

**WTVG-TV 13ABC ANNUAL 2014 FCC EQUAL EMPLOYMENT
OPPORTUNITY PUBLIC FILE REPORT**

I. INTRODUCTION AND GENERAL POLICY

WTVG, Inc. is the licensee of WTVG (TV). This WTVG (TV) 13ABC Annual 2014 FCC Equal Employment Opportunity Public File Report covers the period from June 1, 2013 through May 31, 2014.

WTVG has a longstanding commitment to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, genetics or any other basis prohibited by state or federal law.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment and selection procedures.

WTVG is an equal opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our mailing list to receive information about job vacancies. For further information, please contact WTVG's EEO contact, Ann King at 4247 Dorr Street, Toledo, OH 43607 or email wtvg.hr@13abc.com or call 419-531-1313.

II. VACANCY SPECIFIC RECRUITMENT MEASURES

WTVG-TV 13ABC is committed to meeting its EEO obligations. The station's own extensive recruitment list is reviewed and updated regularly, and was last updated May 2014 (See Section V for the complete list).

III. FULL-TIME POSITIONS FILLED (June 1, 2013– MAY 31, 2014)

During the period of this report a total of Seven (7) vacancies were filled at WTVG-TV 13ABC. A total of sixteen (16) interviews took place to fill the positions. WTVG posted all open positions with our EEO resources listed at Section V, except as set forth in Section V. Our practice is to also post WTVG-TV employment vacancies online at <http://www.13abc.com>. Job descriptions and requirements are listed in each posting along with contact and application information, as well as an Equal Opportunity statement.

Date of Opening	Job Title	Dept.	Interview Date	Hired / Not Hired	Referral Source
12/31/2012	Photographer/Editor	DC News	05/01/2013	NH	Industry colleague referral
			06/15/2013	NH	Industry colleague referral
			06/18/2013	H	www.13abc.com
05/02/2013	Producer+	News	07/11/2013	H	www.tvjobs.com

05/31/2013	Creative Services Videographer	Production	07/09/2013	NH	13abc.com
			07/10/2013	NH	13abc.com
			07/11/2013	H	13abc.com
			07/12/2013	NH	Industry colleague referral
07/30/2013	Special Projects Producer	News	08/05/2013	H	Current Employee
09/04/2013	Producer	News	09/13/2013	NH	Syracuse University
			10/03/2013	H	www.13abc.com
			10/07/2013	NH	www.13abc.com
02/06/2014	Reporter	News	02/12/2014	H	Friend (unsure how the friend knew of the opening)
02/12/2014	Administrative Assistant	G&A	04/02/2014	H	Internal Candidate (current employee)
			04/04/2014	NH	Indeed.com
			04/04/2014	NH	Studentcentral.com

VI. LONG-TERM RECRUITMENT MEASURES

The FCC's EEO Rules require broadcasters to undertake additional outreach measures to all qualified job candidates within a two year period, large market employment units with more than ten-full time employees need to complete four long term recruitment initiatives. These measures include job fairs, internship programs, and other community events designed to inform the public as to employment opportunities in broadcasting. All are designed to encourage outreach to persons who may not be aware of the opportunities available in broadcasting or have not yet acquired the experience to compete for current vacancies.

WTVG-TV 13ABC has engaged in the following long-term outreach initiatives during the period of June 1, 2013 – May 31, 2014.

- (1) **Internship Program:** WTVG-TV continues to offer unpaid internships to college and university students. An internship generally lasts 10-12 weeks, with each student working about 20 hours per week in exchange for college credit. The student is given the opportunity to work with reporters, producers, photographers, sales personnel, production staff, and creative services. Students are allowed to experience assignments in each of these departments directly relating to their education and career choice.

During the period of this report, June 1, 2013 – May 31, 2014, WTVG has offered and accepted internships to eight (8) students.

Student	Bowling Green State University	Winter 2013	News Dept.
Student	Bowling Green State University	Spring 2014	News Dept.
Student	Bowling Green State University	Summer 2014	News Dept.

Student	The University of Toledo	Summer 2014	News Dept.
Student	The University of Toledo	Summer 2014	News Dept.
Student	Bowling Green State University	Summer 2014	News Dept.
Student	John Carroll University	Summer 2014	News Dept.
Student	Bowling Green State University	Summer 2014	News Dept.

- (2) **Student Mentorship Program:** WTVG is committed to the youth of our community. Each year students from various high schools are permitted to come into the station and “shadow” an area of the station that they have an interest in. This is offered to high school students who are completing a project for a grade. This program is designed to help our youth explore careers that they believe they may want to pursue in college.

During the period of this report, June 1, 2013 – May 31, 2014, WTVG has accepted five (5) student shadow projects.

Student	Kent State University	November 2013	News Dept.
Student	Emmanuel Christian	March 2014	News Dept.
Student	Toledo School for the Arts	May 2014	News Dept.
Student	Notre Dame Academy	May 2014	News Dept.
Student	St. John’s High School	May 2014	News Dept.

