

**EEO PUBLIC FILE REPORT**  
**June 1, 2011 to May 31, 2012**

**I. VACANCY LIST**

See Master Recruitment Source List (MRSL) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Interviewee</b>
Business Manager 6/1/2011	1,2-8,10,12,14-22,24-26,30-48	42
Account Executive 6/13/2011	1-8,10,12,14-22,24-26,30-48	42
Newscast Producer 6/7/2011 9/1/2011 (promoted)	2-8,10,12,14-22,24-26,30-48	41/47
Newscast Director 8/8/2011 (promoted))	2-8,10,12,14-22,24-26,30-48	41
News Photographer 9/12/2011	2-8,10,12,14-22,24-26,30-48	44
News Anchor/Reporter 9/1/2011	2-8,10,13,14-22,24-26,30-48	44
Account Executive 10/31/2011	2-8,10,13,14-22,24-26,30-48	42
Weekend Meteorologist/Reporter 11/9/2011	2-8,10,12,14-22,24-26,30-48,50	42
Newscast Producer 12/16/2011	2-8,10,12,14-22,24-26,30-48,50	44
Production Assistant 1/12/2012 (promoted)	2-8,10,12,14-22,24-26,30-48	41
Executive Producer-Morning 1/2/2012	2-8,10,12,14-22,24-26,30-48	42
Online Social media Reporter 1/23/2012	2-8,10,12,14-22,24-26,30-48	42
Account Executive 2/27/2012 2/27/2012 2/27/2012	2-8,10,12,14-22,24-26,30-48	43/43/42
News Video Editor (Full-Time) 3/1/2012 (promoted)	2-8,10,12,14-22,24-26,30-48	41
Newscast Producer 3/1/2012 (promoted)	2-8,10,12,14-22,24-26,30-48	41
Operations Engineer 3/26/2012 (promoted)	2-8,10,12,14-22,24-26,30-48	41

