

**WLWT-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2024 - May 31, 2025**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Dayside Executive Producer Open Date: 10/14/2022 Hire Date: 6/19/2024	1-2, 4-7, 12-14, 16-17, 19-23, 25-28, 30-31, 33-40	4
Account Executive Open Date: 4/7/2023 Hire Date: 7/23/2024	1-2, 4-7, 9, 12-14, 16-17, 19-23, 25-28, 30-31, 33-40	9
Reporter Open Date: 12/8/2023 Hire Date: 6/24/2024	1-2, 4, 6-7, 9, 12-14, 16-17, 19-28, 30-31, 33-40	4
Reporter Open Date: 12/8/2023 Hire Date: 10/5/2024	1-2, 4, 6-7, 9, 12-14, 16-17, 19-28, 30-31, 33-40	7
Broadcast Maintenance Technician Open Date: 2/20/2024 Hire Date: 8/19/2024	1-2, 4, 6, 10, 12-14, 16-23, 25-28, 30-38, 40	4
Sales Account Associate Open Date: 3/15/2024 Hire Date: 7/16/2024	1-4, 6, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	4
News Videographer/Editor Open Date: 6/4/2024 Hire Date: 9/23/2024	1-2, 4, 6-7, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	4
News Videographer/Editor Open Date: 6/4/2024 Hire Date: 10/28/2024	1-2, 4, 6-7, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	7
Operations Technician Open Date: 6/17/2024 Hire Date: 7/14/2024	1-2, 4, 6-7, 12-14, 16-23, 25-28, 30-38, 40	7
Broadcast Maintenance Engineer Open Date: 7/19/2024 Hire Date: 9/22/2024	1-2, 6-7, 12-14, 16-23, 25-28, 30-38, 40	7
News Producer Open Date: 8/22/2024 Hire Date: 8/25/2024	1-2, 6, 8, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	8
Chief Engineer Open Date: 9/8/2024 Hire Date: 12/23/2024	1-2, 6-7, 12-14, 16-17, 19-23, 25-28, 30-38, 40	7
Maintenance Technician Open Date: 10/11/2024 Hire Date: 1/13/2025	2, 4, 6, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	4
Operations Technician Open Date: 10/18/2024 Hire Date: 12/1/2024	1-2, 6-8, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	8

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Digital Client Specialist Open Date: 10/21/2024 Hire Date: 12/2/2024	1-2, 4, 6, 12-14, 16-23, 25-31, 33-38, 40	18
Account Executive Open Date: 10/23/2024 Hire Date: 4/14/2025	1-2, 4, 6-7, 11-23, 25-28, 30-31, 33-38, 40	7
Newscast Director Open Date: 11/5/2024 Hire Date: 1/1/2025	1-2, 4, 6-7, 11-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	7
News Producer Open Date: 11/22/2024 Hire Date: 1/6/2025	2, 6-7, 12-14, 16-17, 19-23, 25-28, 30- 31, 33-38, 40	7
Broadcast Operations Technician Open Date: 12/10/2024 Hire Date: 12/22/2024	1-2, 6-7, 12-14, 16-17, 19-23, 25-28, 30 -31, 33-38, 40	7
Production Manager Open Date: 12/11/2024 Hire Date: 3/10/2025	1-2, 4, 6, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	4
Assistant Chief Engineer Open Date: 1/15/2025 Hire Date: 5/5/2025	1-2, 4, 6-7, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	7
Broadcast Systems Technician Open Date: 2/13/2025 Hire Date: 3/24/2025	1-2, 4, 6, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	4
Sports Weekend Anchor/Reporter/Producer Open Date: 2/18/2025 Hire Date: 4/13/2025	1-2, 4, 6-7, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	7
Assignment Editor Open Date: 2/18/2025 Hire Date: 4/21/2025	1-2, 4, 6, 12-14, 16-17, 19-23, 25-28, 30-31, 33-38, 40	4

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
2	Black Career Woman's Network 1435 Vine Street #326 Cincinnati, Ohio 45202 Phone : 1-513-725-7493 Url : <a href="https://bcwnetwork.com/">https://bcwnetwork.com/</a> Email : ssims@bcwnetwork.com Sherry Sims  Prong 2 Start Date: 2/4/2015	Y	0
3	Career Fair	N	1
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Email : htv.careers@hearst.com HTV Careers	N	43
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Email : bille@michaelsmedia.com Michael Bille	N	0
6	Corinthian Baptist Church 772 Whittier Street Cincinnati, Ohio 45229 Phone : 513-221-7351 Email : info@cbc-c.com Robin Bennie  Prong 2 Start Date: 6/14/2012	Y	0
7	Current Employee	N	25
8	Current Intern	N	2
9	Employee Referral	N	2

