

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2020 - May 31, 2021

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 | | | | 16 |
| C2 | Internal Candidate / WorkLife | | | | 32 |
| C3 | Scripps.com | 312 Walnut St Ste 2800 Cincinnati, OH 45202 | | | 29 |
| C5 | Google | 1600 Amphitheatre Pkwy Mountain View, CA 94043 | www.google.com | 650-253-6000 | 5 |
| 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 | |
| C69 | Yahoo | 701 First Avenue Sunnyvale, CA 94089 | www.yahoo.com | | |
| C95 | Facebook | 1 Hacker Way Menlo Park, CA 94025 | www.facebook.com | | |
| C97 | LinkedIn | 2029 Stierlin Court Mountain View, CA 94043 | www.linkedin.com | | 26 |
| C100 | Tvjobs.com | PO Box 4116 Oceanside, CA 92052 | www.tvjobs.com | 760-754-8177 | 2 |
| 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 | | | | 12 |
| C131 | Agency/Search Firm | | | | 10 |
| C132 | Bing | One Microsoft Way Redmond, WA 98052-7329 | | | |
| C134 | Indeed | 6433 Champion Grandview Way Building 1 Austin, TX 78750 | www.indeed.com | | 16 |
| C165 | Jobtome.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |

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|------|---------------------------|--------------------------------|---|--------------|---|
| 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 | |
| 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 | |
| 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 | JOFDAV | 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 | 2 |
| 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 | |

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|------|--------------------------|-----------------------------|---|--------------|--|
| 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 | |
| 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 | |

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|------|---|-----------------------------|---|--------------|---|
| 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 | |
| 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 | 1 |
| 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 | 2 |
| 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 | |

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|------|---|-----------------------------|--|--------------|--|
| 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 | |
| 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 (kellid@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 (greenetworks@greenetworks.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 | |

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| 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 | |
| C1906 | Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1912 | USAA/RecruitMilitary | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2388 | Facebook | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2389 | Veterans Families United | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2390 | Illinois Job Link | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2391 | Pennsylvania Department of Military and Veterans Affairs (DMVA) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2392 | Job Accomodation Network (JAN) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2393 | bestJOBSusa | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2394 | Jobble | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2395 | MASSHIRE JobQuest | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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|------------------------|--|--|---|--------------|--|
| C2396 | Facebook | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2397 | CareerOneStop | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2398 | Ziprecruiter | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2399 | Jobtome | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2400 | EmployGeorgia | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2401 | New York State JobZone | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2402 | IHire.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2403 | Kentucky Career Center | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2404 | Petersons.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2405 | Greater St. Cloud JobSpot | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2406 | IllinoisJobLink.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2407 | Job Center of Wisconsin | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2408 | Source America | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2409 | Texas Workforce Commission | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2410 | Simply Hired | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2424 | Military.com | 8280 Greensboro Drive Suite 900 McLean, VA 22102 | Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/ | 212-548-8395 | |
| 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.cincinnatiibpw.org | 513-241-9025 | |
| L3 | Cincinnati State Technical and Community College | 3520 Central Parkway Cincinnati, OH 45223 | Mary Beth Barnes marybeth.barnes@cincinnatiata te.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 | |

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|---|---|---|--|--------------|------------|
| L5 | College of Mt. St. Joseph | 5701 Delhi Road Cincinnati, OH 45233 | Maggie Davis career_center@mail.msje.edu www.msje.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 | |
| L9 | Dress for Success | 205 W. 4th St. #900 Cincinnati, OH 45202 | Lisa Nolan lnolan@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 | Eric Kearney kearney@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: | | | | | 153 |

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 [JR023467] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410 | Code Number: C1 Start Date: 2020-07-20 |
| Mgr, AM/PM Content [JR024211] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C3 Start Date: 2021-01-25 |
| Morning Anchor, MMJ [JR023590] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C131 Start Date: 2020-10-12 |
| Photographer II [JR024179] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C2 Start Date: 2021-02-15 |

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 [JR025209] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C1 Start Date: 2021-05-24 |
| Producer [JR023004] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C2 Start Date: 2020-06-08 |
| Producer [JR024834] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C97 Start Date: 2021-05-10 |
| Receptionist [JR023506] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C97 Start Date: 2020-08-19 |