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Interviewee
Videographer/Editor 5/21/2012	2-8,10,12,14-22,24-26,30-48	47
Total Hire (20) Total Female (33) Total Male (39) Total Interviews (72)		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<u>University of Cincinnati – Ethnic Programs &amp; Services</u> P.O. Box 210092 Cincinnati, OH 45221-0092 Phone: (513) 556-6008 Fax: (513) 556-5805 Contact: Brandi Hutchins, Assistant Director Email: <a href="mailto:BHutchins@email.uc.edu">BHutchins@email.uc.edu</a>	N	0
2	<u>University of Cincinnati – Career Development Center</u> P.O. Box 210115 Cincinnati, OH 45221-0115 Phone: (513) 556-3471 Fax: (513) 556-0650 Contact: Mike Barnes	N	0
3	<u>University of Cincinnati – Raymond Walters College</u> 9555 Plainfield Road Cincinnati, OH 45236 Phone: (513) 745-5671 Fax: (513) 792-8626 Contact: Tresha Lewis, Office Manager Email: <a href="mailto:Tresha.Lewis@uc.edu">Tresha.Lewis@uc.edu</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
4	<u>UC– Clermont College- Career Services</u> 4200 Clermont College Drive Batavia, OH 45103 Phone: (513) 732-5277 Fax: (513) 732-5503 Contact: Ann, Appleton Email: <a href="mailto:clermontcareerservices@uc.edu">clermontcareerservices@uc.edu</a>	N	0
5	<u>Xavier University</u> <u>3800 Victory Parkway</u> <u>Cincinnati, OH 45207-2131</u> <u>Phone: (513) 745-3141</u> <u>Fax: (513) 745-3523</u> <u>Contact: Julie Ridge</u> <u>Email: <a href="mailto:ridgej@xavier.edu">ridgej@xavier.edu</a></u>	N	0
6	<u>Northern Kentucky University</u> <u>Career Development Center</u> <u>University Center, Suite 230 –1 Nunn Drive</u> <u>Highland Heights, KY 41099</u> <u>Phone: (859) 572-5680</u> <u>Fax: (859) 572-6996</u> <u>Contact: Keley Smith –Keller, Director</u> <u>Email: <a href="mailto:smithkellk1@nku.edu">smithkellk1@nku.edu</a></u>	N	0
7	<u>College of Mt. St. Joseph</u> <u>5701 Delhi Road</u> <u>Cincinnati, OH 45223</u> <u>Phone: (513) 244-4484</u> <u>Fax: (513) 244-4509</u> <u>Contact: Tricia Bacon, Career Development Coordinator;</u> <u>Kenita Kelly, Career Development Coordinator</u> <u>Email: <a href="mailto:career_center@mail.msj.edu">career_center@mail.msj.edu</a></u>	N	0
8	<u>Brown Mackie College – Cincinnati Campus</u> <u>(formerly Southern Ohio College)</u> <u>1011 Glendale-Milford Road</u> <u>Cincinnati, OH 45215</u> <u>Phone: (513) 672-1585</u> <u>Email: <a href="mailto:scontractor@brownmackie.edu">scontractor@brownmackie.edu</a></u> <u>Contact: Sabina Contractor</u>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	<u>Thomas More College</u> <u>333 Thomas More Parkway</u> <u>Crestview Hills, KY 41017</u> <u>Phone: (859) 344-3386</u> <u>Fax: (859) 344-3607</u> <u>Contact: Renee Noel, Career Planning Center Director</u> <u>Email: <a href="mailto:renee.noel@thomasmore.edu">renee.noel@thomasmore.edu</a></u>	N	0
10	<u>Morehead State University</u> <u>Academic &amp; Career Services</u> <u>220 Allie Young Hall</u> <u>Morehead, KY 40351</u> <u>Phone: (606) 783-2233</u> <u>Fax: (606) 783-5018</u> <u>Contact: Megan Bonne</u> <u>Email: <a href="mailto:boone@moreheadstate.edu">boone@moreheadstate.edu</a></u>	N	0
11	<u>Wilmington College</u> <u>1870 Quaker Way</u> <u>Wilmington, OH 45177</u> <u>Phone: (937) 382-6661, Ext. 299</u> <u>Fax: (937) 383-8528</u> <u>Contact: Barbara Kaplan, Career Services Director</u> <u>Email: <a href="mailto:barbara_kaplan@wilmington.edu">barbara_kaplan@wilmington.edu</a></u>	N	0
12	<u>Miami University</u> <u>Career Planning &amp; Placement</u> <u>241 Hoyt Hall</u> <u>Oxford, OH 45056</u> <u>Phone: (513) 529-3831</u> <u>Fax: (513) 529-3822</u> <u>Contact: Cathy Metcalfe</u> <u>Email: <a href="mailto:metcalcm@muohio.edu">metcalcm@muohio.edu</a></u>	N	0
13	<u>Cincinnati State &amp; Community College</u> <u>3520 Central Parkway</u> <u>Cincinnati, OH 45223</u> <u>Phone: (513) 569-1565</u> <u>Fax: (513) 569-1719</u> <u>Contact: Terri Reynolds</u> <u>Email: <a href="mailto:terri.reynolds@cincinnati.state.edu">terri.reynolds@cincinnati.state.edu</a></u>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	<u>Central State University – Career Service Center</u> <u>P.O. Box 1004</u> <u>1400 Brush Row Road</u> <u>Wilberforce, OH 45384-1004</u> <u>Phone: (937) 376-6444</u> <u>Fax: (937) 376-6562</u> <u>Contact: Lesa Taylor-Devond, Career Services Director</u> <u>Email: <a href="mailto:careerservices@csu.ces.edu">careerservices@csu.ces.edu</a></u>	N	0
15	<u>Central State University – WCSU-FM Radio</u> <u>Cosby Mass Communications Center</u> <u>Wilberforce, OH 45384</u> <u>Phone: (937) 376-6011</u> <u>Contact: Dr. John C. (Turk) Logan, Jr.</u>	N	0
16	<u>Wilberforce University</u> <u>P.O. Box 1001</u> <u>1055 N. Bickett Road</u> <u>Wilberforce, OH 45384</u> <u>Phone: (937) 376-2911</u> <u>Contact: Hardy Brown, Co-Op/Career Planning &amp; Placement Director; Jack Williams</u> <u>Email: <a href="mailto:wucareers@wilberforce.edu">wucareers@wilberforce.edu</a></u>	N	0
17	<u>Ohio/Illinois Centers for Broadcasting</u> <u>9000 Sweet Valley Dr.</u> <u>Valley View, OH 44125</u> <u>Phone: (216) 447-9117</u> <u>Fax: (216) 642-9232</u> <u>Contact: Gary James</u> <u>Email: <a href="mailto:ocb@beonair.com">ocb@beonair.com</a></u>	N	1
