, 30, 32-39, 42-49	5
News Producer Open Date: 5/21/2019 Hire Date: 9/16/2019	1-3, 5-7, 11-12, 16-19, 21-28, 30, 32- 39, 42-49	5
Production Manager Open Date: 5/22/2019 Hire Date: 6/24/2019	1-3, 5-7, 11-13, 16-19, 21-28, 30, 32- 39, 42-49	13
Account Executive Open Date: 7/8/2019 Hire Date: 8/26/2019	1-3, 5-7, 10-12, 17-19, 21-28, 30, 32- 39, 41-49	10
Account Executive Open Date: 7/8/2019 Hire Date: 8/19/2019	1-3, 5-7, 10-12, 17-19, 21-28, 30, 32- 39, 41-49	10
Operations Technician Open Date: 9/6/2019 Hire Date: 10/13/2019	1, 3, 5-8, 11-12, 16-19, 21-28, 30, 32- 39, 42-49	8
News Producer Open Date: 9/9/2019 Hire Date: 12/1/2019	1, 3, 5-7, 11-12, 15-19, 21-28, 30, 32- 39, 42-49	15
Writer Producer Open Date: 9/26/2019 Hire Date: 11/4/2019	1-3, 5-8, 12, 16-19, 21-28, 30, 32-39, 42-49	8
Broadcast Operations Engineer Open Date: 10/10/2019 Hire Date: 10/21/2019	1-3, 5-8, 12, 16-19, 21-28, 30, 32-40, 42-49	5
Local Sales Manager Open Date: 10/17/2019 Hire Date: 3/8/2020	1-8, 12, 16-28, 30, 32-39, 41-48	8

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Operations Technician Open Date: 11/25/2019 Hire Date: 12/15/2019	1-3, 5-8, 12, 16-19, 21-24, 26-28, 30, 32-39, 42-49	8
Digital Client Service Specialist Open Date: 1/27/2020 Hire Date: 3/30/2020	1-3, 5-7, 12, 16-19, 21-24, 26-28, 30, 32-39, 41-49	5
Producer Open Date: 3/11/2020 Hire Date: 5/25/2020	29	29

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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	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@batestech.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	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	23
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	Y	0
8	Current Employee	N	16
9	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
10	Employee Referral	N	2
11	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 Ended Date: 9/26/2019	N	0
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	Former Employee	N	1
14	Former Employee Referral	N	1
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

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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.Woche@ky.gov Fax : 1-859-371-1539 Ken Woche	N	0
21	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
22	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Miracle Deliverance Worship Center 6262 Daly Road Cincinnati, Ohio 45224 Phone : 513-371-6401 Email : victoria.seegers28@gmail.com Victoria Seegers	Y	0
24	NAACP - Cincinnati Branch 4439 Reading Road Cincinnati, Ohio 45229 Phone : 513-281-1900 Url : http://www.naacpcincinnati.org/ Email : info@cincinnati-naacp.com Fax : 1-513-281-4454 Tenninah Ross	N	0
25	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
26	New Perceptions 1 Sperti Drive Edgewood, Kentucky 41017 Phone : 859-240-0890 Email : pthompson@newperceptions.org Peggy Thompson	Y	0
27	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 Ended Date: 1/16/2020	N	0
28	New Prospect Baptist Church 1580 Summit Avenue Cincinnati, Ohio 45237 Phone : 513.721.2355 Email : staff@newprospectbaptist.org Job Openings	Y	0
29	Non-Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 : lwagner@beonair.com Lee Wagner	N	0
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Partnership Counseling Center 1615 Chase Avenue Unit 1D Cincinnati, Ohio 45223 Phone : 513-376-2101 Winifred Kessler Manual Posting	Y	0
37	Provident Baptist Church 628 Dayton Street Cincinnati, Ohio 45214 Phone : 513-417-6312 Joann Walton Manual Posting	Y	0
38	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
39	Salem Tabernacle Baptist Church 20 Ehrman Ave Cincinnati, Ohio 45220 Phone : 1-513-231-2778 Barbara James Manual Posting	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	Y	0

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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	0
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
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

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49	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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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	Ongoing Event	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	2	General Sales Manager Local Sales Manager
2	6/6/2019	Participation in events or programs sponsored by educational institutions	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 6/6/19 (University of Cincinnati/Clermont - Educational Talent Search), 10/16/19 (University of Cincinnati - Student Teacher Pod A), 10/22/19 (Great Oaks/Live Oaks Campus), 10/23/19 (Dearborn High School/Dearborn County Schools), 10/23/19 (University of Cincinnati-Student Teacher Pod B), 10/29/19 (Kings High School/ Kings Schools), 11/6/19 (Wisdom Way Homeschooling Co-op), and 1/28/20 (Springfield Township/Colerain PD, Explorer Program).	4	President & General Manager News Director Chief Meteorologist Meteorologist

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3	Ongoing Event	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 Cincinnati State College. Information about our internship program is available on our website and university job placement offices.	3	President & General Manager News Director Chief Photographer
4	7/25/2019	Participation in events or programs sponsored by educational institutions	WLWT hosted a prospective intern/job candidate from Northern Kentucky University for a half-day. The candidate is majoring in communications with a minor in journalism. The student had a "hands on" job shadow day in the News Department where he was side by side with a Main Anchor observing how to write a package for air in a later newscast; how to use the software and equipment at the anchor desk; observed the production control room during a newscast and was in the news studio for a 90 minute newscast. Since that visit he is now working towards a weather forecasting degree and has reached out to WLWT for placement in our 2020 Summer or Fall Internship program.	3	Main Anchor Chief Meteorologist Managing Editor
5	10/17/2019	Listing of each upper-level category opening in a job bank or newsletter	During the period covered by this report, WLWT filled upper-level positions and listed vacancies with media trade groups whose membership includes participation by women and minorities including AAJA, Equality Magazines, NAHJ, and other agencies that focus on minority participation/job placement.	3	President & General Manager General Sales Manager Executive Assistant

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6	12/16/2019	Establishment of training programs for station personnel	Hearst Television and WLWT awarded a Producing Fellowship to a CUNY/Craig Newmark School of Journalism graduate. The candidate arrived at WLWT and participated in the 10-week paid fellowship program as a News Producer beginning on December 16, 2019 until May 29, 2020. Upon successfully completing her fellowship she was offered and accepted employment as a full-time News Producer at another Hearst Television station located in the state of New York. The fellowship program provided training and development which prepared her for a higher producing level job versus and entry level producing job.	3	News Director Assistant News Director Director Managing Editor
7	3/19/2020	Participation in other activities designed by the station employment unit	WLWT hosted 2 senior high students and their instructor from Warren County Career Center on 3/19/2020. These students are interested in careers in media. WLWT's Director of Engineering provided insight about broadcast television with a focus on operations and maintenance opportunities. WLWT's Director of Engineering also took the opportunity to start discussions on a new partnership with the instructor that would be formed in the Fall of 2020. The students were also provided with WLWT's internship program materials and encouraged to apply once they embark on their college career.	1	Director of Engineering