

WTVG-TV
EEO PUBLIC FILE REPORT
June 1, 2021– May 31, 2022

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
Assistant News Director	1-22	20
Creative Service Producer	1-22	19
Digital Sales Manager	1-22	22
Sales Assistant	1-22	19
Graphic Artist	1-22	20
MMJ (6)	1-22	19,20
Videojournalist	1-22	19
Digital News Producer (2)	1-22	19
Producer/MMJ (3)	1-22	19,20
Producer (3)	1-22	19, 20
TMP (2)	1-22	19, 20

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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 Reporting Period
1.	BALL STATE UNIVERSITY 2000 W. UNIVERSITY AVE. MUNCIE, IN 47306 765-289-1241 Cardinal Career Link https://bsu-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0	No	0
2.	BROADCAST EMPLOYMENT SERVICES P.O. BOX 4116 OCEANSIDE, CA 92052 www.tvjobs.com	No	0
3.	COLLECTIVE TALENT 1721 Richardson Place Tampa, FL 33606 bille@michaelsmedia.com 813-254-9695 Collective Talent is used as a recruitment for News anchors only.	No	0
4.	HANDSHAKE https://app.joinhandshake.com/employer Website that publishes job postings for several universities.	No	2
5.	KENT STATE UNIVERSITY 800 E. SUMMIT ST. KENT, OH 44240 330-672-3000 www.https://onestop.symplicity.com	No	0
6.	MEDIA BISTRO www.mediabistro.com	No	0
7.	OHIO ASSOCIATION OF BROADCASTERS (866) OAB-5794 www.oab.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8.	MEDIALINE 2525 Sparrow Crest Dr. Katy, TX 77494 (913) 217-0685 NEWS DEPT. OPENINGS ONLY www.medialine.com	No	0
9.	MADONNA UNIVERSITY 36600 SCHOOLCRAFT RD. LIVONIA, MI 48150 sboyd@madonna.edu https://www.madonna.edu/	No	0
10.	RICK GEVERS & ASSOC. 355 E. OHIO ST. INDIANAPOLIS, IN 46204 NEWS DEPT. OPENINGS ONLY This was not used as a recruitment source June 1 st 2020-May 31 st , 2021. www.rickgevers.com	No	0
11.	SOCIETY OF BROADCAST ENGINEERS 9247 N. Meridan St. #305 INDIANAPOLIS, IN 46201 www.sbe.org/career Society of Broadcast Engineers is used as a recruitment source for Engineering jobs only.	No	0
12.	SPOTS N DOTS SND Publishing LLC 1635 Old Highway 41NW Kennesaw, GA 30152 www.spotsndots.com 888-884-2630 NEWS DEPT. OPENINGS ONLY This was not used as a recruitment source June 1 st 2020-May 31 st , 2021.	No	0
13.	THE TOLEDO BLADE NEWSPAPER 541 N. SUPERIOR STREET TOLEDO, OH 43660 www.thetoledoblade.com During the period June 1, 2020 – May 31, 2021, the Toledo Blade/Monster.com was not used as a recruitment source.	No	0
14.	Television Bureau of Advertising www.TVB.Org TVB is used as a recruitment source for Sales Dept. vacancies only.	No	0
15.	TV NEWSCHECK MEDIA 24 West Lancaster Ave. #205 Ardmore, PA 19003 610-420-6003 NEWS DEPT. OPENINGS ONLY www.tvnewscheck.com TV Newscheck was not used as a recruitment source June 1, 2020-May 31 st 2021.	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16.	TV AND RADIO JOBS www.tvandradiojobs.com	No	0
17.	UNIVERSITY OF TOLEDO PLACEMENT OFFICE 2810 W. BANCROFT ST. TOLEDO, OH 43606 (419) 530-4341	No	2
18.	Internal Promotion/Hire	No	2
19.	Referral	No	20
20.	Gray TV Jobs People Matter/Snag https://grav.tv/applynow	No	39
21.	Indeed.com https://grav.tv/applynow	No	4
22.	Linkedin	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			70

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting (3)	<p><i>April 1, 2022</i></p> <p><i>One of our Meteorologist attended Genoa High School's Career Day where he met with students and spoke about what all was involved in being a reporter and Meteorologist and how he began his career. Also discussed opportunities at WTVG</i></p> <p><i>May 10, 2022</i></p> <p><i>Our morning anchor spoke with Jones Leadership Academy for Business about importance of making the most of the opportunities presented to you, choosing your career paths that suit you and opportunities in broadcasting</i></p> <p><i>May 5, 2022</i></p> <p><i>Gave station tour to St John's Jesuit Senior and showed what different departments did</i></p>
2	EEO Manager Training	<p><i>February 17, 2022</i></p> <p><i>WTVG's HR/Office Manager attended a webinar provided by Joan Stewart of Wiley Rein on compliance with the FCC's EEO Rules.</i></p>

3	Diversity and Inclusion Training (2)	<p><i>May 21 – June 22, 2022</i></p> <p><i>Our Office Manager and General Sales Manager participated in a training series “Foundations in Diversity, Equity, and Inclusion; from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding; gendered language, race, class, and ability, how to apologize effectively.</i></p> <p><i>August 5, 2022</i></p> <p><i>Our News Director participated in the OAB’s Diversity Dialogue where they discussed issues, shared concerns, and exchanged ideas around building an inclusive workplace.</i></p>
4	Co-Sponsor Job Fair with Organizations whose Membership includes Substantial Participation by Women and Minorities	<p><i>May 11, 2022</i></p> <p><i>Co-sponsor of JA Inspire.</i></p> <p><i>JA Inspire is more than a career fair: It brings together the business community and local schools and is designed to help launch middle school students into their future—high school, college, and careers beyond. During the JA Inspire expo, students participate in hands-on activities, often using equipment or tools used on a job. The experience is configurable to align with local industry and career opportunities.</i></p>