18	<u>ITT Technical Institute</u> <u>4750 Wesley Avenue</u> <u>Norwood, OH 45212</u> <u>Phone: (513) 531-8368</u> <u>Fax: (513) 531-8368</u> <u>Contact: Nonnie Byrd, Tony Famer, Bridget Johnson</u> <u>Email: <a href="mailto:rbyrd@itt-tech.edu">rbyrd@itt-tech.edu</a></u> <u><a href="mailto:ajfarmer@itt-tech.edu">ajfarmer@itt-tech.edu</a></u> <u><a href="mailto:Johnson25@yahoo.com">Johnson25@yahoo.com</a></u>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	<u>Urban League of Greater Cincinnati</u> <u>3458 Reading Road</u> <u>Cincinnati, OH 45229</u> <u>Phone: (513) 281-9955</u> <u>Fax: (513) 281-0466</u> <u>Contact: Rocky Shabazz, Business Development Manager; Robin Ewing, Program Support Administrator</u> <u>Email: <a href="mailto:rshabazz@gcul.org">rshabazz@gcul.org</a>; <a href="mailto:raewing@gcul.org">raewing@gcul.org</a></u>	N	0
20	<u>NAACP – Cincinnati Chapter</u> <u>4439 Reading Road</u> <u>Cincinnati, OH 45229</u> <u>Phone: (513) 281-1900</u> <u>Fax: (513) 281-4454</u> <u>Contact: Christopher Smitherman, President &amp; Executive</u>	N	0
21	<u>Baptist Ministers Conference</u> <u>Morning Star Baptist Church</u> <u>818 South Fred Shuttlesworth Circle</u> <u>Cincinnati, OH 45229</u> <u>Phone: (513) 281-5942</u> <u>Contact: The Rev. Calvin Foster</u> <u>E-mail: <a href="mailto:Morningstarbc@fuse.net">Morningstarbc@fuse.net</a></u>	N	0
22	<u>Baptist Ministers Conference</u> <u>121 Nuby Lane</u> <u>Cincinnati, OH 45217</u> <u>Phone: (513) 281-1025</u> <u>Contact: The Rev. Damon Lynch, Jr.</u>	N	0
23	<u>Interdenominational Ministerial Alliance</u> <u>Hilltop United Methodist Church</u> <u>1930 West Galbraith Road</u> <u>Cincinnati, OH 45239</u> <u>Phone: (513) 931-3585</u> <u>Contact: The Rev. Jeannette Thomas Shegog</u>	N	0
24	<u>Metropolitan Area Religious Coalition Council</u> <u>Quinn Chapel AME Church</u> <u>10998 Southland Road</u> <u>Forest Park, OH 45240</u> <u>Phone: (513) 825-4900</u> <u>Fax: (513) 825-5349</u> <u>Contact: The Rev. Dr. Fredrick Wright , President</u>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	<u>Rainbow Coalition</u> <u>New Friendship Baptist Church</u> <u>3212 Reading Road</u> <u>Cincinnati, OH 45229</u> <u>Phone: (513) 221-4006</u> <u>Fax: (513) 221-0197</u> <u>Contact: The Rev. H. L. Harvey, Jr., Chair</u>	N	0
26	<u>Ohio Valley Goodwill Industries</u> <u>10600 Springfield Pike</u> <u>Cincinnati, OH 45215</u> <u>Phone: (513) 771-4800</u> <u>Fax: (513) 621-5990</u> <u>Contact: Susan Mayberry, Employment Specialist</u> <u>Email: smayberry@cincigoodwill.org</u>	N	0
27	<u>Cincinnati-Hamilton County Community Action Agency</u> <u>1740 Langdon Farm Road</u> <u>Cincinnati, OH 45237</u> <u>Phone: (513) 569-4810, Ext. 2423</u> <u>Fax: (513) 569-4814</u> <u>Contact: Paula London, Employment Division</u> <u>Email: plondon@cincy-cas.com</u>	N	0
28	<u>Cincinnati Job Corps</u> <u>1409 Western Avenue</u> <u>Cincinnati, OH 45214</u> <u>Phone: (513) 421-7222</u> <u>Contact: Nolle Findley</u> <u>Email: findley.nolle@jobcorps.org</u>	N	0
29	<u>Ohio Rehabilitation Services Commission</u> <u>8050 Beckett Center Drive, Suite 216</u> <u>West Chester, OH 45069</u> <u>Phone: (513) 942-8909</u> <u>Fax: (513) 942-3045</u> <u>Contact: Crystal Hoffman, Employer Services Specialist</u> <u>Email: RSC_CLV@ohio.gov</u>	N	0
30	<u>Santa Maria Community Services</u> <u>East Price Hill Neighborhood Center</u> <u>3301 Warsaw Avenue</u> <u>Cincinnati, OH 45205</u> <u>Phone: (513) 557-2700 Ext 200</u> <u>Fax: (513) 557-2724</u> <u>Contact: Tina Armstead; Emily Snyder</u>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	<u>Job Bank/ACC</u> <u>P.O. Box 43243</u> <u>Cincinnati, OH 45243</u> <u>Phone: (513) 984-9990</u> <u>Fax: (513) 984-9191</u> <u>Contact: Judy Thompson, Coordinator; Ann Campbell</u>	N	0
32	<u>Ohio Bureau of Employment Services</u> <u>1000 S. Ft. Thomas Avenue</u> <u>Ft. Thomas, KY 41075</u> <u>Phone: (859) 572-6213</u> <u>Fax: (859) 572-6222</u> <u>Contact: Mark Hilt, Veterans Outreach Specialist</u> <u>Email: <a href="mailto:mahilt@hotmail.com">mahilt@hotmail.com</a></u>	Y	0
33	<u>Ohio Bureau of Employment Services – Super Jobs Center</u> <u>1916 Central Parkway</u> <u>Cincinnati, OH 45214</u> <u>Phone: (513) 731-9800</u> <u>Fax: (513) 458-6148</u> <u>Contact: Bruce Bufford</u> <u>Email: <a href="mailto:bbufford@suberjos.com">bbufford@suberjos.com</a></u>	Y	0
34	<u>Hyde Park Job Search Focus Group</u> <u>1345 Grace Avenue</u> <u>Cincinnati, OH 45208</u> <u>Phone: (513) 871-0320</u> <u>Fax: (513) 871-3754 or Email: <a href="mailto:jsfg.com">jsfg.com</a></u> <u>Contact: Bob Pautke, Suzanne Leitner</u>	N	0
35	<u>YWCA</u> <u>898 Walnut Street</u> <u>Cincinnati, OH 45202</u> <u>Phone: (513) 241-7090</u> <u>Fax: (513) 768-4381</u> <u>Contact: Bridget Baker</u>	N	0
36	<u>The Clovernook Center</u> <u>7000 Hamilton Avenue</u> <u>Cincinnati, OH 45231</u> <u>Phone: (513) 522-3860</u> <u>Contact: Chuck Geiger; Richard Kaufman; Debra Simmons</u> <u>Email: <a href="mailto:cgeiger@clovernook.org">cgeiger@clovernook.org</a>;</u> <u><a href="mailto:rkaufman@clovernook.org">rkaufman@clovernook.org</a>; <a href="mailto:dsimmons@clovernook.org">dsimmons@clovernook.org</a></u>	N	0

