

**WXIX-TV
FOX19**

**EEO PUBLIC FILE REPORT
Period Covered April 1, 2016 – March 31, 2017**

Recruitment Sources Used For Full-Time Vacancies (See Attachment A)

<u>Position</u>	<u>Recruitment Resources</u>	<u>Hiring Source</u>
Operations Manager	1-24, 30-38	41
Reporter	1-24, 30-37	25, 37
News Content Specialist	1-24, 30-31, 35-38	23, 26
Receptionist	1-24, 30, 31, 35-37	26
Marketing Director	1-24, 30-37, 40	26
Account Executive	1-24, 30, 31, 33, 35-37	26
Reporter	1-24, 30-37	37
Editor	1-24, 30-34, 36-38	26
Audio/News Specialist	1-24, 30, 31, 33, 35-37	26a
Automotive/Digital Specialist	1-24, 30-37, 42	42
Producer	1-24, 30-38	26
Master Control Operator	1-24, 30-38	36
Assistant Affiliate Controller	1-24, 30-33, 35-38, 46	38
Digital Content Producer	1-24, 30-37	26a
Digital Content Producer	1-24, 30, 31, 33, 35	26
Digital Content Producer	1-24, 30-37	36
Assignment Editor	1-24, 30-31, 35-38	26
Sales Manager	1-6, 8-24, 30-37	26
Digital Marketing	1-24, 30-38	37
News Content Specialist	1-24, 30-31, 35-37	37, 26
News Content Specialist	1-24, 30-31, 33, 35-38	37, 38
IT Manager	1-24, 30-37, 45	26
News Content Specialist	1-24, 30-31, 33, 35-38	38, 37

Total Interviewees for all Full-Time Positions: 94

Number of Referrals from Sources Used

[3] – 3; [23] – 3; [25] – 6; [26] – 26; [26a] – 16; [30] – 1; [36] – 8; [37] – 14; [38] 6;
[40] – 2; [41] – 7; [42] – 1; [47] - 1

Supplemental Outreach Activities

See Attached

DESCRIPTION OF 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, National Association of Hispanic Journalist, Native American Journalist Association, University of Cincinnati Ethnic Programs and Services, Y.W. C A., Jewish Vocational Services, Cincinnati Business & Professional Women

Names of Station Personnel involved in Initiative:

Lisa Slattery, Human Resources Manager

DESCRIPTION OF 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.

During the reporting period the station offered internships to 13 students in News from the following colleges: University of Cincinnati, Ohio University, Xavier University, Northern Kentucky University, Georgetown University, Bowling Green University; University of Georgia and Ohio Media Center.

Names of Station Personnel involved in Initiative:

Eileen Osborne, News Internship Coordinator
Joe Danneman, Sports Director
Lisa Slattery, Human Resources Manager

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: February 13, 2017

Describe Nature of Initiative:

Lunch with the Pros – SPJ – Virtual Realty Program
Northern Kentucky University

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

Al Tomkins, Poynter; Mike McCarter, Cincinnati Enquirer
SAPJ Lunch with the pros on virtual reality/360 video.

Names of Station Personnel involved in Initiative:

Steve Hyvonen, News Director

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event:

October 3, 2016

November 5, 2016

February 27, 2017

March 4, 2017

Describe Nature of Initiative:

Job Fair for Internship Program

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

Job fair to recruit for interns for upcoming semesters

Names of Station Personnel involved in Initiative:

Eileen Osborne, News Internship Coordinator