

WXIX-TV

EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Content Specialist (4 openings)	1-17, 19 (A-D, F-Q), 23, 30-33, 35-37	37, 3, 3, 22
Weekend Anchor	1-7, 9-17, 19 (A-D,F-H,J,P), 23, 30-33, 35-36	21
News Photographer	1-7, 9-17, 19 (A-D,F-H,N), 23, 30-33, 35-36	22
Producer (2 openings)	1-17, 19 (A-H,J,N,P), 23, 30-33, 35-37	22,36
Sr. Digital Sales Specialist	1-7, 9-16, 19 (A-C,E-H,J,N,P), 23, 30-31, 33, 35-36, 39	39
AE	1-7, 9-17, 19 (A-H), 23, 30-33, 35-36	35
Digital Content Manager	1-7, 9-17, 19 (A-C, F-J,M-O, Q), 23, 30-33, 35-36	22
Master Control Operator	1-7, 9-17, 19 (A-P), 23, 30-33, 35-37	22
News Content Specialist (3 openings)	1-7, 9-17, 19 (A-C,F-J,M-Q), 23, 30-33, 35-37	22, 36, 36
Digital/Assign Editor	1-7, 9-17, 19 (A-Q), 23, 31,33,35-37	22
Sales Manager	1-17, 19 (B-F,H,J-Q), 23, 30-33, 35-36	22
Sales Assistant	1-17, 19 (A-J,M-Q), 23, 30, 31, 33, 35-37	22
Master Control Operator	1-7, 9-17, 19 (B-F,H-Q), 23, 30-33, 35-37	37
PT Digital Content Producer	1-17, 19 (A-C,F-I,M-Q), 23, 30,31,33,35-37	22
Marketing Producer	1-17, 19 (A-Q), 23, 30-31, 33, 35-37, 40	39
Producer	1-17,19 (B-Q), 23, 30-31, 33, 35-37	35
AE (2 openings)	1-7, 9-17, 19 (A-J,M-Q), 23, 30-33, 35-37	22, 22

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II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	Greater Cincinnati Urban League	R. Shabazz	rshabazz@scul.org		513-281-9955	
2	NAACP	Debra	Job bank Book, 4439 Reading Rd. Ste 202, Cincinnati, Ohio 45229		513-271-6060	2
3	Ohio Center of Broadcasting	TC Summers	apowell@beonair.com	www.funobsnair.com		
4	UC-Ethnic Programs and Services	LaShanta Jones	Student Life, Pavilion South, Ste. 120, P.O. Box 210092, Cincinnati, Ohio 45221-0092		513-556-6008 513-556-3471/ 513-556-0650(fax)	
5	UC Career Development		P.O. Box 210115, Cincinnati, Ohio 45221-0115	https://cincinnati.state-csm.symplicity.com/employers	513-569-1719(fax) 513-241-7090/ 513-768-4381(fax)	
6	Cincinnati State College	HR				
7	YWCA	Employment Resources		https://www.ivscareers.org/services/employer-services/submit-a-job-listing/	513-936-9675	
8	JVS Career Services	Rachel Rotstein	careerservices@jvscinti.org			
9	Cincinnati Hamilton County Community Agency	Monica Jenkins	1740 Langdon Farm Road, Cincinnati, OH 45237	https://www.cincy-caa.org	513-569-4814(fax)	
10	Dayton Urban League	Job Bank	184 Salem Ave., Dayton, Ohio 45402		937-222-0737	
11	NAACP-Dayton		1528 West Third St., Dayton, Ohio 45402		937-222-2172/ 937-222-8984(fax)	

12	Lexington Urban League	148 DeWeese St., Lexington, KY 40507 535 W. Broadway, Louisville, KY 40203; ldunham@lul.org	859-233-1561/ 859-278-5282(fax)	
13	Louisville Urban League		502-561-6830	
14	NAACP- Louisville	P.O. Box 161173, Louisville, KY 40256	502-776-7608	
15	YWCA of Hamilton	244 Dayton St., Hamilton, Ohio 45011; info@ywcainhamilton.com	513-856-9800	
16	YWCA Career Coach	ywcacareercoach@gmail.com		
17	Ohio Association of Broadcasters	17 South High Street, Columbus, OH 43215	614-228-4052	
18	Northern KY University	1 Nunn Drive, Highland Heights, KY 41099	859-572-5573	
19	Handshake			
A	University of Dayton		app.joinhandshake.com	
B	Butler University		handshake.com	
C	Miami University		handshake.com	
D	Ohio State University		handshake.com	
E	University of Indianapolis		handshake.com	
F	University of Kentucky		handshake.com	
G	University of Louisville		handshake.com	
H	Wright State		handshake.com	
I	Transylvania University		handshake.com	
J	Xavier University		handshake.com	
K	Berea College		handshake.com	
L	Indiana University		handshake.com	
M	Purdue University		handshake.com	1
N	University of Cincinnati		handshake.com	
O	Saint Louis University		handshake.com	
P	Ohio University		handshake.com	
Q	Bowling Green		handshake.com	
20	Talent/ Recruiting Agents			2
21	Employee/ Client Referral			15
22	Current Employee			16
23	WXIX On-Air Announcement	Lisa Slattery 635 West Seventh Street, Cincinnati, OH 45203	513-421-1919	