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10	Former Employee	N	1
11	Former Employee Referral	N	2
12	Goodwill Industries 10600 Springfield Pike Cincinnati, Ohio 45215 Phone : 513-771-4800 Url : <a href="http://www.cincinnati-goodwill.org/">http://www.cincinnati-goodwill.org/</a> Email : <a href="mailto:markleugers@cincgoodwill.org">markleugers@cincgoodwill.org</a> Mark Leugers	N	0
13	Greater Cincinnati Behavioral Health Services 1501 Madison Road #102 Walnut Hills, Ohio 45206 Phone : 513-693-9737 Url : <a href="http://www.gcbhs.com/">http://www.gcbhs.com/</a> Email : <a href="mailto:kpalmer@gcbhs.com">kpalmer@gcbhs.com</a> Kelly Palmer  Prong 2 Start Date: 11/25/2004	Y	0
14	Hamilton County DD Services 1520 Madison Road Cincinnati, Ohio Phone : 513-559-6852 Url : <a href="https://urldefense.com/v3/__http://www.hamiltondds.org">https://urldefense.com/v3/__http://www.hamiltondds.org</a> Email : <a href="mailto:Nathan.beck@hamiltondds.org">Nathan.beck@hamiltondds.org</a> Nathan Beck  Prong 2 Start Date: 9/25/2020	Y	0
15	Job Fair	N	1
16	JVS Career Services 4540 Cooper Road, Suite 300 Cincinnati, Ohio 45242 Phone : 513-745-2912 Email : <a href="mailto:aworthy@jvscareers.org">aworthy@jvscareers.org</a> Ashley Worthy  Prong 2 Start Date: 3/19/2014	Y	0

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17	Kentucky Career Center 1324 Madison Avenue Covington, Kentucky 41011 Phone : 859-292-6666 Fax : 1-859-292-6777 Career Services	N	0
18	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	17
19	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
20	Miracle Deliverance Worship Center 6262 Daly Road Cincinnati, Ohio 45224 Phone : 513-371-6401 Email : MiracleDWC@gmail.com Victoria Seegers  Prong 2 Start Date: 8/18/2014	Y	0
21	New Prospect Baptist Church 1580 Summit Avenue Cincinnati, Ohio 45237 Phone : 513.721.2355 Email : staff@newprospectbaptist.org Job Openings  Prong 2 Start Date: 12/14/2015	Y	0
22	Northern Kentucky University 1 Nunn Drive Highland Heights, Kentucky 41099 Phone : 859-572-1543 Juliane Stockman Manual Posting	N	0

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23	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0
24	NWT Group 2110 Elmwood Byron, Texas 77802 Phone : 817-987-3600 Url : <a href="http://nowhiningtalent.com/">http://nowhiningtalent.com/</a> Brandon Gilbert Manual Posting	N	1
25	Ohio Association of Broadcasters 17 S. High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : <a href="http://www.oab.org/">http://www.oab.org/</a> Email : <a href="mailto:mwest@oab.org">mwest@oab.org</a> Mariah West	N	0
26	Ohio Center for Broadcasting 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-813-4962 Email : <a href="mailto:tc@beonair.com">tc@beonair.com</a> TC Summers  Prong 2 Start Date: 8/19/2015	Y	0
27	Ohio Media School 4411 Montgomery Road Ste 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : <a href="mailto:tcato@beonair.com">tcato@beonair.com</a> Terrence Cato	N	0
28	Ohio University 533 Baker University Center Athens, Ohio 45701 Phone : 740-593-4343 Url : <a href="http://www.ohio.edu/careers/employers/">http://www.ohio.edu/careers/employers/</a> Holly Seckinger Manual Posting	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
29	Previous Applicant	N	1
30	Providence Baptist Church 628 Dayton Street Cincinnati, Ohio 45214 Phone : 513-417-6312 Email : providencebaptistchurchonline@gmail.com Joann Walton  Prong 2 Start Date: 1/29/2016	Y	0
31	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
32	Society of Broadcast Engineers 8000 Beverly Boulevard Los Angeles, California 90048 Phone : 323-655-8000 K Jones	N	0
33	St. Mary Baptist Church 416 E. 13th Street Cincinnati, Ohio 45202 Phone : 513-861-1601 Email : tknappenberger@smshp.com Joyce Lamar  Prong 2 Start Date: 5/19/2014	Y	0
34	Thomas More University 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : <a href="http://www.thomasmore.edu/">http://www.thomasmore.edu/</a> Emilie Huser Manual Posting	N	0

