

WLWT-TV

EEO PUBLIC FILE REPORT

June 1, 2020 - May 25, 2021

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 9/20/2019 Hire Date: 12/1/2020	1-6, 8, 11-12, 14-15, 17-22, 24-33, 35-37, 39-47	8
Director of Programming and Community Affairs Open Date: 11/14/2019 Hire Date: 12/1/2020	1-8, 12, 14-15, 17-22, 25-33, 35-37, 40-47	8
Maintenance Technician Open Date: 1/23/2020 Hire Date: 10/19/2020	1-6, 12, 14-15, 17-21, 25, 27-33, 35-38, 40-47	4
Business Manager Open Date: 1/23/2020 Hire Date: 8/31/2020	1-6, 10, 12, 14-15, 17-22, 25, 27-33, 35-37, 39-47	4
Digital Sales Manager Open Date: 3/5/2020 Hire Date: 6/15/2020	1-7, 12, 14-15, 17-22, 25, 27-33, 35-37, 39-47	4
Reporter Open Date: 8/24/2020 Hire Date: 10/12/2020	1-7, 12, 14-15, 17-23, 25, 27-33, 35-37, 40-47	4
Executive Producer Open Date: 9/9/2020 Hire Date: 1/18/2021	1-7, 9, 12-15, 17-22, 25, 27-33, 35-37, 40-45, 47	7
Reporter Open Date: 9/22/2020 Hire Date: 12/12/2020	1, 3-4, 6-7, 12, 14-15, 17-22, 25, 27-33, 35-37, 40-45, 47	7
Operations Technician Open Date: 9/30/2020 Hire Date: 11/9/2020	2-4, 6, 14-19, 21-22, 25, 27-32, 35-36, 38, 40-47	4
Sales Account Associate Open Date: 12/18/2020 Hire Date: 4/12/2021	3-4, 6, 14-17, 19-22, 25, 27-30, 32, 34-36, 39-47	34
Photographer Open Date: 12/18/2020 Hire Date: 2/15/2021	1-7, 10, 15-22, 25, 27-32, 35-36, 40-47	4
News Producer Open Date: 2/19/2021 Hire Date: 5/3/2021	1-7, 10, 15-17, 19-21, 25, 27-32, 35-36, 40-47	10

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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@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 Prong 2 Start Date: 2/4/2015	Y	0
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Email : htv.careers@hearst.com HTV Careers	N	32
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
6	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
7	Current Employee	N	13

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8	Current Employee/Internal Promotion	N	2
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	4
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	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	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
15	Greater Cincinnati Behavioral Health Services 1501 Madison Road #102 Walnut Hills, Ohio 45206 Phone : 513-354-7091 Url : http://www.gcbhs.com/ Email : dmichaels@gcbhs.com Peggy Kistner Prong 2 Start Date: 11/25/2004	Y	0

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16	<p>Hamilton County DD Services 1520 Madison Road Cincinnati, Ohio Phone : 513-559-6852 Url : https://urldefense.com/v3/_http://www.hamiltondds.org Email : Nathan.beck@hamiltondds.org Nathan Beck</p> <p>Prong 2 Start Date: 9/25/2020</p>	Y	0
17	<p>JVS Career Services 4540 Cooper Road, Suite 300 Cincinnati , Ohio 45242 Phone : 513-745-2905 Email : plandesman@jvscareers.org Peter Landesman</p> <p>Prong 2 Start Date: 3/19/2014</p>	Y	0
18	<p>Kentucky Career Center 1324 Madison Avenue Covington, Kentucky 41011 Phone : 859-292-6666 Fax : 1-859-292-6777 Career Services</p>	N	0
19	<p>MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting</p>	N	0
20	<p>Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com/ Email : medialine@medialine.com Mark Shilstone</p>	N	0