ADDITIONAL SOURCES								
30	TV Jobs	Mark Holloway				www.tvjobs.com		2
31	Medialine	Mark Shiistone			medialine@medialine.com		800-237-8073/ 831-648-5204 (fax)	
32	National Association of Hispanic Journalist					www.nahi.org		
33	Native American Journalist Association				rebeccalandsberry@naia.com	www.naia.com		
34	Asian American Journalists (AAJA)					www.aaia.org		6
35	Raycom Website					www.raycommedia.com		10
36	WXIX-TV Website	Lisa Slattery				www.fox19.com	513-562-2415	12
37	Indeed.Com					www.indeed.com	1-888-884-2630 x701	
38	Spots N Dots	Emily McKay			ais@spotsndots.com	www.spotsndots.com		15
39	Linked In					www.linkedin.com		
40	Media Ideanet						704-843-1426/ 407-540-9336 (fax)	
41	Society of Broadcast Engineers	Graeme Newell				grnewell@602communications.com		
42	Website not posted					Communications, 6839 Charter Hills Rd., Charlotte, NC 28277		3
TOTAL:								84

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Listing of each Upper-Level category opening in online job banks whose membership includes substantial participation by women and minorities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Listing of all active job openings in the following sites: Greater Cincinnati Urban League, NAACP, Native American Journalist Association, University of Cincinnati Ethnic Programs and Services, Y.W. C A.

Names of Station Personnel involved in Initiative:

Lisa Slattery, HR/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WXIX offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university, and by receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the stations, including News, Marketing/On-Air Promotions, Programming, Sales, and Production. All internships are non-paid, so students must be receiving academic credit to work or observe at the stations. Hours can be flexible, to accommodate class schedules and school requirements; however, most interns are usually required to attend a minimum of 15-20 hours per week.

Spring 2018 – 2 interns (News)

Summer 2018 – 6 interns (News)

Fall 2018 – 4 interns (News)

Winter 2019 – 3 interns (News)

Students come from a variety of schools - University of Cincinnati, Ohio University, Miami University, Northern Kentucky University and Western Kentucky University.

Names of Station Personnel involved in Initiative:

Eileen Osborne, News Internship Coordinator

Joe Danneman, Sports Director

Lisa Slattery, HR/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: October 24, 2018

Describe Nature of Initiative:

Station tour to 30 students from the Ohio Media School. Tour provided discussion on the history of FOX19, the broadcast industry and potential employment opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Students from Ohio Media School

Names of Station Personnel involved in Initiative:

Dale Rhoton, Senior Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: August 28, 2018

Describe Nature of Initiative:

OAB, EEO webinar.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Ohio Association of Broadcasters provided webinar for media outlets in the Ohio area. Webinar regarding the FCC's EEO rules and requirements.

Names of Station Personnel involved in Initiative:

Lisa Slattery, HR/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: October 3, 2018

Describe Nature of Initiative:

University of Cincinnati Communication Internship Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Spoke to students regarding job opportunities and collected resumes.

Names of Station Personnel involved in Initiative:

Eileen Osborne, Multi Media Content Manager/News Internship Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: Ongoing

Describe Nature of Initiative:

Recruitment outreach to community sources

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WXIX airs the following :45 spot approximately 2-3 times monthly: "FOX19, a Raycom Media Station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, encourage qualified community organizations to become part of the full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to WXIX Human Resources, 635 West Seventh Street, Cincinnati, OH 45203."

Names of Station Personnel involved in Initiative:

Dom Nardo, Marketing Director
Lisa Slattery, HR/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: March 20, 2019

Describe Nature of Initiative:

Greater Cincinnati Human Resources – EEOC Proceedings and Enforcement

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Legal Trends: EEOC Proceedings and Enforcement:

Melanie Breen has been the Enforcement and Intake Supervisor at the Cincinnati Area Office of the U.S. Equal Employment Opportunity Commission (EEOC) since June 2012. She graduated from Bowling Green State University with a bachelor's degree in criminal justice. In 1995, she went to work for the Immigration and Naturalization Service in Washington DC after completing an eleven week program at the Federal Law Enforcement Training Center in Glynco, GA. In 1999, she became an Investigator for the EEOC in Phoenix, AZ. For the majority of her time in Phoenix, she was assigned to the Case Development Team which investigated class and priority cases. She was also a mentor to several new investigators. Melanie spent a couple years in San Jose, CA as a Special Agent for the U.S. Department of Commerce, and in 2008 she became an Enforcement Supervisor at the EEOC, Dallas District Office

Names of Station Personnel involved in Initiative:

Lisa Slattery, HR/EEO Coordinator