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37	<u>Ohio Association of Broadcasters</u> <u>88 East Broad Street, Suite 1180</u> <u>Columbus, OH 43215</u> <u>Phone: (614) 228-4052</u> <u>Fax: (614) 228-8133</u> <u>Contact: Patricia Geary, Operations Manager</u> <u>Email: <a href="mailto:oab@oab.org">oab@oab.org</a></u> <u><a href="http://www.oab.org">www.oab.org</a></u>	N	2
38			
39	<u>The Cincinnati Enquirer</u> <u>312 Elm Street</u> <u>Cincinnati, OH 45202</u> <u>Phone: (513) 768-8501</u> <u>Fax: (513) 768-8628</u> <u>Contact: Benjamin Baxter</u>	N	0
40	<u>The Cincinnati Herald</u> <u>3440 Burnet Ave Ste 130</u> <u>Cincinnati, OH 45229</u> <u>Phone: (513) 961-3331, Ext 10</u> <u>E-mail: <a href="mailto:heraldclassified@yahoo.com">heraldclassified@yahoo.com</a></u> <u>Contact: Gwen Seay</u>	N	0
41	<u>Internal Posting</u>	N	14
42	<u>Employee Referral</u>	N	16
43	<u>Non-Employee Referral</u>	N	6
44	<u>WKRC-TV Website Posting</u> <u><a href="http://www.wkrc.com">www.wkrc.com</a></u>	N	24
45	<u>Craigslist Website</u> <u>1381 9th Avenue</u> <u>San Francisco, CA 94122</u> <u>Fax: (415) 504-6394</u> <u><a href="http://www.craigslist.org">www.craigslist.org</a></u>	N	0
46	<u>Walk-Ins</u>	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
47	<u>TV Jobs.com</u> <u>Broadcast Employment Services</u> <u>PO Box 4116</u> <u>Oceanside, CA 92052</u> <u>Phone: (760)754-8177</u> <u>Fax (760) 754-2115</u> <u>Contact: Mark C Holloway</u>	Y	8
48	<u>MediaLine</u> <u>P.O. Box 51909</u> <u>Pacific Grove, CA 93950</u> <u>Phone: (800) 237-8073</u> <u>Fax: (831) 648-5204</u> <u>Contact: Mark Shilstone, Manager</u>	N	0
49	<u>Monster.com Website</u> <u>5 Clock Tower Town, Suite 500</u> <u>Maynar, MA 01754</u> <u>Phone: (978) 461-8304</u> <u>Fax: (978) 823-4304</u> <u>Contact: Nancy Pilsch</u> <u>Email: <a href="mailto:nancy.pilsch@monster.com">nancy.pilsch@monster.com</a></u> <u><a href="http://www.monsterjob.com">www.monsterjob.com</a></u>	N	0
50	<u>Broadcast Image Group</u> <u>7744 Broadway, Suite 100</u> <u>San Antonio, TX 78209</u> <u>Phone: (210) 828-6664</u> <u>Fax: (210) 828-6225</u> <u>Contact: Larry Rickel</u>	N	0
51	<u>Career Builder</u> <u>200 N. Lasalle St.</u> <u>Chicago, IL 60601</u>	N	0
52	<u>602 Communication.com</u> <u>6839 Charter Hills Road</u> <u>Charlotte, NC 2877-0412</u> <u>Phone: 704 543-1426</u> <u>Email:<a href="mailto:602communication.com">602communication.com</a></u>	N	0