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21	Miracle Deliverance Worship Center 6262 Daly Road Cincinnati, Ohio 45224 Phone : 513-371-6401 Email : MiracleDWC@gmail.com Victoria Seegers Prong 2 Start Date: 8/18/2014	Y	0
22	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
23	NABJ 1100 Knight Hall Ste 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org/ .. Manual Posting	N	1
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 : dbrunsman@newperceptions.org Deanna Brunsman 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	N	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	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
30	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
31	Ohio Media School 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-342-3512 Email : lwagner@beonair.com Lee Wagner	N	0

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32	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
33	Partnership Counseling Center 1615 Chase Avenue Unit 1D Cincinnati, Ohio 45223 Phone : 513-376-2101 Winifred Kessler Manual Posting Prong 2 Ended Date: 9/24/2020	N	0
34	Previous Applicant	N	1
35	Providence Baptist Church 628 Dayton Street Cincinnati, Ohio 45214 Phone : 513-417-6312 Email : providencebaptistchurchonline@gmail.com Joann Walton Prong 2 Start Date: 1/29/2016	Y	0
36	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
37	Salem Tabernacle Baptist Church 20 Ehrman Ave Cincinnati, Ohio 45220 Phone : 1-513-231-2778 Barbara James Manual Posting Prong 2 Ended Date: 9/24/2020	N	0

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38	Society of Broadcast Engineers 8000 Beverly Boulevard Los Angeles, California 90048 Phone : 323-655-8000 Email : kjones@sbe.org K Jones	N	0
39	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
40	St. Mary Baptist Church 416 E. 13th Street Cincinnati , Ohio 45202 Phone : 513-861-1601 Email : tknappenberger@smshp.com Joyce Lamar Prong 2 Start Date: 5/19/2014	Y	0
41	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
42	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
43	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Url : http://www.tvjobs.com/ Email : jobs@tvjobs.com Mark Holloway	N	0

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44	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
45	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
46	Urban League 3458 Reading Road Cincinnati, Ohio 45229 Phone : 513-281-9955 Url : https://www.ulgso.org/ Email : info@ulgso.org Rocky Shabazz	N	0
47	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:			55

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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. This program came to fruition on December 1, 2020 as the current Sales Account Associate participating in this training was promoted and is now in a full time Account Executive role.	2	General Sales Manager Local Sales Manager
2	Ongoing Event	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles. During this reporting period, 4 employees in managerial roles completed this training program.	4	Assistant News Director Digital Media Manager Local Sales Manager Director of Programming

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3	9/9/2020	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 News Director Executive Assistant
4	11/30/2020	Participation in job banks, internet programs and other programs designed to promote outreach	On November 30, 2020, WLWT's Director of Engineering attended the virtual launch of the NAB Leadership Foundation's Technology Ambassador Program. This was an overview of the virtual program along with three guest speakers who discussed trends and the future of broadcasting. On February 24, 2021, she was a panelist for a virtual session. This was a Q & A session for 20 students and an opportunity for the panelists to share challenges, rewards and provide input on the various opportunities available in the operations, maintenance and IT fields under the broadcasting umbrella. WLWT's Director of Engineering worked directly with 3 of the college students. She has been invited to to continue to participate as a speaker/panelist and a future mentor. The next event will take place in October 2021.	1	Director of Engineering
5	3/11/2021	Participation in job banks, internet programs and other programs designed to promote outreach	On March 11, 2021, WLWT's Director of Engineering participated in the International Radio and Television Society Foundation Multicultural Career Workshop. This was a virtual presentation with 15 students in attendance. As a panelist, she shared the responsibilities of running a technology department. She reviewed a typical day, giving insight and thoughts on the technology changes and developments and how those impact the television station and affect employees job functions.	1	Director of Engineering

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6	Ongoing Event	Provision of training to management	Station Leaders participated in a 4-hour conscious inclusion training hosted by a third party partner. The training included information on how to cultivate a culture of awareness around the many dimensions of diversity. Leaders reviewed a model of inclusion, how to uncover unconscious bias and other topics related to diversity and inclusion to create an inclusive environment of diverse perspectives to make individuals work experiences better.	8	President & General Manager News Director General Sales Manager Local Sales Manager