

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2018 - May 31, 2019

Station Included in Report: WCPO-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				34
C2	Internal Candidate / WorkLife				49
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			73
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		

EEO PUBLIC FILE REPORT

C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		55
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				20
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		32
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C197	NABJ	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDVA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C239	Airport Employment One Stop of Northern Kentucky - Cincinnati Northern Kentucky International Airport - Cincinnati, OH 45275 - Terminal 1 (marie.mahan@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C240	Cedarville University Cedarville, OH - - 251 N. Main St. (career@cedarville.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C241	Cincinnati Job Corps Center - Noelle Stroempl - 1409 Western Avenue (stroempl.noelle@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C242	Cincinnati VA Medical Center - - 3200 Vine Street (patricia.henson@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C243	Dayton Job Corps Center - Eddie Doster - 3849 Germantown Pike (doster.eddie@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C244	Easter Seals TriState - Timothy Duening - 447 Morgan Street (tduening@eastersealstristate.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C245	IKRON - Randy Strunk - 2347 Vine Street (rstrunk@ikron.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C246	Mount St. Joseph University - - 5701 Delhi Road (career_center@mail.msje.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C247	OhioMeansJobs - Highland County - Tara Campbell - 1575 North High Street (Jeffery.Hapner@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C248	OhioMeansJobs Adams County - - 19221 State Route 136 (jerry.angel@jff.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C249	OhioMeansJobs Adams County - Jill Layne (Business Representative) - 19221 State Route 136, P.O. Box 188 (jlayne@workforceconnections.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C250	OhioMeansJobs Brown County - - 406 West Plum Street (dfite@workforceconnections.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C251	OhioMeansJobs Brown County - Melissa Danner (Business Representative) - 406 West Plum Street (mdanner@omjadamsbrown.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C252	OhioMeansJobs Butler County - - 4631 Dixie Highway (kelld@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C253	OhioMeansJobs Butler County - - 4631 Dixie Highway (ohiomeansjobs@butlercountyohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C254	OhioMeansJobs Butler County - James Crull (Veterans Representative) - 4631 Dixie Highway (james.crull@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C255	OhioMeansJobs Butler County - Melissa O'Brien (Business Representative) - 4631 Dixie Highway (Melissa.Obrien@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C256	OhioMeansJobs Cincinnati-Hamilton County - - 1916 Central Parkway (info@superjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C257	OhioMeansJobs Cincinnati-Hamilton County - - 1916 Central Parkway (info@superjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C258	OhioMeansJobs Clermont County - Douglas Oliver (Veterans Representative) - 756 Old State Route 74 (douglas.oliver@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C259	OhioMeansJobs Clinton County - Maria Goeser (Business Representative) - 1025 S South Street, Suite 500 (maria.goeser@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C260	OhioMeansJobs Clinton County - Michael Grome (Business Representative) - 1025 S. South Street, Suite 500 (michael.grome@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C261	OhioMeansJobs Greene County - - 581 Ledbetter Road (greeneworks@greeneworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C262	OhioMeansJobs Greene County - Angel Gooden (Business Representative) - 581 Ledbetter Road (angel.gooden@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C263	OhioMeansJobs Greene County - James Saunders (Veterans Representative) - 581 Ledbetter Road (james.saunders@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C264	OhioMeansJobs Montgomery County - Marie Davis/Linda White - 1111 S Edwin C Moses Boulevard (thejobbank@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C265	OhioMeansJobs Warren County - Matthew Fetty - 300 East Silver Street (www.ohioworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C266	Southern State Community College (Patriot Online) - Tom Payton - 100 Hobart Drive (tpayton@sscc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C267	The Employment Center - - 1575 North High Street, Suite 100 (onestop@sscc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C268	The Employment Center - Michael Grome (Veterans Representative) - 1575 North High Street, Suite 100 (michael.grome@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C269	The Job Center Montgomery County - Marie Davis - 1111 S. Edwin C. Moses Boulevard, P.O. Box 972 (Marie.Davis@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C270	Work Initiative Network (W.I.N) - Shanna Sutherland - 43 East Main Street (ssutherland@lifepointsolutions.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C271	Workforce One of Warren County - - 300 East Silver Street (Christopher.Stanfield@odjfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	Advertising Club of Cincinnati/Job Bank	602 Main Street Suite 806 Cincinnati, OH 45202	Judy Thompson http://aafcincinnati.org	513-984-9990	
L2	Cincinnati Business and Professional Women	PO Box 6488 Cincinnati, OH 45206	Joann R. Marksberry cintibpw@yahoo.com www.cincinnatiwpw.org	513-241-9025	
L3	Cincinnati State Technical and Community College	3520 Central Parkway Cincinnati, OH 45223	Mary Beth Barnes marybeth.barnes@cincinnatiastate.edu www.cincinnatiastate.edu	513-569-1565	
L4	Cincinnati Works	708 Walnut St. Floor 2 Cincinnati, OH 45202	Everly Rose info@cincinnatiworks.org www.cincinnatiworks.org	513-744-5604	
L5	College of Mt. St. Joseph	5701 Delhi Road Cincinnati, OH 45233	Maggie Davis career_center@mail.msjeu.edu www.msjeu.edu	513-244-4721	
L6	Hyde Park Job Search Focus Group	1345 Grace Ave Cincinnati, OH 45208	Robert Pautke info@jobsearchfocusgroup.com www.jobsearchfocusgroup.com	513-871-0320	
L7	NAACP	4439 Reading Road Suite 202 Cincinnati, OH 45229	Robert Richardson info@cincinnati-naacp.com www.cincinnati-naacp.com	513-281-1900	
L8	US Department of Veteran Affairs	36 E. Seventh Street 210A Cincinnati, OH 45202	Thomas Jones thomas.jones@va.org	513-684-6901	