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35	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark Holloway	N	0
36	University of Cincinnati French Hall West, 2nd Floor 2815 Commons Way Cincinnati, Ohio 45221-0211 Phone : (513) 556-9500 Url : <a href="http://www.uc.edu/">http://www.uc.edu/</a> Josh Chal Manual Posting	N	0
37	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting  Prong 2 Start Date: 1/22/2018	Y	0
38	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
39	Urban League 3458 Reading Road Cincinnati, Ohio 45229 Phone : 513-888-7874 Url : <a href="https://www.ulgso.org/">https://www.ulgso.org/</a> Email : <a href="mailto:ggoings@ulgso.org">ggoings@ulgso.org</a> Gina Goings	N	0
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>97</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in events or programs sponsored by educational institutions	A number of job shadows were hosted by various WLWT on-air employees and the News Director. These experiences offered a live window into potential future careers for the participants who are interested in anchor, reporter, meteorologist and producer roles. A journalism major from Indiana Wesleyan University shadowed on August 23, 2024; a student from Indian Hill High School shadowed on October 21, 2024; a student from Princeton High School shadowed on December 12, 2024 and a Sycamore High School senior shadowed on April 2, 2025. On May 21, 2025, Meteorologist and Weather Operations Manager hosted a junior student from Mariemont School and a senior from Seven Hills High School who are both interested in Meteorology. On May 21, 2025, another WLWT Meteorologist hosted a graduate of Western Kentucky University and is assisting him in chroma key wall experience as he continues to apply for broadcasting jobs.	5	News Director Anchor/Reporter Anchor/Reporter Meteorologist

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2	Ongoing Event	Establishment of an intern program designed to assist members of the community	WLWT offers a year round internship program for college students to expose them to the ever changing demands and challenges of a commercial broadcast operation. The internship program duration is typically 10-12 weeks. A student in their senior year at University of Cincinnati participated during this reporting period from April 28, 2024 to July 30, 2024; a student just completing their junior year at Ohio University participated from May 13, 2024 to August 8, 2024; a Florida State University student entering their junior year participated from May 15, 2024 to August 3, 2024; a High Point University student just completing their junior year participated from June 4, 2024 to August 8, 2024; a University of Kentucky student participated from June 10, 2024 to August 16, 2024; and a University of Tennessee student participated from May 20, 2024 to August 16, 2024.	14	News Director Assistant News Director Director of Engineering Creative Services Director

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3	Ongoing Event	Participation in events or programs sponsored by educational institutions	<p>As part of our community outreach WLWT gave tours of the WLWT broadcast facility to groups interested in broadcasting and the media in general. On July 19, 2024, a WLWT Producer hosted 20 high school students from nine different states that were part of a summer program with Miami University ; on September 11 and 13, 2024 a WLWT Anchor hosted a total of 53 students from a Northern Kentucky University journalism class; on September 18, 2024, 10 homeschooled students along with 7 adults/chaperones from Grant County, Kentucky toured WLWT; a WLWT Meteorologist hosted 20 students from a television production class at Loveland High School on October 29, 2024; on November 8, 2024, a WLWT Meteorologist hosted 15 students from the news team at Goshen Middle School; 25 students from the television production team at Kings Junior High School toured WLWT; on January 16, 2025 WLWT Anchor hosted 20 kids from the Operation Back Pack organization; WLWT's Manager of Information Systems hosted 3 high school students from Mount Notre Dame on January 21, 2025; WLWT Community Affairs Director hosted 15 students from Conner High School on January 24, 2025 and 8 students from Oyler Middle School on March 14, 2025; and on April 3, 2025, a WLWT Anchor hosted 25 Girl Scouts from the Lakota School District who are earning their merit badges in communications. These tours included a visit to the newsroom, explaining the process of gathering news, instructions on how to produce a newscast and observing how the weather team incorporates their forecasts into the newscasts. Each visitor was also exposed to a number of WLWT employees during their tour who provided information on their own educational background and career paths</p>	5	<p>News Director  Community Affairs Director  Anchor/Reporter  Meteorologist</p>

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			into the various areas of television broadcasting.		
4	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>Summer 2024 , WLWT-TV welcomed a Fred Young Fellow to join the News Department for 12 weeks. As a Fred Young Fellow, the fellow learned how a television station operates and contributed to the operation. The Fred Young Fellow program provides an internship to students where they gain significant on the job training in the producing field. Upon successfully completing the fellowship this fellow was offered and accepted a full time News Producer position on August 25, 2024 at WLWT-TV.</p> <p>WLWT-TV also hosted a Marty Faubell fellow for 10 weeks. The Fellow was exposed to the technology for all aspects of television production. Emphasis was placed on engineering, IT, and the role of these jobs within a live broadcast facility. On December 1, 2024 the fellow accepted a full time Operations Engineer job at WLWT-TV.</p>	6	News Director Assistant News Director Director of Engineering Assistant Chief Engineer