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53	<u>Broadcasting &amp; Cable</u> <u>New Bay Media</u> <u>28 East 28th Street</u> <u>12th floor</u> <u>New York, NY 10016</u> <u>Phone: 212-378-0400</u> <u>Fax: 212-378-0470</u>	N	0

## EEO PUBLIC FILE REPORT

June 1, 2011 to May 31, 2012

### III. SUPPLEMENTAL OUTREACH INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establish Internship Program	During the reporting period, the stations offered internships to 29 students from 8 different colleges Miami University, University of Cincinnati, Xavier University, Ohio State, Bowling Green University, Cincinnati State, Denison University and Northern Kentucky University. Interns received training and experience in various areas of broadcasting, including News, Sports, Programming, Production, Promotions, Events, Sales, Business and Information Technology (IT).
2	Recruitment Initiatives for Internship	Every quarter letters are sent to the following schools' Intern Directors/coordinators.  College of Mount St. Joe, Northern Kentucky University, Miami University, Thomas More College, University of Cincinnati, and Xavier University.  Internship Recruitment information is also available on our website Local12.com under station info tab.
3	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	Darren McCullough, a Traffic Manager at WKRC-TV, taught the following courses at Northern Kentucky University and spoke to students about career opportunities in broadcasting.  <a href="#">Autumn (Aug-Dec) 2010 – Broadcast Programming</a> <a href="#">Winter/Spring (Jan-May) 2011 – Sales &amp; Advertising</a>

4	Recruitment Initiative	During the reporting period, the station posted each full-time opening with the Ohio Association of Broadcasters, a job bank of media trade organization with broad-based membership, including women and minorities.
5	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	<p>Les Vann, V.P./General Manger of WKRC TV / CINCINNATI CW</p> <p>Serves on the University of Cincinnati Electronic Media Advisory Panel and spoke to students at Northern Kentucky University and The University of Cincinnati about the business aspects of Television and career opportunities.</p>