

WTVG
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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
Newscast Producer	7, 10, 20	7
TMP	1-3, 5-7, 9-10, 13, 15-16, 18-19, 21	10
MMJ	3-4, 6-7, 10-11, 20	6
MMJ	3-4, 6-7, 10-11, 20	10
MMJ	3-4, 6-7, 10-11, 20	6
Newscast Producer	3, 6-7, 10	7
Newscast Producer	3, 7, 10	7
Sales Assistant	6, 10	6
Newscast Producer	3, 6-7, 10	6
Newscast Producer	2-3, 7, 9-11, 13, 18-20	11
Local Sales Manager	3, 5-7, 10, 20	5
Multimedia Marketing Consultant	3, 7, 10, 12, 22	10
Multimedia Marketing Consultant	3, 7, 10, 12, 22	10
DIGITAL NEWS CONTENT PRODUCER - WTVG	1-3, 6-10, 13-21, 23	7

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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	Bowling Green State University 200 Universit Hall Bowling Green, Ohio 43403 Career Placement Manual Posting	N	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
4	Corporate Recruiter	N	1
5	Current Employee	N	2
6	Employee Referral	N	12
7	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	8
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	17
11	Internship Program	N	2

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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	Linked In - Not Directly Contacted by SEU	N	1
13	Lourdes University 6832 Convent Blvd Sylvania, Ohio 43560 Career Placement Manual Posting	N	0
14	Rick Gevers & Assoc. 355 E Ohio St Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
15	Siena Heights University 1247 E Siena Heights Dr Adrian, Michigan 49221 Career Placement Manual Posting	N	0
16	The Ohio State University 281 W Lane Ave Columbus, Ohio 43210 Career Placement Manual Posting	N	0
17	The Toledo Blade 541 N Superior Toledo, Ohio 43660 Phone : 419-724-6500 Jobs Recruitment Manual Posting	N	0
18	The University of Michigan 500 S State St Ann Arbor, Michigan 48109 Career Placement Manual Posting	N	0
19	The University of Toledo 2801 W BancroftSt Toledo, Ohio 43606 Career Placement 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
20	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Mark Holloway Manual Posting	N	0
21	University of Cincinnati 2600 Clifton Ave Cincinnati, Ohio 45221 Career Placement Manual Posting	N	0
22	Unknown (source not adequately identified upon inquiry by SEU)	N	1
23	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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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 3 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) and BGSU (2)	3	News director Asst News Director Digital Manager
2	Ongoing Event	Establishment of training programs for station personnel	Our MMJ earned the Poynter-Koch Media and Journalism fellowship. They had the amazing opportunity to attend summits to learn about journalism around the world and participate in group activities geared to teach ethical journalism.	1	MMJ
3	10/28/2022	Participation in events or programs sponsored by educational institutions	spoke at career fair at Lial Catholic school about job as a reporter and what opportunities are available	1	Reporter
4	11/30/2022	Participation in events or programs sponsored by educational institutions	Representatives from our station participated in a job fair sponsored by Toledo Public Schools	3	Asst News Director News Director at time Director of Marketing
5	1/17/2023	Participation in events or programs sponsored by educational institutions	Representative from our station spoke at a career fair at Bowling Green State University	1	Director of Engineering
6	1/18/2023	Participation in events or programs sponsored by educational institutions	served as judges for the Regional Business Professionals of America competition. Judged presentations in the television broadcast category	2	Asst News Director videographer
7	2/5/2023	Provision of training to personnel of unaffiliated non-profit organizations	Met with Business Professional of American team at Southfield High School and worked with them on their presentation for State Competition.	1	Asst News Director
8	2/7/2023	Participation in events or programs sponsored by educational institutions	Our News Director took part in a Gray recruiting event at the Ohio University	1	News director
9	4/20/2023	Provision of training to management	WTVG's Office Manager attended a webinar provided by Joan Steward of Wiley Rein on compliance with the FCC's EEO rules	1	Office Manager

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10	5/10/2023	Co Sponsoring Job Fair	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 opportunity	3	Director of Engineering IT Meteorologist