

WXIX-TV

EEO PUBLIC FILE REPORT April 1, 2019 - March 31, 2020

II MASTER RECRUITMENT SOURCE LIST (MRS�)

| <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, Attn Debra Job Bank Book, 4439 Reading Road, Suite 202, Cincinnati, OH 45229 | 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 | N | |

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| | https://cincinnati-state-csm.symphlicity.com/employers 513-569-1719(fax) | | |
| 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 | |

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| 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 ldunham@lul.org 535 W. Broadway, Louisville, KY 40203 502-561-6830 | 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 ywacareercoach@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://employer.gradleaders.com/NKUni/Employers/Login.aspx?jprid=5874&session=expired | N | |

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| | 1 Nunn Drive, Highland Heights, KY 41099 859-572-5573 | | |
| 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 | |

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| 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 | |

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| 38 | Central State University https://app.joinhandshake.com/login | N | |
| 39 | Advertising Club of Cincinnati/Job Bank, Attn: Judy Thompson http://aafcincinnati.org 602 Main Street, Suite 806, Cincinnati, OH 45202 513-984-9990 | N | |

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| 40 | College of Mt. St Joseph, Attn: Maggie David career_center@mail.msj.edu 5701 Delhi Road, Cincinnati, OH 45233 513-569-1565 | N | |
| 41 | WXIX On-Air Announcement, Attn: Lisa Slattery hr@fox19.com 635 West Seventh Street, Cincinnati, OH 45203 (513) 421-1919 | N | |
| 42 | Gray Website www.gray.tv | N | 3 |
| 43 | WXIX-TV Website, Attn: Lisa Slattery www.fox19.com 513-562-2415 | N | 14 |
| 44 | TV Jobs Attn: Mark Holloway www.tvjobs.com | N | 1 |
| 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 | 5 |
| 47 | Spots N Dots, Attn: Emily McKay ads@spotsndots.com 1-888-884-2630 x 701 | N | |
| 48 | Linked In www.linkedin.com | N | 2 |
| 49 | Media Ideanet, Attn: Graeme Newell www.602communications.com 6839 Charter Hills Road, Charlotte, NC 28277 704-543-1426/ 407-540-9336 (fax) | N | |
| 50 | Society of Broadcast Engineers | N | |

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| | www.sbe.org | | |
| 51 | Talent/ Recruiting Agents | N | 1 |
| 52 | Employee/ Client Referral | N | 10 |
| 53 | Current Employee | N | 4 |
| 54 | Website not posted | N | 5 |

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|---------------|--|--|-----------|
| TOTAL: | | | 45 |
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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|--|---|
| | | |
| 1 | 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>Summer 2019– 6 interns (Marketing, News) Fall 2019 – 4 interns (News) Summer 2020 – 4 interns (News)</p> <p>Students come from a variety of schools - University of Cincinnati, Ohio University, West Virginia University, Bowling Green University, Northern Kentucky University and Xavier University.</p> |
| 2 | Ball State University Job Fair | <p>On October 25, 2019, WXIX participated in a job fair at Ball State University. Participant from WXIX included News Director.</p> |

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| 3 | 2020 Northern Kentucky University Career Expo | On February 26, 2020, WXIX participated in the 2020 NKU Career Expo. Participants from WXIX included Marketing Director, Operation Supervisor and Office Manager |
| 4 | EEO Training | On June 20, 2019, Bush, General Manager and Office Manager participated in webinar training on the FCC's EEO rules and regulations provided by Wiley Rein LLP for Gray Television stations. |
| 5 | OAB 2019 Employment Law Webinar | On September 10, 2019, General Manager and Office Manager participated in the Ohio Association of Broadcasters 2019 Employment Law Webinar. Explored legal landmines in the hiring process and best practices for avoiding them, including criminal background checks, the Fair Credit Reporting Act, drug testing and the impact of Ohio's marijuana laws. |
| 6 | Recruitment outreach | WXIX airs the following :45 spot approximately 2-3 times monthly: "FOX19, a Gray 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." |

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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 | 1-18, 20-35, 42-46 | 43 |
| Producer | 1-18, 20-35, 42-46, 52 | 52 |
| Photographer | 1-38, 40, 42-46, 48 | 42 |
| Account Executive | 1-17, 19-38, 40, 42, 43-45, 52 | 52 |
| Photographer | 1-38, 40, 42, 43-46, 48, 52 | 52 |
| Producer | 1-17, 21, 24-27, 31-37, 40, 42-46, 48 | 43 |
| Producer | 1-17, 21, 24-27, 31-37, 40, 42-46, 48, 52 | 52 |
| Reporter | 1-38, 40, 42-46, 48 | 46 |
| Digital Producer | 1-38, 40, 42-45, 54 | 54 |
| New Business AE | 1-17, 19-25, 27-38, 42-46, 48, 52 | 52 |
| Anchor/Reporter | 1-17, 19-22, 23-38, 40, 42-46, 48, 52 | 52 |
| Producer | 1-17, 21, 24-27, 31-37, 40, 42-46, 48, 54 | 54 |
| Reporter | 1-38, 40, 42-46, 48 | 44 |
| Producer | 1-7, 9-17, 19-21, 24-27, 29-38, 40, 42-46, 48 | 43 |