

WXIX-TV

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

I. VACANCY LIST

See "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Producer	1-16, 18-25, 27-39, 41-42, 44, 45, 48, 54	41
Technical Media Producer (2)	1-16, 18-39, 41, 42, 44-46, 52, 54	42, 52
Technical Media Producer	1-25, 27-39, 41-47, 49, 52, 54	52
Photographer (3)	1-25, 27-39, 41-47, 52	41, 52, 52
Reporter (3)	1-25, 27-39, 41-46, 48, 49, 53, 54	46, 53, 54
Producer (3)	1-25, 27-39, 41-46, 48, 49, 52, 53	46, 52, 53
Photographer (2)	1-25, 27-39, 41-47, 49, 54	46, 54
Sales Assistant	1-39, 41-47, 48, 49, 54	48
Marketing Producer	1-25, 27-39, 41-49, 53	46
Morning Anchor	1-25, 27-39, 41-49, 52, 54	41
Photographer (2)	1-25, 27-39, 41-47, 49, 52, 54	46, 52
Producer	1-16, 18-39, 41-49, 52, 54	52
General Sales Manager	1-7, 9-39, 41-49	41
Weather/MMJ	1-7, 9-25, 27-39, 41-47, 49, 53, 54	53
General Manager	Exigent hire	52

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<u>RS Number</u>	<u>RS Information</u>	<u>Source Entitled to Vacancy Notification? (Yes/No)</u>	<u>Number of Interviews Referred by RS Over Recording Period</u>
COMMUNITY SOURCES			
1	Greater Cincinnati Urban League, Attn: Rshabazz rshabazz@gcul.org; 513-281-9955	N	
2	NAACP, Cincinnati Branch Job Bank Book, 4439 Reading Road, Suite 202, Cincinnati, OH 45229 www.naacpcincinnati.org; info@cincinnati-naacp.com	N	
3	Ohio Center of Broadcasting, Attn TC Summers apowell@beonair.com; www.funjobsonair.com 513-271-6060	N	
4	UC-Ethnic Programs and Services, Attn: LaShanta Jones Student Life, Pavillion South, Ste. 120, P.O. Box 210092, Cincinnati, Ohio 45221-0092 513-556-6008	N	
5	UC Career Development P.O. Box 210115, Cincinnati, Ohio 45221-0115 513-556-3471/ 513-556-0650(fax)	N	
6	Cincinnati State College, ATTN: HR https://cincinnati-state-csm.symplicity.com/employers 513-569-1719(fax)	N	
7	YWCA, Attn: Employment Resources 513-241-7090/ 513-768-4381(fax)	N	
8	JVS Career Services, Attn: Rachel Rotdtein careerservices@jvscinti.org https://www.jvscareers.org/services/employer-services/submit-a-job-listing/ 513-936-9675	N	
9	Cincinnati Hamilton County Community Agency, Attn: Monica Jenkins 513-569-4814(fax)	N	
10	Dayton Urban League/Urban League of Great Southwestern Ohio, Attn: Job Bank 907 West Fifth Street, Dayton, OH 45402 937-222-0737	N	

11	NAACP-Dayton 1528 West Third St., Dayton, Ohio 45402 937-222-2172/ 937-222-8984(fax)	N	
12	Lexington Urban League 148 DeWeese St., Lexington, KY 40507 859-233-1561/ 859-278-5282(fax)	N	
13	Louisville Urban League ewoods@lul.org 535 W. Broadway, Louisville, KY 40203 502-585-4622	N	
14	NAACP- Louisville P.O. Box 161173, Louisville, KY 40256 502-776-7608	N	
15	YWCA of Hamilton info@ywcahamilton.com 244 Dayton St., Hamilton, Ohio 45011 513-856-9800	N	
16	YWCA Career Coach ywccareercoach@gmail.com	N	
17	Ohio Association of Broadcasters oab@oab.org ; www.oab.org/job-board 17 South High Street, Columbus, OH 43215 614-228-4052	N	
18	Northern KY University https://app.joinhandshake.com/login	N	
19	University of Dayton https://app.joinhandshake.com/login	N	
20	Butler University https://app.joinhandshake.com/login	N	
21	Miami University https://app.joinhandshake.com/login	N	
22	Ohio State University https://app.joinhandshake.com/login	N	
23	University of Indianapolis https://app.joinhandshake.com/login	N	
24	University of Kentucky https://app.joinhandshake.com/login	N	
25	University of Louisville https://app.joinhandshake.com/login	N	
26	Wright State https://app.joinhandshake.com/login	N	

