

WTVG-TV
EEO PUBLIC FILE REPORT
June 1, 2019– May 31, 2020

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)	1-21	19
Multimedia Journalist (2)	1-21	21,21
News Producer (4)	1-21	21, 21, 21, 21
Technical Media Producer (1)	1-21	20
Digital News Producer (1)	1-21	21

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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	No	0
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 2019-May 31 st , 2020. 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 2019-May 31 st , 2020.	No	0
13.	THE TOLEDO BLADE NEWSPAPER 541 N. SUPERIOR STREET TOLEDO, OH 43660 www.thetoledoblade.com During the period June 1, 2019 – May 31, 2020, 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, Sales Assistant, Traffic and Sales Management 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, 2019-May 31 st 2020.	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	0
18.	Internal Promotion/Hire	No	0
19.	Referral	No	1
20.	Station Website www.13abc.com	No	1
21.	Indeed.com/Snag https://gray.tv/applynow	No	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>WTVG-TV offers 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.</p> <p>During the period of this report, June 1, 2019 – May 31, 2020, ten interns from the following schools participated in an internship with our News Department:</p> <p>The University of Toledo (3)</p>
2	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting (3)	<p>Monday. Oct. 21, 2019</p> <p>WTVG 13abc Meteorologist visited St. Joe elementary school in Sylvania. 30 students were in attendance. The presentation was on severe weather safety, forecasting the weather and discussed the career opportunity in becoming a meteorologist.</p> <p>Wednesday, Sept. 4, 2019</p> <p>A WTVG 13abc Anchor/Reporter visited 28 Rosa Park School and spoke to them about news broadcasting.</p>

		<p>Friday, Dec. 6, 2019</p> <p>University of Toledo College of Engineering Technology Takes the Wheel Event, MC, 250 people were in attendance.</p> <p><i>Due to the COVID-19 pandemic, the Station cancelled numerous outreach initiatives.</i></p>
	EEO Manager Training	<p>June 20, 2019</p> <p>WTVG's HR/Office Manager attended a webinar provided by Joan Stewart of Wiley Rein on compliance with the FCC's EEO Rules.</p>