

WVVA Television
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
Technical Media Producer (TMP) Operator	1-4, 6-7, 10-14, 17-18, 20-33, 35-38, 40-55	10
Multimedia Journalist	1-4, 6-7, 10-14, 18, 20-36, 38, 40-55	10
Multimedia Journalist	1-4, 6-7, 10-14, 18, 20-36, 38, 40-55	10
News Director	1-4, 6-7, 9-16, 18, 20-36, 38, 40-55	16
Sports Director	1-7, 10-16, 18, 20-36, 38, 40-45, 47-55	16
Sports Anchor/MMJ	1-7, 10-15, 18, 20-33, 35-36, 38, 40-55	10
Video Journalist/News Videographer	1-5, 7-13, 15, 18, 20-33, 35-36, 38, 40-55	9
Prodicer	1-7, 10-13, 15, 18, 20-33, 35-36, 38, 40-55	15
Digital Sales Manager	1-7, 9-13, 15, 18, 20-33, 35-36, 38, 40-55	9
Multimedia Consultant	1-7, 10-13, 15, 18, 20-33, 35-36, 38, 40-55	53
Digital Content Manager	1-13, 15, 18, 20-33, 35-36, 38, 40-55	9
Technical Media Producer (TMP) Weekend	1-7, 9-13, 15, 18-33, 35-36, 38-55	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American National University 421 Hilltop Drive Princeton, West Virginia 24739 Phone : 304-431-1600 Url : www.an.edu Email : pmitchem@an.edu Patricia Mitchem	N	0
2	American Sportscasters Association 225 Broadway Ste 2030 New York, New York 10007 Phone : 212-227-8080 Url : www.americansportscastersonline.com Email : LSchwa8918@aol.com Fax : 1-212-571-0556 Leo Schwartz	N	0
3	Bluefield College 3000 College Drive Bluefield, Virginia 24605 Phone : 276-326-4545 Url : www.bluefield.edu Email : jmbohannan@bluefield.edu Jennifer Bohannan	N	0
4	Bluefield State College 219 Rock Street Bluefield, West Virginia 24701 Phone : 304-327-4011 Url : www.bluefieldstate.edu Email : tharrison@bluefieldstate.edu Tom Harrison	N	0
5	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Career Service	N	0

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7	Concord University Career Services Box D112 Athens, West Virginia 24712 Phone : 304-384-6292 Url : www.concord.edu Email : plewis@concord.edu Phil Lewis	N	0
8	Current Employee	N	2
9	Employee Referral	N	6
10	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	16
11	Handshake 600 4th St. #113 San Francisco, California 94107 Phone : 304-324-0652 Url : https://app.joinhandshake.com Audrey Sluss Manual Posting	N	0
12	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-760-5334 Url : www.huntington.edu Email : awidener@huntington.edu Fax : 1-260-359-4249 Adam Widener	Y	0
13	Illinois Media School 455 Eisenhower Ln S Ste 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson	Y	0

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14	Indeed 6433 Champion Grandview Way Austin , Texas Phone : 1-800-462-5842 Url : indeed.com Robert Faulkner Manual Posting	N	0
15	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	3
16	Internal Transfer/Promotion	N	2
17	KTIV-TV 3135 Floyd Boulevard Sioux City, Iowa 51108 Phone : 712-239-4100 Url : www.ktiv.com Email : tlaunsby@ktiv.com Fax : 1-712-239-2621 Tracy Launsby	N	0
18	KTTC 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Url : www.kttc.com Email : Jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	0
19	Linked In - Not Directly Contacted by SEU	N	1
20	Missouri School of Journalism 215 A Reyonolds Journalism Inst. Columbia, Missouri 65211 Phone : 573-884-1909 Url : www.missouri.edu Email : career@missouri.edu Laura Redfield-Jacobs	N	0

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21	Mt Ebenezer Baptist Church 60 Missionary Church Rd Elkhorn, West Virginia 24831 Phone : 304-862-3822 Timothy Hairston Manual Posting	Y	0
22	NAACP Att: Rev. Charles Collins 1048 Greenbrier St. Bluefield, West Virginia 24701 Phone : 304-323-3383 Career Service Manual Posting	N	0
23	NAB Career Center 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Url : www.nab.org Email : nabef@nab.org Yewande Akimleye	N	0
24	Northwestern University/Medill McCormick Foundation Ctr Room 4-129 Evanston, Illinois 60208 Phone : 847-467-1459 Email : k-springen@northwestern.edu Karen Springen	N	0
25	Ohio University Scripps College of Communications RTVC Building 497 Athens, Ohio 45701 Phone : 740-593-2909 Url : www.ohio.edu Fax : 1-740-593-0459 Sarah Steenrod Manual Posting	N	0
26	Ohio/Illinois Center for Broadcasting 9885 Rockside Rd Ste 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Url : www.beonair.com Email : jhardy@beonair.com Fax : 1-216-442-9232 Janaice Hannah-Hardy	Y	0