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 Mgr, Broadcast [JR023784] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C2 Start Date: 2020-11-09 |
| Sr Real Time Editor [JR023877] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C2 Start Date: 2020-11-03 |
| Studio Tech I [JR024731] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C1 Start Date: 2021-05-28 |
| Weekend Anchor, MMJ [JR025141] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L12, L13, L15, L16, L17, L18, L19, L20 | Code Number: C2 Start Date: 2021-05-17 |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| <p>Hosting at least one job fair.</p> | <p>Approximately 11 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 via Zoom on April 17, 2021. Activities for the students included a virtual tour of the studio, 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.</p> |
| <p>Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.</p> | <p>WCPO co-sponsored four virtual job fairs together with Cincinnati Works. Cincinnati Works' mission is to eliminate poverty in Cincinnati by assisting people through advancing economic self-sufficiency through employment. Applicants received a link via email to the Zoom room, where all applicants gathered to wait for 12-minute interviews in breakout rooms with up to two employers. The job fairs were held August 20, 2020; September 25, 2020; October 30, 2020; and November 20, 2020, and were targeted to help our viewers who were unemployed as a result of the pandemic. The career fairs were part of the WCPO series called the Rebound, which is a resource to help the Cincinnati community make it to the other side of the financial fallout due to the coronavirus pandemic.</p> <p>WCPO co-sponsored with Superior Career Fairs and planned one of the largest virtual job fairs in the area. WCPO was the co-sponsor of the career fair where we promoted the event on all platforms so our viewers were made aware of career opportunities for those who were impacted by the pandemic. The event was held in December 2, 2020. More than 50 large Cincinnati employers attended the event to interview hundreds of job applicants. The career fair was part of the WCPO series called the Rebound, which is a resource to help the Cincinnati community make it to the other side of the financial fallout due to the coronavirus pandemic.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities. | On February 18, WCPO employees Mona Morrow and Clyde Gray participated in the Greater Cincinnati Area of Black Journalist association panel discussion aimed at helping younger journalist to be successful now and in the future. They gave advice on how to get started in journalism and how be successful in the job. They also shared with the group their career journeys. |
| Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting. | On March 3, 2021, WCPO's Vice President/General Manager, Jeff Brogan, communicated to all staff the availability for station employees to apply for the Ohio Association of Broadcaster's (OAB) kids scholarship. OAB gives out a \$2,500 scholarship to a graduating high school senior who is the child of a member station and planning to attend college this fall. |
| Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. | WCPO and its employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WCPO employees enjoy the opportunity to pursue career advancement through online training in stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets. This eLearning systems is also used fro EEO training and other mandatory compliance trainings. |
| Establishment of a mentoring program for station personnel. | The WCPO African American Inclusion Resource Group has an informal mentoring program where more seasoned journalists are paired with newer journalists to help them navigate through their employment and career goals. |
| Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. | HR Director Katherine Rawe participated in the Mount St. Joseph University Mock Interview program on April 22 and April 23, 2021. Students were "interviewed" for positions associated with media, the interviews lasted 25 minutes, with a 10 minute debrief on improvements as well as discussions on broadcast careers. |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>WCPO employees Josh Bazan and Sarah Sikora spoke to a broadcast journalism class at St. Xavier High School on April 19, 2021. They spoke to the students about careers in journalism, their day-to-day life on the job, and answered questions about college and careers.</p> |
| | <p>Meteorologist Jennifer Ketchmark participated in the Junior Achievement program on March 18, 2021, where she produced a video about her career, her education and training needed for her career, and her day-to-day work.</p> |
| | <p>Meteorologist Jennifer Ketchmark conducted a virtual school visit with Heritage ECS on October 15, 2021, where she spoke with the students about weather and her career.</p> |
| <p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> | <p>HR Director Katherine Rawe attended the Ohio Association of Broadcasters (OAB) employment law webinar on September 24, 2020. Among the issues presented in the webinar were: a review of the basic legal requirements for prohibiting discrimination and harassment; how to address diversity of political expression in the workplace; the recent Supreme Court decision prohibiting workplace sexual orientation discrimination; and disability discrimination issues when accommodating COVID-related absences.</p> |
| | <p>In March 2021, WCPO employees attended a held a three-session training course mandatory for all managers and employees on Equity, Diversity and Inclusion. The purpose of this training is to further ingrain concepts and practices into how we work, how we interact, and how we communicate. It's goal was for the staff to have a common language when discussing equity, diversity, and inclusion, and for us to have eyes wide open to how our differences can and should unite us.</p> |