

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2017 - May 31, 2018

**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
<b>Common Sources</b>					
C1	Employee Referral				19
C2	Internal Candidate / WorkLife				48
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			49
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
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	1

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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	
C43	Rensselaer Polytechnic Institute Career Development Center	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		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		36
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	
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				10
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		9
C163	JobCase.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

**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	
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L2	Cincinnati Business and Professional Women	PO Box 6488 Cincinnati, OH 45206	Joann R. Marksberry cintibpw@yahoo.com www.cincinnatiBPW.org	513-241-9025	
L3	Cincinnati State Technical and Community College	3520 Central Parkway Cincinnati, OH 45223	Mary Beth Barnes marybeth.barnes@cincinnatiState.edu www.cincinnatiState.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.msj.edu www.msj.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@cincinnatiNAACP.com www.cincinnatiNAACP.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 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	<a href="http://careerservices.nku.edu/employers/postposition.html">http://careerservices.nku.edu/employers/postposition.html</a>		
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		

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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		
<b>Total Number of Interviewees Referred:</b>					<b>179</b>

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Integrated [14161]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C97 Start Date: 2018-05-07
Account Exec, Integrated [14279]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C97 Start Date: 2018-05-29
Assoc Account Exec, TV [13387]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2017-09-11
Commercial Producer [14057]	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: 2018-04-23
Dir, Engineering [13858]	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: 2018-04-09
Exec Producer [13452]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2017-11-13
IT Ops Tech III [13290]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, C163, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2017-09-11
Local Sales Manager [12453]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2017-06-29
Manager, AM/PM Content [14072]	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: 2018-03-26
Manager, Real-Time Desk [14107]	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: 2018-03-26
Meteorologist, Weekend [13240]	C1, C2, C3, C5, C69, C95, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2017-09-28
Mgr, Enterprise Content [14116]	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: 2018-03-26
Multimedia Journalist [12746]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2017-06-05

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Non-News Talent [13857]	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: 2018-04-11
Photographer II [12751]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C130 Start Date: 2017-06-05
Prod, Specialty Programming [13856]	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: 2018-04-09
Producer [13674]	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, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2018-01-16
Producer [13900]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2018-05-07
Real-Time Editor [14258]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-05-07
Real-Time Editor [14258]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-05-07
Real-Time Editor [14258]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-05-07
Real-Time Editor [14258]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-05-07
Real-Time Editor [14258]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-05-07
Real-Time Editor [14258]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C2 Start Date: 2018-05-07
Spec, Ad Ops [14246]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C1 Start Date: 2018-05-07

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Sr Analyst, Research [13041]	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, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2017-07-10
Sr Mgr, News Production [13228]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16, L17, L18, L19, L20	Code Number: C3 Start Date: 2017-09-25
Sr. Mgr, Editorial [14109]	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: 2018-03-26
Sr. Mgr., Engagement/Next Gen [14110]	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: 2018-03-26
SrMgr,Enterprise/Investigative [14108]	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: 2018-03-26

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>WCPO Community Affair Director Mona Morrow attended the Business Education Connectivity Council Career Expo on Friday, October 20, 2017.</p>
<p>Hosting at least one job fair.</p>	<p>Approximately 30 students participated in WCPO's Careers in Media - High School Workshop for area high school students to learn about careers in media. This annual event was held at the station on February 24, 2018. 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 media professionals were on hand to answer questions about their jobs in journalism, sales, and engineering.</p> <p>WCPO hosted a Career Day for 20 students from the Cincinnati Public School district on Friday, March 16, 2018. WCPO professionals spoke to the group about their careers in media. The career day also included a tour of the station.</p>
<p>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.</p>	<p>The Station and an organization called Network of Executive Women hosted a panel discussing working women in media and careers in the media industry on November 16, 2017. Several female employees of the Station were speakers at the panel and they discussed their experiences as journalists, career paths, common misconceptions of women working in media.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Human Resources Director Katherine Rawe coordinates WCPO's college intern program that allows college broadcasting 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 reporting, and digital media. The program ran from May 15, 2017 through August 18, 2017.</p> <p>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. Nine students were selected to participate at WCPO in this unpaid internship program from June 6, 2017 through July 27, 2017. WCPO has worked to expand this successful effort to broaden the community's understanding about opportunities in broadcast and print media by partnering with other local media outlets.</p>



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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>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 your 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 2017 - May 2018.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>On January 31, 2018, WCPO's General Manager, Jeff Brogan, communicated to all staff the station's participation with the Ohio Association of Broadcaster's kids 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 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.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Anchor Kathrine Nero hosted students from St. Henry High School at the station on February 22, 2018, to tour the station and discuss careers in broadcasting.</p> <p>Meteorologist Jennifer Ketchmark visited South Lebanon Elementary School where she discussed her career and gave a weather presentation on February 14, 2018.</p> <p>Meteorologist Jennifer Ketchmark visited Hamersville Elementary School where she discussed her career and gave a weather presentation on January 24, 2018.</p> <p>Meteorologist Jennifer Ketchmark visited Georgetown Elementary School where she discussed her career and gave a weather presentation on February 21, 2018.</p> <p>Meteorologist Jennifer Ketchmark visited St. Paul Elementary School where she discussed her career and gave a weather presentation on March 22, 2018.</p>