

WDTV/WVFX
EEO PUBLIC FILE REPORT
JUNE 1, 2016 – MAY 31, 2017¹

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
MMJ/GENERAL ASSIGNMENT REPORTER	2,4-7,9,10	5
EXECUTIVE PRODUCER	1-10	7
MMJ/GENERAL ASSIGNMENT REPORTER	1-10	7
REPORTER	1-10	7
AM ANCHOR/REPORTER	1-10	8
AM ANCHOR/PRODUCER	1,2,15	11
ACCOUNT EXECUTIVE	14,16	14
ACCOUNT EXECUTIVE	1,14,12,16	14
LOCAL SALES MANAGER	Exigent Circumstances	12

¹ On June 1, 2016, Gray Television Licensee, LLC began programming WDTV and WVFX pursuant to a Local Marketing Agreement (LMA) while an application for FCC consent to the assignment of these stations to Gray was pending. On May 1, 2017, Gray closed on its acquisition of these stations. This report contains information for employees hired by Gray either during the term of the LMA or after Gray acquired these stations.

WDTV/WVFX
EEO PUBLIC FILE REPORT
JUNE 1, 2016 – MAY 31, 2017

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	GRAY CAREERS SITE - https://gray.tv/index.php?page=gray-tv-careers	No	2
2	TV JOBS WEBSITE – http://www.tvjobs.com	No	1
3	ROBERT MORRIS UNIVERSITY Contact: Jon Radermacher (Associate Dean) 6001 University Blvd. Moon Township, PA 15108 412-397-4088	No	1
4	POINT PARK UNIVERSITY Contact: Dr. Thomas Baggerman School of Communication 201 Wood St. Pittsburgh, PA 15222 412-392-4761	No	4
5	DUQUESNE UNIVERSITY Contacts: Mike Clark & Dr. Dennis Woytek (through January 2017); Robert Healy (January 2017 through current) 537 College Hall Phone: 412-396-2461	No	2
6	UNIVERSITY OF PITTSBURGH Contact: Dr. Jack Gareis 1122B Cathedral of Learning Pittsburgh, PA 15213 412-624-1138	No	0
7	WEST VIRGINIA UNIVERSITY Contact: Eric Minor Director of Student Careers and Opportunities West Virginia University Reed College of Media Room 104B Martin Hall 304-293-6117	No	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	KENT STATE UNIVERSITY Contact: Jacqueline Marino Associate Professor School of Journalism and Mass Communication Kent State University 301G Franklin Hall Kent, Ohio 44242 330-672-8285	No	3
9	SYRACUSE UNIVERSITY Contact: Bridget Lichtinger Assistant Director, Career Development Center Room 313, Newhouse Three 315-443-1913	No	1
10	UNIVERSITY OF MARYLAND Contact: Adrienne Flynn Internships and Career Development Director Philip Merrill College of Journalism University of Maryland 3105A Knight Hall 301-405-7247	No	2
11	INTERNAL CANDIDATES Contact: Nate Smail News Director WDTV/WVFX Bridgeport, WV 26330 304-848-5000	No	2
12	Other Outside Referrals	No	2
13	Walk in	No	
14	Indeed.com	No	2
15	Internal Hire/Promotion	No	1
16	WDTV Website	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			32

WDTV/WVFX
EEO PUBLIC FILE REPORT
JUNE 1, 2016 – MAY 31, 2017

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (3)	<p>During this reporting year, our News Director spoke at several colleges about careers in broadcasting and specifically the realities of small market newsrooms in the modern reporting age. He spoke to students in broadcast media classes at the following schools:</p> <p>On 3-27-17 Robert Morris University 3-30-17 - Duquesne University 4-18-17 – Kent State University</p>
2	Hosted Job Fair	<p>On 4-13-17, WDTV hosted and also participated in a job fair held at the Meadowbrook Mall for the community. The job fair was promoted on air on WDTV, WVFX, EVFX and EDTV stations. Our Promotions Director attended and spoke with participants about jobs in broadcasting.</p>
3	Participated in Job Fair	<p>On 11-16-16, WDTV/WVFX participated in a job fair held for the Harrison County Schools Career Fair sponsored by the Harrison County Chamber of Commerce. Our Promotions Director attended and spoke with participants about jobs in broadcasting.</p>
4	Participate in events in the community designed to educate about jobs in broadcasting (9)	<p>WDTV/WVFX opens it studio to community groups, including but not limited to colleges, public schools, boy/girl scouts and other local organizations. These tours include general information about the industry and the technology that is used. They are able to talk with employees within different departments and ask questions regarding these jobs. During the reporting time we had 3 tour groups.</p> <p>On 7-15-16 and 8-16-16 WV Junior College 12-13-16 WV Business College</p>
5	EEO Training	<p>On 3-23-17, WDTV/WVFX participated in an EEO Webinar presented by Wiley Rein. The webinar discussed the FCC's Equal Employment Opportunity Rules. WDTV was represented by our Office Manager.</p>

6	EEO Recruitment Spots	During the reporting window our stations run a 30 second spot on air to notify all community groups and organizations of the availability of vacancy and disseminates information about EEO Announcements ran: WDTV-420, WVFX 476, EVFX 288, EDTV 68
---	-----------------------	--