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5	Ongoing Event	Establishment of an intern program designed to assist members of the community	Summer 2024 , WLWT-TV welcomed an Emma Bowen Foundation Fellow to join the News Department for 8 weeks from May 13, 2024 to August 2, 2024. As an Emma Bowen Fellow, this being the second year at WLWT, the fellow continued to see first hand how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing and Human Services); Content of Media (News Production, Broadcast Journalism) and Print Journalism; and Innovation of Media (Engineering, Software Development, Digital Marketing and Coding). For Hearst Television, the focus of track was content of media.	3	News Director Assistant News Director Emma Bowen Fellow
6	6/1/2024	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 10 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles. One WLWT employee completed the program this year.	1	Executive Producer

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### III. RECRUITMENT INITIATIVES

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7	6/1/2024	Provision of training to management	The Hearst Conscious Inclusion program underscores the company's commitment to an equitable, inclusive and diverse culture that speaks to our company's culture. Participants in the program learned the INCLUDE model that provides fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (2 part) , Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participants complete the program, they earn the Change Agent certification. Two WLWT managers completed the training this year.	3	Executive Producer Local Sales Manager Account Executive
8	9/18/2024	Participation in Job Fairs	WLWT-TV participated in the Miami University Fall Career and Internship Fair to assist students looking for internship and job opportunities. This event allowed members of our Sales Department to interact and engage with students and provided them with valuable information regarding a career within Hearst Television and WLWT-TV.	2	Local Sales Manager Sales Account Associate
9	11/19/2024	Participation in events or programs sponsored by educational institutions	WLWT-TV anchor was a keynote speaker for two Girls Empowerment Programs at Mason Middle School. She shared information with 60 students about television broadcasting and journalism. She also provided insight as to the various classes and courses of study that students should focus on as they move into high school and college.	1	Anchor

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10	11/26/2024	Participation in events or programs sponsored by educational institutions	<p>WLWT-TV hosted twenty high school students from Hope Ignites Cincinnati. This program assists students academically and financially throughout high school and college. The students were given a tour of the television station including the news department where they had the opportunity to speak to a number of various employees about their roles at the station along with their career path and college curriculum for broadcasting and media.</p> <p>Information about current job openings and the internship program at the television station were shared with the group.</p>	4	News Director Anchor/Reporter Sales Assistant Senior Producer
11	12/10/2024	Provision of training to management	Participants in the Diversity, Equity and Inclusion (DEI) workshop learned the definition of diversity, equity and inclusion, how to understand and articulate why DEI matters and how to recognize unconscious bias to effectively manage blind spots. Various activities were completed throughout the workshop to provide further understanding of these learning objectives. Included in the takeaways are various ways hiring managers can implement their learnings into the hiring process and into their current management style to foster an inclusive workplace culture. Ten WLWT managers participated this year.	11	DEI Director President & General Manager News Director Business Manager
12	2/12/2025	Participation in events or programs sponsored by educational institutions	WLWT-TV's Chief Editor hosted eight News Editing students from Cincinnati State Technical College. He provided an on-site editing demonstration. The students also toured the television station and engaged with news producers and photographers. The Chief Editor shared information about current job openings and the internship program at the television station.	1	Chief Editor/Videographer

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13	3/21/2025	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth in the company. Two WLWT employees participated this year.	2	Videographer Traffic Sales Assistant
14	4/8/2025	Establishment of a mentoring program	Beginning in April 2025, Hearst Television offered a 6-month mentorship program. The goal was to build productive relationships across the company. Employees benefited through career development support, by working in a diverse and inclusive environment, and through Hearst Television leadership value of helping others succeed. WLWT had 22 participants in the mentorship program who were either "Mentors" or "Mentees". Meeting in person or via Teams with employees from other stations they discussed career objectives, offered advice, and discussed their station projects. Some of the participants were account executives, sales managers, anchors, reporters, producers, operations engineers and the General Manager.	22	President & General Manager General Sales Manager News Director Digital Sales Manager

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
15	4/14/2025	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role. An employee completed this program and was promoted to an Account Executive on April 14, 2025.	3	General Sales Manager Local Sales Manager Sales Account Associate
16	4/22/2025	Participation in events or programs sponsored by educational institutions	WLWT-TV hosted eight students from Xavier University. This visit was aimed at introducing the students to various careers in the broadcasting and journalism industry. These were third and fourth year students majoring in public relations, advertising, digital media and sports management. After the tour several students told their professor they will now start to approach their career search with more passion as they were interested in learning more about the broadcasting industry.	3	News Director Chief Meteorologist Anchor/Reporter