- (3) **Day on the Job/Extended Classroom Study/Station Tours:** WTVG regularly offers opportunities to area students to learn more about careers in the broadcast industry through station tours and extended classroom study. Each event introduces the participating students to a career option in the broadcasting industry, tailored to the students’ interests, ranging from producing, reporting, writing, shooting videotape, editing and anchoring a newscast. The students are provided with a career experience in the “real world.” WTVG staff are available to answer student questions about the broadcasting industry and careers in broadcasting. WTVG conducted the following events during the reporting period:

12/13/2013: Bedford High School Radio/Television Advanced Class explored the News and Production areas regarding careers in Broadcasting. 13 students present.

03/20/2014: Engineer went to Penta Career Center for the Eight Grade Expo. The Engineer discussed the operation of the truck and knowledge required to be a Broadcast Engineer.

05/09/2014: Broadcasting class from Port Clinton High School toured all areas of the Station to learn more about careers in Broadcasting. 16 Students present.

05/15/2014: North Central High School students in the NCENews class toured all areas of the Station to learn more about careers in Broadcasting. 8 students present.

- (4) **Outreach Regarding Upper-Level Openings:** In addition to the other outreach activities identified in this report, WTVG also lists each upper-level opening in the job bank or newsletter of at least one media trade group with a broad-based membership that includes women and minorities, such as the National Association of Hispanic Journalists. Additional organizations that we post upper-level openings are listed below. There were no upper-level openings during the period of this report.

V. WTVG-13ABC ORGANIZATIONS CURRENTLY ON RECRUITMENT LIST.

**602 COMMUNICATIONS
GRAEME NEWELL
1011 LYNTHURST FALLS LANE
KNIGHTDALE, NC 27545
(919) 2174438**

**ABILITY CENTER OF GREATER TOLEDO
DEBBIE ANDRIEATE
5605 MONROE ST.
SYLVANIA, OH 43560
419-885-5733**

**ADVANCE PERSONNEL COMPANY
JILL GRANT, CLERICAL PERSONNEL COORDINATOR
5800 MONROE STREET BUILDING 4
SYLVANIA, OH 43560
419-882-7646**

**ASHLAND UNIVERSITY
401 COLLEGE AVE
ASHLAND, OH 44805
(419) 289-4142
www.myinterface.com/ashland/employer/home.aspx**

**ASIAN RESOURCE CENTER
MEE-LEN KOH
635 NORTH ERIE
TOLEDO, OH 43624**

**BALL STATE UNIVERSITY
2000 W. UNIVERSITY AVE.
MUNCIE, IN 47306
765-289-1241
https://bsu-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0**

**BOWLING GREEN STATE UNIVERSITY
CAREER SERVICES
BOWLING GREEN, OH 43403
419-372-2356
WWW.BGSU.EDU**

**BOWLING GREEN STATE UNIVERSITY
JIM BARNES
SCHOOL OF COMMUNICATION STUDIES
302 WEST HALL
BOWLING GREEN, OH 43403
(419) 372-8677**

**BOSTON STATE UNIVERSITY
ONE SILBER WAY
BOSTON, MA 02215**

617-353-2000

<http://careers-bu-csm.symplicity.com/employerS>

BROADCAST EMPLOYMENT SERVICES

P.O. BOX 4116

OCEANSIDE, CA 92052

WWW.TVJOB.COM

CAREER CONNECTIONS

BRIANNE PATEK

5151 MONROE STREET, STE 214

TOLEDO, OH 43620

CENTRAL MICHIGAN UNIVERSITY

BROADCAST & CINEMATIC ARTS

CAREER SERVICES

MT. PLEASANT, MI 48858

(989) 774-3068

<https://cmich.experience.com/emp/sblogin>

COLLECTIVE TALENT

MICHAEL BILLE

(813) 254-9695

bille@michaelsmedia.com

DAVIS COLLEGE

NICK NIGRO

4747 MONROE ST.

TOLEDO, OH 43623

(419) 473-2700

**EMPLOYMENT CLEARINGHOUSE OF
NATIONAL ASSOCIATION OF BROADCASTERS**

1771 N. STREET NW

WASHINGTON, DC 20036

(202) 429-5497

WWW.NABEF.ORG

HARBOR BEHAVIORAL CAREER CONNECTION

LESHA CULTTALIA

1946 13TH STREET, SUITE 420

TOLEDO, OH 43604

(419) 870-7575

KENT STATE UNIVERSITY

800 E. SUMMIT ST.

KENT, OH 44240

330-672-3000

<https://kentstate.experience.com/emp/sblogin>

LUCAS COUNTY DEPARTMENT OF HUMAN SERVICES

BETTY REELS

P.O. BOX 100007

3210 MONROE ST.

TOLEDO, OH 43699-0077

419-213-8407

MANAGED CARE ADVOCACY
WANDA DORSEY
444 FLOYD STREET
TOLEDO, OH 43620
419-242-7404

MEDIA RECRUITER
9457 SO. UNIVERSITY #303
HIGHLANDS RANCH, CO 80126
www.media recruiter.com

During the period June 1, 2013 – May 31, 2014, Media Recruiter was not used as a recruitment source.

