

# WXIX-TV

## EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

### I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Marketing Producer	1-3, 5-19, 21-23, 24a, 25, 30-37, 40	41
News Content Specialist	1-3, 5-19, 21-23, 24a, 25, 30-33, 35-37	27
Meteorologist/Reporter	1-3, 5-19, 21-23, 24a, 25, 30-33, 35-37	36
Producer	1-3, 5-19, 21-22, 25, 30-33, 35-38	36
Photographer	1-3, 5-19, 21-23, 24a, 25, 30-33, 35-38	36
Investigative Reporter	1-3, 5-19, 21-23, 24a, 25, 30-33, 35-38	27
Photographer	1-3, 5-9, 11-19, 21-22, 24a, 25, 30-33, 35-38	36
Master Control Operator	1-3, 5-9, 11-19, 21-23, 25, 30-33, 36-38	27
Maintenance/IT Engineer	1-3, 5-19, 21, 22, 24a, 25, 30-38	36
Account Executive (2)	1-7, 9-19, 21-23, 24a, 25, 30-39	27, 27
Traffic Reporter	1-3, 5-9, 11-19, 21-23, 25, 30-33, 35-37	26
Sr. Digital Sales Specialist	1-3, 5-9, 11-19, 21-23, 25, 30-33, 35-37, 42	27
Digital Content Producer	1-3, 5-9, 11-19, 21-23, 24abcdgh, 25, 30-33, 35-38	36
Producer	1-3, 5-19, 21-22, 24a, 25, 30-33, 35-37	37
Success Manager (2)	1-3, 5-9, 11-19, 21-23, 25, 30-33, 35-37	27, 27
Photographer	1-3, 5-9, 11-19, 21-23, 24abcdfgh, 25, 30-33, 35-37	38
PT Digital Content Producer	1-3, 5-19, 21-23, 24abcdgh, 25, 30-31, 33, 35-38	41
Reporter	1-3, 5-9, 11-19, 21-23, 25, 30-33, 35-37	30
Master Control Operator	1-3, 5-9, 11-19, 21-24abcdgh, 25, 30-31, 33, 35-38	37
Master Control Operator	1-3, 5-9, 11-19, 21-23, 24abdfh, 25, 30-31, 33, 35-37	3
News Content Specialist (3)	1-3, 5-7, 9, 11-19, 21-23, 25, 31-33, 35-38	28, 27, 27
Receptionist	1-3, 5-7, 9, 11-19, 21-23, 24acdfgh, 25, 31, 33, 36-38	38
Assignment Editor	1-3, 5-7, 9, 11-19, 21-23, 24abcdfgh, 25, 31, 32, 33, 36-38	36
News Content Specialist (2)	1-3, 5-7, 9, 11-19, 21-23, 25, 31-33, 35-38	27, 37

# WXIX-TV

## EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

### II. MASTER LIST OF RECRUITMENT SOURCES

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

*Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	Number of Interviews
<b>COMMUNITY SOURCES</b>						
1	Greater Cincinnati Urban League	R. Shabazz	rshabazz@gcuu.org		513-281-9955	
2	NAACP	Debra	Job bank Book, 4439 Reading Rd. Ste 202, Cincinnati, Ohio 45229			
3	Ohio Center of Broadcasting	TC Summers	apowell@beonair.com	www.funjobsonair.com	513-271-6060	1
4	AEC-Southern Ohio College		1011 Glendale-Milford Rd., Cincinnati, Ohio 45215 scontractor@brownmackie.com		513-672-7750/ 513-771-3413(fax)	
5	UC-Ethnic Programs and Services	LaShanta Jones	Student Life, Pavilion South, Ste. 120, P O Box 210092, Cincinnati, Ohio 45221-0092		513-556-6008	
6	UC Career Development		P.O. Box 210115, Cincinnati, Ohio 45221-0115		513-556-3471/ 513-556-0650(fax)	
7	Xavier University	Stephanie Bates	employer@xavier.edu/xu/careerlead	https://xavier-csm.symplicity.com/employers		
8	University of Kentucky	Dr. Deborah Witham	dwitham@uky.edu			
9	Ohio University					
10	Miami University					
11	Cincinnati State College	HR	fax	http://ohio-csm.symplicity.com	740-593-1393(fax)	2
12	YWCA	Employment Resources	fax	http://miamiu.symplicity.com	513-569-1719(fax) 513-241-7090/ 513-768-4381(fax)	