EEO PUBLIC FILE REPORT

L9	Dress for Success	205 W. 4th St. #900 Cincinnati, OH 45202	Lisa Brown lbrown@dfscincy.org www.dfscincy.org		
L10	African American Cultural/Resource Center	60 W. Charlton St. Cincinnati, OH 45221	Ms. Moore mooreek@ucmail.uc.edu		
L11	University of Cincinnati/Ethnic Programs	University of Cincinnati	brandi.elliott@uc.edu		
L12	Hispanic Chamber of Commerce	2637 Erie Ave Cincinnati, OH 45208	office@hispanicchambercincinnati.com www.hispanicchambercincinnati.com		
L13	African American Chamber of Commerce	2945 Gilbert Ave Cincinnati, OH 45206	Gino McGowens gino@african-americanchamber.com www.african-americanchamber.com		
L14	Northern Kentucky University	Nunn Drive Highland Heights, KY 41009	http://careerservices.nku.edu/employers/postposition.html		
L15	Miami University Career Services	200 Hoyt Hall 521 S. Patterson Ave Oxford, OH 45056	careercenter@miamioh.edu www.miamioh.edu		
L16	Jobs Plus, City Gospel Mission	1805 Dalton Ave Cincinnati, OH 45214	M. Hill mhill@citygospelmission.org www.citygospelmission.org		
L17	Central State University	1400 Brush Row Rd. Wilberforce, OH 45384	csucareerservices@gmail.com www.centralstate.edu		
L18	University of Cincinnati	140 University Pavillion PO Box 210104 Cincinnati, OH 45221	Patti Carroll	513-556-3471	
L19	University of Cincinnati Clermont College	4200 Clermont College Drive Batavia, OH 45102	Mary Beth Bamber clermontcareerservices@uc.edu		
L20	Ohio Media School*	6703 Madison Rd. Cincinnati, OH 45227	TC Sommers tc@beonair.com www.beonair.com		

Total Number of Interviewees Referred: 272

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [14471]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-07-16
Account Exec, Integrated [14624]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C5 Start Date: 2018-12-03
Account Exec, Integrated [14968]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-11-05
Account Exec, Integrated [JR020039]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2019-01-28
Assoc Account Exec, TV [14549]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2018-07-16
Assoc Account Exec, TV [14969]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C134 Start Date: 2018-11-12
Assoc Account Exec, TV [JR020038]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2019-01-28
Assoc Account Exec, TV [JR020280]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C134 Start Date: 2019-02-11

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assoc Account Exec, TV [JR020459]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2019-02-25
Commercial Producer [JR020503]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2019-04-08
Content Coord III [14528]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-09-10
Digital Strategist [14054]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2018-06-04
Editor/Writer [14292]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2018-10-29
Facility/Workflow Specialist [JR020070]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2019-03-04
IT Ops Manager [13941]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-06-04
Local Sales Manager [JR020054]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271	Code Number: C2 Start Date: 2018-12-31