MEDIA JOBS
MARK@MEDIALINE.COM

MIAMI UNIVERSITY
501 E. HIGH ST.
OXFORD, OH 45056
513-529-1809
<https://miamiu-csm.symplicity.com/employers/>

MISSOURI STATE UNIVERSITY
901 S. NATIONAL AVE.
SPRINGFIELD, MO 65897
417-836-5000
<http://careercenter.missouristate.edu/EmployersAndRecruiters.htm>

MISSISSIPPI STATE UNIVERSITY
MISSISSIPPI STATE, MS 39762
662-325-2323
<http://www.career.msstate.edu/employers/>

NAACP
P.O. Box 9388
TOLEDO, OH 43697

NATIONAL ASSOCIATION OF HISPANIC JOURNALISTS
1193 NATIONAL PRESS BUILDING
WASHINGTON, DC 20045
(202) 662-7145

NATIONAL PRESS PHOTOGRAPHERS ASSOCIATION
3200 CROASDAILE DRIVE
SUITE 306
DURHAM, NC 27705

NEWSROOM JOBS
www.newsroomjobs.com

OHIO ASSOCIATION OF BROADCASTORS
PATRICIA GEARY
(866) OAB-5794
www.oab.com

OHIO CENTER FOR BROADCASTING
9885 ROCKSIDE ROAD
CLEVELAND, OH 44125
216-503-5900
www.funjobsonair.com

OHIO REHABILITATION SERVICE
5241 SOUTHWYCK BLVD, SUITE 200
TOLEDO, OH 43614
419-866-6526

OHIO UNIVERSITY
CAREER & PLANNING PLACEMENT
185 LINDLEY HALL
ATHENS, OH 45701
Career.services@ohio.edu

OHIO STATE UNIVERSITY
154 W. 12th AVE
COLUMBUS, OH 43210
www.osu.edu

OWENS COMMUNITY COLLEGE
JOB PLACEMENT
P.O. BOX 10000
OREGON, OH 43699
(419) 661-7616
WWW.OCCEXPRESSJOBS.NET

PENN STATE UNIVERSITY
UNIVERSITY PARK
STATE COLLEGE, PA
814-865-4700
<https://psu-csm.symplicity.com/employers/>

SCRIPPS COLLEGE OF COMMUNICATION
COCOM.ENEWS@GMAIL.COM

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.

SOURCE
LEWIS HEURTA
1301 MONROE STREET
TOLEDO, OH 43624
(419) 213-6394

SPECS HOWARD SCHOOL OF BROADCAST ARTS

KEVIN SCOLLIN
1990 W. NINE MILE RD.
SOUTHFIELD, MI 48075
248-358-9000
WWW.SPECSHOWARD.EDU

STATUZENBERGER COLLEGE
CHASE CHAMBERS
5355 SOUTHWYCK BLVD.
TOLEDO, OH 43614
(419) 866-0261

SYRACUSE UNIVERSITY
900 S. CROUSE AVE.
SYRACUSE, NY 13210
315-443-1870
<http://careerservices.syr.edu/>

TALENT DYNAMICS
600 LAS COLINAS BLVD, SUITE 100
IRVING, TX 75039
214-630-9590

THE TOLEDO BLADE / MONSTER.COM
541 N. SUPERIOR STREET
TOLEDO, OH 43660
www.thetoledoblade.com

During the period June 1, 2013 – May 31, 2014, the Toledo Blade/Monster.com was not used as a recruitment source.

TELEVISION BUREAU OF ADVERTISING
ARLEEN FONG
www.tvb.org

TVB is used as a recruitment source for Sales, Sales Assistant, Traffic and Sales Management vacancies only.

TERRA COMMUNITY COLLEGE
JOAN GAMBLE
2830 NAPOLEON ROAD
FREMONT, OH 43420
(419) 334-8400
www.terra.edu

TIFFIN UNIVERSITY
CAROL MCDANNEL
155 MIAMI STREET
TIFFIN, OH 44883
(419) 448-3441

TV and RADIO JOBS
www.tvandradiojobs.com

UNIVERSITY OF MICHIGAN

CAREER & PLACEMENT
3200 STUDENT ACTIVITIES BLDG.
ANN ARBOR, MI 48109
(734) 764-7460
www.careercenter.umich.edu

UNIVERSITY OF TOLEDO
PLACEMENT OFFICE
2810 W. BANCROFT ST.
TOLEDO, OH 43606
(419) 530-4341