

**WTVG-TV 13ABC ANNUAL 2013 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 2012 FCC Equal Employment Opportunity Public File Report covers the period from June 1, 2012 through May 31, 2013.

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, 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](mailto: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 2013 (See Section V for the complete list).

**III. FULL-TIME POSITIONS FILLED (June 1, 2012– MAY 31, 2013)**

During the period of this report a total of Twelve 12 vacancies were filled at WTVG-TV 13ABC. A total of Twenty-Four (24) 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 this Section III or 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
04/12/2012	Producer	News	04/16/2012	NH	13abc.com
			05/02/2012	H	13abc.com
			07/15/2012	H	13abc.com
			07/24/2012	H	Tvandradiojobs.com

			08/15/2012	NH	Bgsu.edu
06/08/2012	Meteorologist	News	07/02/2012	NH	Industry Referral
			07/06/2012	H	Industry Referral
07/12/2012	Executive Producer	News	09/07/2012	H	Industry Referral – Rick Gevers
07/12/2012	Reporter	News	09/10/2012	H	13abc.com
08/20/2012	Account Executive	Sales	09/20/2012	NH	Industry Referral
			09/26/2012	H	Industry Referral
10/3/2012	Producer	News	10/10/2012	NH	13abc.com
			10/11/2012	H	Internal Referral
			10/21/2012	H	13abc.com
09/25/2012	IT Technician	Engineering	11/01/2012	NH	Monster.com
			11/02/2012	NH	Monster.com
			11/09/2012	NH	Ohiomeansjobs.com (powered by Monster.com)
			11/13/2012	NH	The Toledo Blade
			11/27/2012	NH	The Blade
			11/28/2012	NH	Monster.com
			01/23/2013	H	13abc.com
03/04/2013	Technician	Engineering	04/24/2013	H	Internal Promotion
04/26/2013	Assignment Editor/Reporter*	News	04/30/2013	NH	13abc.com
			05/02/2013	H	Former Intern

\*WTVG combined a part time Assignment Editor position and part time Reporter position into one full time position on 5/2/2013. Although full recruitment was conducted for the original part time Assignment Editor position on 4/26/2013, WTVG did not engage in full recruitment for the full time position due to exigent circumstances; the recruitment sources listed in Section V were not notified of the full time position.

## 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, 2012 – May 31, 2013.

- (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, 2012 – May 31, 2013, WTVG has offered and accepted internships to ten (10) students.

Student	Ohio State University	Summer 2012	News Dept.
Student	Bowling Green State University	Summer 2012	News Dept.
Student	University of Toledo	Summer 2012	News Dept.
Student	Bowling Green State University	Fall 2012	News Dept.
Student	Bowling Green State University	Winter 2012	News Dept.
Student	Bowling Green State University	Winter 2012	News Dept.
Student	University of Bloomington	Summer 2013	News Dept.
Student	Monroe Community College	Summer 2013	News Dept.
Student	Kent State University	Summer 2013	News Dept.
Student	Denison University	Summer 2013	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, 2012 – May 31, 2013, WTVG has accepted eleven (11) student shadow projects.

Student	St. Ursula Academy	June 2012	News Dept.
Student	St. Ursula Academy	June 2012	News Dept.
Student	St. Ursula Academy	July 2012	News Dept.
Student	Springfield High School	October 2012	News Dept.
Student	Springfield High School	October 2012	News Dept.
Student	Findlay High School	October 2012	News Dept.
Student	St. John’s High School	April 2013	News Dept.
Student	Notre Dame Academy	May 2013	News Dept.
Student	St. John’s High School	May 2013	News Dept.
Student	Notre Dame Academy	May 2013	News Dept.
Student	St. John’s High School	May 2013	News Dept.

- (3) **Job Fairs:** WTVG-TV is committed to participate in and/or co-sponsor job fairs with diverse participants. WTVG participates by staffing a booth, providing information about careers in broadcasting, providing information about internship opportunities and collecting resumes. WTVG strives to participate in job fairs that are well designed, widely advertised and attended by students, women, minorities, and disabled persons. WTVG retains a file of resumes collected from each fair and may contact potentially qualified candidates as future job vacancies occur. During the reporting period, WTVG has participated in four (4) job fairs.

