

WXIX-TV

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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
Account Executive (3)	1-5, 7-17, 19-38, 40-54	40, 53, 54
Special Projects Producer	1-23, 25-38, 40-47	44
Digital Sales Manager	1-23, 25-38, 40-47, 53	53
MMJ (2)	1-23, 25-38, 40-47, 49, 53, 54	53, 54
Photographer (2)	1-17, 19-23, 25-38, 40-47, 54	44, 54
Engineer	1-23, 25-38, 40-47, 51, 53	53
Sales Assistant	1-38, 40-47	44
Producer (2)	1-17, 19-23, 25-38, 40-47, 53, 54	53
MMJ/Photo	1-23, 25-38, 40-47	40
News Photographer	1-16, 17-23, 25-38, 40-44, 46-47, 53	53
News Producer	1-23, 25-38, 40-47, 54	44
Account Executive	1-23, 25-38, 40, 42-47	44
Broadcast Engineer	1-23, 25-38, 40, 42-47, 53	53
Anchor/Reporter	1-23, 25-38, 40, 42-47, 53	53

This report was revised in December 2023 to address reporting discrepancies.

WXIX-TV**EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022****II MASTER RECRUITMENT SOURCE LIST (MRSL)**

<u>RS Number</u>	<u>RS Information</u>	Source Entitled to Vacancy Notification? (Yes/No)	<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.symlicity.com/employers 513-569-1719(fax)	N	
7	YWCA, Attn: Employment Resources 513-241-7090/ 513-768-4381(fax)	N	
8	Cincinnati Hamilton County Community Agency, Attn: Monica Jenkins 513-569-4814(fax)	N	
9	Dayton Urban League/Urban League of Great Southwestern Ohio, Attn: Job Bank 907 West Fifth Street, Dayton, OH 45402 937-222-0737	N	

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

26	Transylvania University https://app.joinhandshake.com/login	N	
27	Xavier University https://app.joinhandshake.com/login	N	
28	Berea College https://app.joinhandshake.com/login	N	
29	Indiana State University https://app.joinhandshake.com/login	N	
30	Purdue University of Northwest https://app.joinhandshake.com/login	N	
31	University of Cincinnati https://app.joinhandshake.com/login	N	
32	Saint Louis University https://app.joinhandshake.com/login	N	
33	Ohio University https://app.joinhandshake.com/login	N	
34	Bowling Green State University https://app.joinhandshake.com/login	N	
35	University of Missouri-Columbia https://app.joinhandshake.com/login	N	
36	Cedarville University https://app.joinhandshake.com/login	N	
37	Central State University https://app.joinhandshake.com/login	N	
38	College of Mt. St Joseph, Attn: Maggie David career_center@mail.msj.edu 5701 Delhi Road, Cincinnati, OH 45233 513-569-1565	N	
39	WXIX On-Air Announcement, Attn: Lisa Slattery hr@fox19.com 635 West Seventh Street, Cincinnati, OH 45203 (513) 421-1919	N	
40	Gray Website www.gray.tv	N	8
41	WXIX-TV Website, Attn: Lisa Slattery www.fox19.com 513-562-2415	N	
42	Black Career Woman's Network, 114 Pike Street, Covington, KY 41011 1-513-725-7493 ssims@bcwnetwork.com Sherry Sims	N	

43	TV Jobs Attn: Mark Holloway www.tvjobs.com	N	
44	Indeed.Com www.indeed.com	N	11
45	Glassdoor.com www.glassdoor.com	N	
46	Linked In www.linkedin.com	N	4
47	NLGJA: The Association of LGBTQ Journalist www.nlgja.org	N	
48	NABJ www.nabj.com	N	
49	NAHJ www.nahj.com	N	
50	Spots N Dots, Attn: Emily McKay ads@spotsndots.com 1-888-884-2630 x 701	N	
51	Society of Broadcast Engineers www.sbe.org	N	
52	Talent/ Recruiting Agents	N	
53	Employee/ Client Referral	N	10
54	Current Employee	N	5
55	Website not posted	N	
TOTAL:			38

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management Training	<p>November 2, 2022</p> <p>General Manager and Office Manager/HR attended the OAB Employment Law Webinar</p> <p>“The Great Resignation” and “Quiet Quitting” — legal issues arising from worker resignations and labor shortages</p> <p>EEOC and OSHA updates on accommodating workers with long COVID and other chronic conditions</p>
2	Internship Program	<p>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.</p> <p>Spring 2022 - 2 news Summer 2022 - 2 news Fall 2022 – 4 news, 1 operations Winter 2022 – 2 interns news</p> <p>Students come from a variety of schools: University of Cincinnati, Thomas Moore College, Cincinnati State, Xavier, Miami, Central State</p>
3	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>
4	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>
5	Participate in Job Fair	<p>February 15, 2023</p> <p>University of Cincinnati (CCM) Media Production Career Fair</p> <p>TMP Supervisor and TMP represented FOX19 and spoke to college students about employment opportunities</p>
6	Management Training	<p>March 16, 2023</p> <p>Miami University Center for Career Exploration and Success</p> <p>Office Manager/HR attended the Miami Opportunities for Regional Employers (MORE); Commitment to Diversity</p>