

**WDTV/WVFX  
EEO PUBLIC FILE REPORT  
JUNE 1, 2018 – MAY 31, 2019**

**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
NEWS DIRECTOR	1-6,10	10
MMJ	1-6,10	1
PRODUCER	1-6,10	10
METEOROLOGIST/MMJ	1-6,10	1
METEOROLOGIST (2)	1-6,10	1,10
ANCHOR (3)	1-8	1,1,1
SPORTS REPORTER (2)	1,2,5,10,11,12	11,12
TRAFFIC COORDINATOR	1	1
IT TECH ENGINEER	1,10	1
MCO	10	10
COORD-DIGITAL MKTG	1,12	12
ACCOUNT EXECUTIVE	1,12	12

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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	GRAY CAREERS SITE - <a href="https://gray.tv/index.php?page=gray-tv-careers">https://gray.tv/index.php?page=gray-tv-careers</a> All positions posted to this site are automatically posted to Indeed.com	No	27
2	TV JOBS WEBSITE – <a href="http://www.tvjobs.com">http://www.tvjobs.com</a>	No	0
3	ROBERT MORRIS UNIVERSITY Contact: Jon Radermacher (Associate Dean) 6001 University Blvd. Moon Township, PA 15108 412-397-4088	No	0
4	POINT PARK UNIVERSITY Contact: Dr. Thomas Baggerman School of Communication 201 Wood St. Pittsburgh, PA 15222 412-392-4761	No	0
5	WEST VIRGINIA UNIVERSITY Contact: Eric Minor Director of Student Careers and Opportunities West Virginia University Reed College of Media Room 104B Martin Hall 304-293-6117	No	1
6	KENT STATE UNIVERSITY Contact: Jacqueline Marino Associate Professor School of Journalism and Mass Communication Kent State University 301G Franklin Hall Kent, Ohio 44242 330-672-8285	No	0
7	SYRACUSE UNIVERSITY Contact: Bridget Lichtinger Assistant Director/Career Development Rm 313, Newhouse 3	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	DUQUESNE UNIVERSITY Contact: Robert Healy Media Department 537 College Hall 412-396-2461	No	0
9	UNIVERSITY OF MARYLAND Contact: Adrienne Flynn Internships and Career Development Director Philip Merrill College of Journalism University of Maryland 3105A Knight Hall 301-405-7247	No	0
10	INTERNAL CANDIDATES Internal Hire/Promotion WDTV/WVFX Bridgeport, WV 26330 304-848-5000	No	4
11	Gray Recruiter Contact: Mike Smith Mike.smith@gray.tv	No	3
12	Other Outside Referrals	No	3
13	Walk-In	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>38</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (2)	<p>During this reporting year, our News Director guest lectured at several colleges about careers in broadcasting and specifically the realities of small market newsrooms in the modern reporting age. He spoke to students in broadcast media classes and interviewed college seniors interested in our stations at the following schools:</p> <p>On 9-21-18 West Virginia University 3-22-19 West Virginia Univ. at “Gray Television Day”</p>
<b>2</b>	Hosted Job Fair	<p>On 4-18-19, WVFX hosted and also participated in a job fair held at the Meadowbrook Mall for the community. The job fair was promoted on air on WDTV, WVFX, EVFX and EDTV stations. Our Promotions Director attended and spoke with participants about jobs in broadcasting.</p>
<b>3</b>	Participated in Job Fair	<p>On 11-14-18, WDTV/WVFX participated in a job fair held for the Harrison County Schools Career Fair sponsored by the Harrison County Chamber of Commerce. Our Promotions Director attended and spoke with participants about jobs in broadcasting.</p>
<b>4</b>	Participate in events in the community designed to educate about jobs in broadcasting	<p>WDTV/WVFX opens its studio to community groups, including but not limited to colleges, public schools, boy/girl scouts and other local organizations. These tours include general information about the industry and the technology that is used. They are able to talk with employees within different departments and ask questions regarding these jobs. During the reporting time we had 2 tour groups.</p> <p>On 3-14-19 students from Rising Star After School Program 3-21-19 students from WV Junior College</p>
<b>5</b>	Participated in Job Fair	<p>On 7-20-18, WDTV/WVFX participated in a job fair hosted by West Virginia Junior College. Our promotions Director attended and spoke with participants about jobs</p>

		in broadcasting.
<b>6</b>	Participated in Job Fair	On 3-19-19, WDTV/WVFX participated in a job fair hosted by Pierpont College. Our promotions Director attended and spoke with participants about jobs in broadcasting.
<b>7</b>	EEO Recruitment Spots	During the reporting window our stations run a 30 second spot on air to notify all community groups and organizations of the availability of vacancy and disseminates information about EEO Announcements ran: WDTV-215, WVFX 425, EVFX 299, EDTV 114