27	Transylvania University https://app.joinhandshake.com/login	N	
28	Xavier University https://app.joinhandshake.com/login	N	
29	Berea College https://app.joinhandshake.com/login	N	
30	Indiana State University https://app.joinhandshake.com/login	N	
31	Purdue University of Northwest https://app.joinhandshake.com/login	N	
32	University of Cincinnati https://app.joinhandshake.com/login	N	
33	Saint Louis University https://app.joinhandshake.com/login	N	
34	Ohio University https://app.joinhandshake.com/login	N	
35	Bowling Green State University https://app.joinhandshake.com/login	N	
36	University of Missouri-Columbia https://app.joinhandshake.com/login	N	
37	Cedarville University https://app.joinhandshake.com/login	N	
38	Central State University https://app.joinhandshake.com/login	N	
39	College of Mt. St Joseph, Attn: Maggie David career_center@mail.msj.edu 5701 Delhi Road, Cincinnati, OH 45233 513-569-1565	N	
40	WXIX On-Air Announcement, Attn: Lisa Slattery hr@fox19.com 635 West Seventh Street, Cincinnati, OH 45203 (513) 421-1919	N	
41	Gray Website www.gray.tv	N	13
42	WXIX-TV Website, Attn: Lisa Slattery www.fox19.com 513-562-2415	N	4
43	Black Career Woman's Network, 114 Pike Street, Covington, KY 41011 1-513-725-7493 ssims@bcwnetwork.com Sherry Sims	N	

44	TV Jobs Attn: Mark Holloway www.tvjobs.com	N	
45	Medialine Attn: Mark Shilstone medialine@medialine.com ; www.medialine.com 800-237-8073/ 831-648-5204 (fax)	N	
46	Indeed.Com www.indeed.com	N	21
47	Glassdoor.com www.glassdoor.com	N	
48	Linked In www.linkedin.com	N	2
49	NLGJA: The Association of LGBTQ Journalist www.nlgja.org	N	
50	NABJ www.nabj.com	N	
51	NAHJ www.nahj.com	N	
49	Spots N Dots, Attn: Emily McKay ads@spotsndots.com 1-888-884-2630 x 701	N	
50	Society of Broadcast Engineers www.sbe.org	N	
51	Talent/ Recruiting Agents	N	
52	Employee/ Client Referral	N	13
53	Current Employee	N	7
54	Website not posted	N	12

TOTAL:			72
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	OAB Employment Law Webinar	<p>November 9, 2021</p> <p>General Manager and Office Manager/HR attended the OAB Employment Law Webinar</p> <p>The webinar discussed a number of topics in employment law, including the process to be used in evaluating claims for medical or religious exemptions for Covid vaccine requirements, and changes to the statute of limitations and other aspects of discrimination law contained in the Ohio Employment Law Uniformity Act.</p>
2	Diversity, Equity, Inclusion Training	<p>May 6, 2021 - June 10, 2021</p> <p>Assistant News Director and HR/Office Manager, participated in a training series "Foundation in Diversity, Equity and Inclusion" from Adaway Consulting.</p>
3	The FCC EEO Rules: A Webinar for Gray TV Licensee, LLC	<p>February 17, 2022</p> <p>On February 17, 2022, HR/Office Manager participated in the FCC EEO Rules webinar presented by Joan Stewart of Wiley Rein, LLP.</p>
4	Fellowship Program	<p>July 2021 - August 2021</p> <p>University Fellowship Program - Bridging the Great Health Divide</p> <p>(1) Student from University of Cincinnati participated in the six week program</p>
5	Recruitment Outreach	<p>Ongoing</p> <p>WXIX airs the following :30 spot approximately 2-3 times monthly: "It's the policy of WXIX-TV to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age or disability. If your organization distributes information about employment opportunities to job seekers please contact the WXIX Human Resources department by calling 513-421-1919 writing to WXIX-TV, 635 West 7th Street, Suite 200, Cincinnati, OH 45203 or check our website fox19now.com for more details.</p>
6	Recruitment Outreach	<p>Ongoing</p> <p>WXIX airs the following :10 spot approximately 2-3 times monthly: "If your organization would like to receive information about job openings at WXIX contact WXIX Human Resources at this address. 635 West Seventh Street, Cincinnati, OH 45203."</p>

7	Recruitment Outreach	<p>WXIX News Director attended a variety of Zoom Job Fairs</p> <p>February 11 - University of Maryland</p> <p>February 18 - University of Alabama</p> <p>February 28 - University of Kentucky</p> <p>February 28 - Virginia Tech</p>
8	Recruitment Outreach	<p>February 16, 2022</p> <p>WXIX News Operation Supervisor and HR/Office Manager attended the UC Media Production Career Fair</p> <p><i>The Career Fair is a networking and recruiting event for organizations interested in Media Production students for internships or in our seniors for job possibilities. Our students are ready for your openings directing, producing, working on your web sites or on the assignment desk.</i></p>