**August 22, 2012 – University of Toledo: Part-Time Job Fair, Human Resources Manager and Human Resources Assistant attended.**

**February 6, 2013 - Bowling Green State University; Spring Expo; Human Resources Manager attended and Chief Engineer attended for half of the fair.**

**March 20, 2013– Bowling Green State University; Summer Job/Internship Fair. Human Resources Manager attended.**

**April 5, 2013 – Collegiate Employ-Net Regional Job Fair; Human Resources Manager and Human Resources Assistant attended.**

At a typical job fair, other local TV stations will be present as well. Students are encouraged to leave their resumes and are spoken to in great length regarding open positions and internship opportunities; hundreds of students can be in attendance at a job fair.

(4) **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:

**11/15/2012: Bowling Green State University Production Class explored the Production Dept to learn more about careers in Television production. 18 students present.**

**03/04/2013: Meteorologist went to Defiance College to speak with 35 students about careers in Broadcast Meteorology.**

**03/08/2013: Broadcasting class from Penta High School toured all areas of the Station to learn more about careers in Broadcasting. 12 Students present.**

**04/02/2013: One individual from the Ability Center of Greater Toledo toured the entire station to learn more about Broadcast Careers.**

**04/26/2013: 20 students from Penta High School's job training course toured all areas of the Station to learn more about careers in Broadcasting.**

**04/26/2013: Fremont Ross, 21 students. Toured entire station to learn more about careers in Broadcasting.**

05/16/2013 – Elmwood High School, 25 students. Toured the entire station, watched the Noon Broadcast in order to learn more about newsroom jobs.

- (5) 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 LYNDHURST 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

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

BOWLING GREEN STATE UNIVERSITY  
CAREER SERVICES  
BOWLING GREEN, OH 43403  
419-372-2356  
[WWW.BGSU.EDU](http://WWW.BGSU.EDU)

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

BROADCAST EMPLOYMENT SERVICES  
P.O. BOX 4116  
OCEANSIDE, CA 92052  
[WWW.TVJOB.COM](http://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**

**COLLECTIVE TALENT  
MICHAEL BILLE  
(813) 254-9695  
[bille@michaelsmedia.com](mailto: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](http://WWW.NABEF.ORG)**

**HARBOR BEHAVIORAL CAREER CONNECTION  
LESHA CULTTALIA  
1946 13<sup>TH</sup> STREET, SUITE 420  
TOLEDO, OH 43604  
(419) 870-7575**

**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](http://www.media recruiter.com)**

**During the period June 1, 2012 – May 31, 2013, Media Recruiter was used as a recruitment source for the following vacancies only: Account Executive (08/20/2012)**

**MEDIA JOBS**

[MARK@MEDIALINE.COM](mailto:MARK@MEDIALINE.COM)

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](http://www.newsroomjobs.com)

OHIO ASSOCIATION OF BROADCASTORS  
PATRICIA GEARY  
(866) OAB-5794  
[www.oab.com](http://www.oab.com)

OHIO ILLINOIS CENTER FOR BROADCASTING  
GARY JAMES, NAT'L DIRECTOR OF PLACEMENT  
9000 SWEET VALLEY DRIVE  
VALLEY VIEW, OH 44125  
(216) 447-9117

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](mailto:Career.services@ohio.edu)

OHIO STATE UNIVERSITY  
154 W. 12<sup>th</sup> AVE  
COLUMBUS, OH 43210  
[www.osu.edu](http://www.osu.edu)

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

SCRIPPS COLLEGE OF COMMUNICATION  
[COCOM.ENEWS@GMAIL.COM](mailto:COCOM.ENEWS@GMAIL.COM)

**SOCIETY OF BROADCAST ENGINEERS**

9247 N. Meridan St. #305  
INDIANAPOLIS, IN 46201

[www.sbe.org/career](http://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](http://WWW.SPECSHOWARD.EDU)

**STATUZENBERGER COLLEGE**

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

**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](http://www.thetoledoblade.com)

During the period June 1, 2012 – May 31, 2013, the Toledo Blade/Monster.com was used as a recruitment source for the following vacancies only: Account Executive (08/20/2012) and IT Technician (09/25/2012)

**TELEVISION BUREAU OF ADVERTISING**

ARLEEN FONG

[www.tvb.org](http://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](http://www.terra.edu)

**TIFFIN UNIVERSITY**

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

**TV and RADIO JOBS**  
[www.tvandradiojobs.com](http://www.tvandradiojobs.com)

**UNIVERSITY OF MICHIGAN  
CAREER & PLACEMENT  
3200 STUDENT ACTIVITIES BLDG.  
ANN ARBOR, MI 48109  
(734) 764-7460**

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