13	Cincinnati Business & Professional Women	JoAnn Marksberry	<a href="mailto:Gintipw@yahoo.com">Gintipw@yahoo.com</a>				
14	Cincinnati Hamilton County Community Agency	Monica Jenkins	fax			513-569-4814(fax)	
15	Dayton Urban League	Job Bank	184 Salem Ave., Dayton, Ohio 45402			937-222-0737	
16	NAACP-Dayton		1528 West Third St., Dayton, Ohio 45402			937-222-2172/ 937-222-8964(fax)	
17	Lexington Urban League		148 DeVeesse St., Lexington, KY 40507			859-233-1561/ 859-278-5282(fax)	
18	Louisville Urban League		535 W. Broadway, Louisville, KY 40203; <a href="mailto:ldunham@lu.org">ldunham@lu.org</a>			502-561-6830	
19	NAACP- Louisville		P. O. Box 161173, Louisville, KY 40256			502-776-7608	
20	Landmark Baptist Church		1250 Ohio Pike, Ste. 223, Amelia, Ohio 45102; <a href="mailto:office@lbcoho.com">office@lbcoho.com</a>			513-752-7751	
21	YWCA of Hamilton		244 Dayton St., Hamilton, Ohio 45011; <a href="mailto:info@ywcHamilton.com">info@ywcHamilton.com</a>			513-856-9800	
22	YWCA Career Coach		<a href="mailto:ywcacareercoach@gmail.com">ywcacareercoach@gmail.com</a>				
23	UC - Recruit A Cat	Career Development Center	7th Floor, Joseph A Steger Student Life Center, PO Box 210115, Cincinnati, OH 45221			513-556-3471	
24	Handshake Schools - 24a U of Dayton; 24b Butler University; 24c Miami U; 24d Ohio State - Athletics 24e U of Indianapolis 24f U of Kentucky 24g U of Louisville; 24h Wright State					<a href="http://www.recruitacat.com">www.recruitacat.com</a> <a href="http://app.icinhandshake.com">app.icinhandshake.com</a>	
25	Ohio Association of Broadcasters	<a href="mailto:oab@oab.org">oab@oab.org</a>	17 South High Street, Columbus, OH 43215			614-228-4052	
26	Talent/ Recruiting Agents						5
27	Employee/ Client Referral						26
28	Current Employee						14
29							



**WXIX – TV**

**EEO PUBLIC FILE REPORT**

**APRIL 1, 2017 – MARCH 31, 2018**

**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

# WXIX – TV

## EEO PUBLIC FILE REPORT

APRIL 1, 2017 – MARCH 31, 2018

### 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.

During the reporting period the station offered internships to 1 student in Marketing and 8 students in News from the following colleges: Alabama State, University of Cincinnati, Ohio University, George Washington University, Ball State University, University of Dayton, West Virginia University, Anderson University, Miami University.

Names of Station Personnel involved in Initiative:

Eileen Osborne, News Internship Coordinator  
Joe Danneman, Sports Director  
Lisa Slattery, HR/EEO Coordinator

**WXIX – TV**

**EEO PUBLIC FILE REPORT**

**APRIL 1, 2017 – MARCH 31, 2018**

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: September 21, 2017

Describe Nature of Initiative:

Guest speaker/panelist at University of Cincinnati Journalism class.

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

News Director spoke to journalism students from University of Cincinnati.

Names of Station Personnel involved in Initiative:

Steve Hyvonen, News Director

**WXIX – TV**

**EEO PUBLIC FILE REPORT**

**APRIL 1, 2017 – MARCH 31, 2018**

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: September 29, 2017

Describe Nature of Initiative:

Career Day/Recruiting Event at Ball State University

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

News director spoke to Ball State students regarding careers in journalism.  
Collected resumes.

Names of Station Personnel involved in Initiative:

Steve Hyvonen, News Director



**WXIX – TV**

**EEO PUBLIC FILE REPORT**

**APRIL 1, 2017 – MARCH 31, 2018**

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: November 4, 2017

Describe Nature of Initiative:

SPJ Internship Interview Day at University of Cincinnati

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

Interviewed students from University of Cincinnati for internship opportunities at FOX19.

Other participants included Cincinnati Enquirer, Cincinnati Magazine, Cincinnati Refined, City Beat, WCPO Digital, C4AD, Streetvibes,

Names of Station Personnel involved in Initiative:

Eileen Osborne, Internship Coordinator

**WXIX – TV**

**EEO PUBLIC FILE REPORT**

**APRIL 1, 2017 – MARCH 31, 2018**

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: September 12, 2017

Describe Nature of Initiative:

HireSouthWest Ohio Job fair

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

Attended job fair where we collected resumes and spoke to students about job opportunities.

Other companies include Caresource, Cintas, NetJets, Spectrum

Names of Station Personnel involved in Initiative:

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

**WXIX – TV**

**EEO PUBLIC FILE REPORT**

**APRIL 1, 2017 – MARCH 31, 2018**

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: February 21, 2018

Describe Nature of Initiative:

Northern Kentucky Job 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:

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

# WXIX – TV

## EEO PUBLIC FILE REPORT

APRIL 1, 2017 – MARCH 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: November 28, 2017

Describe Nature of Initiative:

Webinar from Hannah Lepow with Covington & Burling LLP

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

Attended a webinar training on EEO policy. Training included rules for EEO recruitment, record keeping and reporting. Outside legal counsel, Covington & Burling, LLC., conducted the training.

Names of Station Personnel involved in Initiative:

Debbie Bush, General Manager  
Lisa Slattery, HR/EEO Coordinator

# WXIX – TV

## EEO PUBLIC FILE REPORT

APRIL 1, 2017 – MARCH 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: Ongoing

Describe Nature of Initiative:

Applicant 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

# WXIX – TV

## EEO PUBLIC FILE REPORT

APRIL 1, 2017 – MARCH 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: Ongoing

Describe Nature of Initiative:

Equal Opportunity Employer Job Openings Announcement

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

FOX19 airs the following :10 spot approximately 20 times per month. "Fox19 is an Equal Opportunity Employer. For a list of current jobs go to [www.fox19now.com](http://www.fox19now.com) or call 513-562-2415." FOX19 posts all job openings on our website.

Names of Station Personnel involved in Initiative:

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

# EEO PUBLIC FILE REPORT

APRIL 1, 2017 – MARCH 31, 2018

## III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: October 17, 2017

Describe Nature of Initiative:

Training on FCC EEO Guidelines

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

Participated in a refresher training webinar provided by Raycom Media's human resources department on EEO rules and how to complete the station's EEO Annual Report.

Names of Station Personnel involved in Initiative:

Lisa Slattery, HR/EEO Coordinator