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Manager, AM/PM Content [14072]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C130 Start Date: 2018-07-02
Mgr, Enterprise Content [14117]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C39, C69, C95, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-07-02
MMJ Non-news [14055]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2018-07-16
Multimedia Journalist [14768]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2019-01-14
Multimedia Journalist [14769]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-09-24
Multimedia Journalist [JR020358]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C131 Start Date: 2019-04-29
Multimedia Journalist [JR020400]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C134 Start Date: 2019-05-01
Photographer II [14766]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2018-11-12

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [14766]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2018-10-29
Producer [14282]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2018-06-18
Producer [14282]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2018-08-20
Producer [14610]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2018-10-01
Producer, Creative Services [14248]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-07-02
Real-Time Editor [14258]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-08-13
Real-Time Editor [14757]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C130 Start Date: 2018-11-05
Sales Support Asst II [14785]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C134 Start Date: 2018-10-01
Sales Support Asst II [JR020711]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C191, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271	Code Number: C130 Start Date: 2019-05-06
Spec, Ad Ops [JR020236]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2019-02-11

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sr Dir, Sales [14977]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-12-31
Sr Mgr, Broadcast Content [14212]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C130 Start Date: 2018-06-18
Sr Mgr, Editorial [14814]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C187, C188, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2019-04-22

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	WCPO HR Director, Katherine Rawe, and Community Affairs Director, Mona Morrow, attended the Cincinnati Public Schools Career Expo on October 25, 2018. We spoke with students about careers in the Broadcasting and Journalism industries and the students also had the opportunity to read news scripts.
	WCPO Sr. Managers attended the 2019 NABJ Regional II Career Fair on April 27, 2019. The Sr. Managers spoke with interested applicants about careers in broadcast, as well as critiqued applicant reels.
Hosting at least one job fair.	Approximately 20 high school students participated in WCPO's Career in Media High School Workshop for area students to learn about careers in broadcast. This annual event was held at the station on February 23, 2019. Activities for the students included watching a live newscast, studying ethics in media, and participating in an open discussion on career opportunities in media. WCPO employees were on hand to answer questions about their careers in journalism, sales, and engineering.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Human Resources Director, Katherine Rawe, coordinates WCPO's college intern program that allows college journalism students the opportunity to get practical hands-on experience in broadcasting employment. During this reporting period two students attending college participated in an internship in news, sales, sports, investigative, and real-time reporting. The program ran the summer of 2018.
	WCPO's long-standing Careers in Media Minority Internship Program, developed by Community Affairs Director, Mona Morrow, gave high school students exposure to careers in the media industry during the reporting period. Applications and brochures were mailed to every high school in the market. Five students were selected to participate at WCPO in this unpaid internship program from June 2018 - July 2018. WCPO has worked to expand this successful effort to broaden the community's understanding about opportunities in broadcast and digital media.
	During the reporting period, WCPO continued its involvement in the DePaul Cristo Rey Corporate Work Study Program by providing on-the-job training to a student at the DePaul Cristo Rey High School, an institution devoted to building a pipeline to college for young people from diverse urban backgrounds who have limited educational options. The student worked with the Station's Community Affairs Director learning project management responsibilities. The student worked at the station weekly between September 2018 - May 2019.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>On February 27, 2019, WCPO's Human Resources Director, Katherine Rawe, communicated to all staff the station's participation with the Ohio Association of Broadcaster's kid scholarship availability.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WCPO and its employees participate in The EW Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WCPO employees enjoy the opportunity</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Director of Sales, Linda Hudson, and several Account Executives spoke to a class at University of Cincinnati on February 28, 2019, about jobs in broadcast, at WCPO, and different options tied to sales, support and creative services.</p>
	<p>Account Executive, Christy Schimpf, volunteered with the Cincinnati Public Schools conducting mock interviews with the students on May 10, 2019.</p>
	<p>Investigative Manager, Hillary Lake, spoke to a Strategic Writing and Journalism class at Elon University about her reporter's point of view and experiences, providing the students with tips on who to work with reporters and how to pitch stories.</p>
	<p>Meteorologist Jennifer Ketchmark visited Wyandot Early Childhood School where she discussed her career and gave a weather presentation on November 14, 2018.</p>
	<p>Meteorologist Jennifer Ketchmark visited Grandview Elementary where she discussed her career and gave a weather presentation on November 5, 2018.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Several members of Station management participated in a half-day eLearning session during the reporting period and were trained on our compliance and their role with employment law. Specific training topics included: anti-harassment, taking complaints, EEO laws, disability and leave issues, performance management, and terminations.</p>