

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 |

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

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| 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 |

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

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 |
|------------------|---|--|---|
| 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 Bancroft St Toledo, Ohio 43606 Career Placement Manual Posting | N | 0 |

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

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 |
|--|---|--|---|
| 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 |

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

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 |

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

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|---|---|---|
| 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 |