

WTVG
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

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	4-7, 10, 12, 24	12
Meteorologist W/End	4-5, 7, 10	5
News Director	4, 6-7, 10, 14, 24	7
DIGITAL NEWS CONTENT PRODUCER - WTVG	1, 3-4, 6-10, 16, 18-25, 27	7
MULTIMEDIA MARKETING CONSULTANT - WTVG	1, 3-4, 6-10, 13, 16, 19-20, 22-27	10
MULTIMEDIA MARKETING CONSULTANT - WTVG	1, 3-4, 6-10, 13, 16, 19-20, 22-27	26
Engineering Manager	7, 10, 24	7
VIDEOJOURNALIST - WTVG	1, 3-4, 6-10, 16, 19-20, 22-25, 27	7
VIDEOJOURNALIST - WTVG	1, 3-4, 6-10, 16, 19-20, 22-25, 27	7
NEWSCAST PRODUCER - WTVG	1-4, 6-10, 12-14, 16, 19-20, 22-25, 27	6
NEWSCAST PRODUCER - WTVG	1-4, 6-10, 12-14, 16, 19-20, 22-25, 27	12
NEWSCAST PRODUCER - WTVG	1-4, 6-10, 12-14, 16, 19-20, 22-25, 27	13
MULTIMEDIA JOURNALIST - WTVG	1, 3-5, 7-10, 16, 19-20, 22-25, 27	7
MULTIMEDIA JOURNALIST - WTVG	1, 3-5, 7-10, 16, 19-20, 22-25, 27	7
MULTIMEDIA JOURNALIST - WTVG	1, 3-4, 7-10, 16, 19-20, 22-25, 27	10
TECHNICAL MEDIA PRODUCER (F/T) - WTVG	1, 3-4, 7-10, 16, 19-20, 22-25, 27	10
MULTIMEDIA SALES REPRESENTATIVE - WTVG	1, 3-4, 6-7, 9-10, 16, 19-20, 22-25, 27	7
DIGITAL SALES ASSISTANT - WTVG	1, 3-4, 6-7, 9-10, 14, 16, 19-20, 22-25, 27	6
MULTIMEDIA SALES REPRESENTATIVE - WTVG	1, 3, 7-10, 16-17, 19-20, 22-25, 27	17
MULTIMEDIA MARKETING CONSULTANT - WTVG	1, 3, 7-11, 15-17, 19-20, 22-25, 27	11
MULTIMEDIA MARKETING CONSULTANT - WTVG	1, 3, 7-11, 15-17, 19-20, 22-25, 27	17
MULTIMEDIA MARKETING CONSULTANT - WTVG	1, 3, 7-11, 15-17, 19-20, 22-25, 27	15
VIDEOJOURNALIST/ MMJ - WTVG	1, 3, 6-10, 16, 19-20, 22-25, 27	7
TECHNICAL MEDIA PRODUCER (F/T) - WTVG	1, 3, 7, 10, 16, 19-20, 22-24, 27-28	7
ADMINISTRATIVE ASSISTANT - WTVG	3, 6-7, 10, 16, 18, 20, 22-24, 27	6

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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	Adrian College 110 S Madison St Adrian, Michigan 49221 Career Placement Manual Posting	N	0
2	Application on file	N	1
3	Bowling Green State University 200 Universit Hall Bowling Green, Ohio 43403 Career Placement Manual Posting	N	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
5	Corporate Recruiter	N	7
6	Employee Referral	N	16
7	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	26
8	Heidelberg University 310 E Market St Tiffin, Ohio 44883 Career Placement Manual Posting	N	0
9	Hillsdale College 33 E College St Hillsdale, Michigan 49242 Career Placement Manual Posting	N	0
10	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	13
11	Internal Transfer/Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Internship Program	N	2
13	Linked In	N	5
14	Linked In - Not Directly Contacted by SEU	N	3
15	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	1
16	Lourdes University 6832 Convent Blvd Sylvania, Ohio 43560 Career Placement Manual Posting	N	0
17	Non-Employee Referral	N	2
18	Rick Gevers & Assoc. 355 E Ohio St Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
19	Siena Heights University 1247 E Siena Heights Dr Adrian, Michigan 49221 Career Placement Manual Posting	N	0
20	The Ohio State University 281 W Lane Ave Columbus, Ohio 43210 Career Placement Manual Posting	N	0
21	The Toledo Blade 541 N Superior Toledo, Ohio 43660 Phone : 419-724-6500 Jobs Recruitment Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	The University of Michigan 500 S State St Ann Arbor, Michigan 48109 Career Placement Manual Posting	N	0
23	The University of Toledo 2801 W Bancroft St Toledo, Ohio 43606 Career Placement Manual Posting	N	0
24	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Mark Holloway Manual Posting	N	0
25	University of Cincinnati 2600 Clifton Ave Cincinnati, Ohio 45221 Career Placement Manual Posting	N	0
26	Unknown (source not adequately identified upon inquiry by SEU)	N	1
27	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
28	ZipRecruiter (scraped jobs from Gray TV Careers) 604 Arizona Ave Santa Monica, California Recruitment Source	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	during this reporting period 6 interns worked at our station during fall/spring/summer semester. These interns worked in the news department and were supervised by department managers They came from the following schools: Ohio University (1), BGSU (4) and University of Toledo (1)	6	Assistant News Director News Director
2	10/14/2023	Participation in events sponsored by organizations representing the community	BGSU Chapter of the Society of Professional Journalists toured the station and watched the 6PM newscast from the studio and control room.	2	News Director producer
3	11/16/2023	Participation in events sponsored by organizations representing the community	Wauseon High Schhol students visited our station as part of their career day program. They watched the 4PM newscast and participated in a Q&A session	1	News Director
4	11/29/2023	Participation in events or programs sponsored by educational institutions	Summerfield's Career Day - spoke with the students about job opportunities at WTVG	3	GSM AE Lifestyle Host
5	1/26/2024	Participation in events or programs sponsored by educational institutions	Our Assistant News Director served as the judge for the Business Professionals of America broadcast news regional contest. The winners moved on to the state competition in Columbus. Contestants produced a mini newscast and were judged by the criteria handed down by BPA	1	Assistant News Director
6	1/29/2024	Participation in events or programs sponsored by educational institutions	morning anchor had a high school student job shadow her for understanding of what all happens to get a news show on air	1	morning anchor
7	2/12/2024	Participation in events or programs sponsored by educational institutions	Penta Career Center brought in 12 senior high school students for a tour and to learn about the operations of WTVG.	2	GM CS manager
8	4/18/2024	Provision of training to management	Our Office Manager attended a webinar provided by Wiley Rein, LLP on compliance with the FCC's EEO Rules	1	Office Manager
9	4/24/2024	Establishment of training programs for station personnel	Our SEU offered a Gray News Training program for MMJs and photographers on skills needed to advance their careers.	3	MMJ MMJ Videographer

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10	4/25/2024	Establishment of training programs for station personnel	Our SEU offered a Gray News Training Advanced Newscast Producing workshop for producers, which aimed to teach them skills needed to advance their careers.	3	producer producer producer
11	5/8/2024	Participation in Job Fairs	JA Inspire career fair is an event that engages 8th-12th grade students in hands-on, experiential exhibits with local companies, exposing students to career opportunities available, creating connections, and helping to inspire them towards a pathway for future success.	3	Creative Service Manager Meteorologist Videographer