

WXIX-TV, WZCD-LD, WQQC-LD

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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
Marketing Producer	1-20, 22-35, 37-42, 45	40
TMP	1-20, 22-35, 37-42, 45, 52	52
Multi Media Consultant	1-20, 22-35, 37-42, 45, 51, 52	52, 51
Marketing Producer	1-20, 22-35, 37-42, 45, 51	51
News Producer	1-20, 22-35, 37-42, 45, 52	42, 42, 52
News Producer	1-20, 22-35, 37-42, 45	40
News Producer	3, 11-35, 40, 43, 45, 51	51
Engineer	3, 5, 11-20, 22-35, 37-45	44
Digital Producer	2, 3, 5, 11-20, 22-35, 37-45	40
Photographer	2, 3, 5, 11-20, 22-35, 37-45	40, 40, 40, 42
Sales Assistant	3, 5, 11-35, 37-45, 51	51
MMJ	1-35, 37-42, 45, 47, 51	51, 51
Producer	3, 11-35, 37, 38, 40, 43, 45, 51	51
Photographer	2-3, 5, 11-35, 37-40, 42, 44, 45, 51	51
Lifestyle Host	2-3, -12, 14-35, 37-40, 42-45	42
Lifestyle Host/Reporter	3, 11-12, 14-35, 37-40, 43-45, 53.	53
Lifestyle Producer	3, 11-12, 14-35, 37-40, 43-45, 51	51
Marketing Producer	2-3, 5, 11, 13-35, 39-42, 45, 51	51
Marketing Producer	2-3, 11, 13-35, 37-43, 45, 51	51
Engineer	2, 3, 5, 9, 11-35, 37-40, 42, 45, 51	51
Multi Media Consultant	3, 5, 9, 13-35, 39-42, 45, 51	51

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II MASTER RECRUITMENT SOURCE LIST (MRSL)

<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	Cincinnati State College, ATTN: HR https://cincinnati-state-csm.symplicity.com/employers 513-569-1719(fax)	N	
6	Dayton Urban League/Urban League of Great Southwestern Ohio, Attn: Job Bank 907 West Fifth Street, Dayton, OH 45402 937-222-0737	N	
7	NAACP-Dayton 1528 West Third St., Dayton, Ohio 45402 937-222-2172/ 937-222-8984(fax)	N	
8	Lexington Urban League 148 DeWeese St., Lexington, KY 40507 859-233-1561/ 859-278-5282(fax)	N	
9	Louisville Urban League www.lul.org/job-dashboard 535 W. Broadway, Louisville, KY 40203 502-585-4622	N	
10	NAACP- Louisville P.O. Box 161173, Louisville, KY 40256 502-776-7608	N	

11	YWCA of Hamilton info@ywcahamilton.com 244 Dayton Street, Hamilton, OH 45011 513-856-9800		
12	YWCA Career Coach ywccareercoach@gmail.com	N	
13	Ohio Association of Broadcasters www.oab.org/job-board 17 South High Street, Columbus, OH 43215 614-228-4052	N	
14	Northern KY University https://app.joinhandshake.com/login	N	1
15	University of Dayton https://app.joinhandshake.com/login	N	
16	Butler University https://app.joinhandshake.com/login	N	
17	Miami University https://app.joinhandshake.com/login	N	
18	Ohio State University https://app.joinhandshake.com/login	N	
19	University of Indianapolis https://app.joinhandshake.com/login	N	
20	University of Kentucky https://app.joinhandshake.com/login	N	
21	University of Louisville https://app.joinhandshake.com/login	N	
22	Wright State https://app.joinhandshake.com/login	N	
23	Transylvania University https://app.joinhandshake.com/login	N	
24	Xavier University https://app.joinhandshake.com/login	N	
25	Berea College https://app.joinhandshake.com/login	N	
26	Indiana State University https://app.joinhandshake.com/login	N	
27	Purdue University of Northwest https://app.joinhandshake.com/login	N	
28	University of Cincinnati https://app.joinhandshake.com/login	N	
29	Saint Louis University https://app.joinhandshake.com/login	N	
30	Ohio University https://app.joinhandshake.com/login	N	
31	Bowling Green State University https://app.joinhandshake.com/login	N	

32	University of Missouri-Columbia https://app.joinhandshake.com/login	N	
33	Cedarville University https://app.joinhandshake.com/login	N	
34	Central State University https://app.joinhandshake.com/login	N	
35	College of Mt. St Joseph, Attn: Maggie David career_center@mail.msj.edu 5701 Delhi Road, Cincinnati, OH 45233 513-569-1565	N	
36	WXIX On-Air Announcement, Attn: Lisa Slattery hr@fox19.com 635 West Seventh Street, Cincinnati, OH 45203	N	
37	Gray Website www.gray.tv	N	9
38	WXIX-TV Website, Attn: Lisa Slattery www.fox19.com	N	
39	TV Jobs Attn: Mark Holloway www.tvjobs.com	N	
40	Indeed.Com www.indeed.com	N	21
41	Glassdoor.com www.glassdoor.com	N	
42	Linked In www.linkedin.com	N	13
43	MediaGig Now www.mediagignow.com		
44	Career Builders www.careerbuilders.com		3
45	NLGJA: The Association of LGBTQ Journalist www.nlgja.org	N	
46	NABJ www.nabj.com	N	
47	NAHJ www.nahj.com	N	
48	Rick Gevers and Associates www.rickgivers.com 355 E Ohio St, #303, Indianapolis, IN 46204	N	
49	Society of Broadcast Engineers www.sbe.org	N	
50	Talent/ Recruiting Agents	N	
51	Employee/ Client Referral	N	14
52	Current Employee	N	4
53	Website not posted/Other	N	6
TOTAL:			71

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>WXIX offers paid 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. 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.</p> <p>Summer 2023 - 5 news Fall 2023 - 4 news Winter 2024 - 6 news, 1 marketing</p> <p>Students come from a variety of schools: University of Cincinnati, Ball State, Northern Kentucky, Xavier, Mississippi State</p>
2	OAB Employment Law Webinar	<p>October 24, 2023</p> <p>Office Manager/HR attended the OAB Employment Law Webinar</p> <p>The session covered employment hot topics including employee handbooks, affirmative action, and accommodation in the workplace.</p>
3	Training	<p>April 20, 2023</p> <p>The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations Presented by Joan Stewart, Wiley</p>
4	Recruitment Outreach	<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>
5	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>