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27	Penn State University Dept. of Meteorology 503 Walker Building University Park, Pennsylvania 16802-5013 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Lan Lewis	N	0
28	Penn State University 124 bank of America Carer Services Center University Park, Pennsylvania 16802 Phone : 814-865-4628 Barbara Holmes Manual Posting	N	0
29	Princeton-Mercer County Chamber of Commerce 1522 N Walker St Princeton, West Virginia 24740 Phone : 304-487-1502 Url : www.pmccc.com Email : pmcccassistant@gmail.com Fax : 1-304-425-0227 Lindsay Strader	N	0
30	Radford University P O Box 6901 Radford, Virginia 24142 Phone : 540-831-5373 Url : www.radford.edu Email : vgarnand@radford.edu Fax : 1-540-831-5374 Dr. Kathryn Jordan	N	0
31	Scott Street Baptist Church 128 Clifford Street Bluefield, West Virginia 24701 Phone : 304-327-8441 Rev. Garry Moore Manual Posting	N	0
32	Shaw University 118 E South Street Raleigh, North Carolina 27601 Phone : 919-278-2672 Url : www.shawuniversity.edu Email : careerdevelopment@shawu.edu Phyllis Hilliard	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
33	Southwest VA Community College P O Box SVCC Richlands, Virginia 24641 Phone : 276-964-7545 Url : www.sw.edu/career Email : careers@sw.edu Fax : 1-276-964-7744 Jennifer Whisenhunt	N	0
34	STAA Box 1024 Del Mar, California 92014 Phone : 949-648-STAA Url : www.staalent.com Email : jon@staatalent.com Jon Chelesnik	N	0
35	TV Jobs P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
36	University of Advancing Technology 2625 W Baseline Rd Tempe, Arizona 85283 Phone : 480-351-7877 Url : www.uat.edu Email : hjacobson@uat.edu Fax : 1-602-383-8222 Heidi Jacobson	Y	0
37	University of CO Boulder Folsom Stadium Ste 110 Boulder, Colorado 80309 Phone : 3034925480 Url : www.colorado.edu/cmci Email : christine.mahoney@colorado.edu Christine Mahoney	Y	0

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38	University of Oregon 1228 University of Oregon Eugene, Oregon 97403 Phone : 541-346-4091 Url : www.uoregon.edu Email : cnisser@uoregon.edu Charlotte Nisser	Y	0
39	Unknown (source not adequately identified upon inquiry by SEU)	N	1
40	VA Dept of Rehabilitative Services 113 Short Street Ste 2 Pounding Mill, Virginia 24637 Phone : 276-963-1028 Email : Mary.Smith@dars.virginia.gov Mary Smith	Y	0
41	VA Employment Commission 800 E Main St Ste 200 Wytheville, Virginia 24382 Phone : 276-228-4051 Email : beverly.lacy@vec.virginia.gov Beverly Lacy	Y	0
42	Virginia Tech Henderson Hall 3rd Floor Blacksburg, Virginia 24061 Phone : 540-231-6241 Url : www.career.vt.edu Fax : 1-540-231-8018 Career Service Manual Posting	N	0
43	WBNG TV 560 Columbia Dr. Johnson City, New York 13790 Phone : 607-729-8812 Url : www.wbng.com Email : cgarger@wbngtv.com Kate Garger	N	0

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44	WEEK TV 2907 Springfield RD East Peoria, Illinois 61611 Phone : 309-698-2525 Url : www.week.com Email : mshawgo@week.com Mary Shawgo	N	0
45	WGEM-TV P O Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Url : www.wgem.com Email : tstutheit@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0
46	Work4WV Career Center 195 Davis St Ste 102 Princeton, West Virginia 24740 Phone : 304-425-1896 Url : www.workforcewv.org Email : workforcemercer@wv.gov Unemployment Commission	N	0
47	WPTA TV 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-471-7719 Url : www.wpta.com Email : vsundquist@wpta21.com Val Sundquist	N	0
48	WV Broadcasters Association 140 Seventh Avenue S Charleston, West Virginia 25303 Phone : 304-744-2143 Url : www.wvba.com Michele Crist Manual Posting	N	0

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49	WV Division of Rehabilitative Serv. 195 Davis St Princeton, West Virginia 24739 Phone : 304-425-1256 Email : margie.c.cordle@wv.gov Margie Cordle	Y	0
50	WV Veterans Employment Training Capitol Complex, Room 112F 112 California Ave Charleston, West Virginia 25305 Phone : 304-558-4001 Email : schoolcraft.jeffrey@dol.gov Jeffrey Schoolcraft	N	0
51	WV Veterans Employment Training Service Capitol Complex Rm 112F 112 California Ave Charleston , West Virginia 25305 Phone : 304-558-4001 Email : stiles.cheryl.a@dol.gov Cheryl Stiles	N	0
52	WVU Career Services Ctr P O Box 6008 Morgantown, West Virginia 26506-6008 Phone : 304-293-2221 Url : www.wvu.edu Sarah Glenn Manual Posting	N	0
53	WVVA -TV & WVVA.COM 3052 Big Laurel Hghwy Bluefield, West Virginia 24701 Phone : 304-324-0654 Url : www.wvva.com Email : kbrown@wvva.com Fax : 1-304-327-5586 Kassidy Brown	N	1
54	WVVA Bulletin Board 3052 Big Laurel Hghwy Bluefield, West Virginia 24701 Phone : 304-324-0652 Url : www.wvva.com Audrey Sluss Manual Posting	N	0

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55	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:			32

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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	Gray Media's "Future Focus Internship" offers an internship to college students who are looking to gain experience and training while fulfilling college credits. The internship program is an outstanding on the job training internship to help introduce the participants to the real world of broadcasting.	1	News Director
2	12/5/2022	Participation in events or programs sponsored by educational institutions	Melinda Zosh, Anchor and instructor at Bluefield University, conducted a tour with six students from the university on December 5, 2023. Students are from the 300-level Sports Across the Media Class and this was their final class. Students also watched a newscast and learned about other jobs in broadcasting. Greg Puckett, County Commissioner also joined the tour and spoke about his job and his internship with WVVA 30 years ago.	1	Anchor
3	3/15/2023	Participation in events or programs sponsored by educational institutions	Concord University, Athens WV held its Spring 2023 Career Fair and Teacher Recruitment Day on March 15, 2023. Admin/HR Mgr. and News Director attended and discussed job opportunities at WVVA and at all Gray Media stations across the country. We also informed students of our paid internship program.	2	Admin/HR Mgr. News Director
4	3/21/2023	Sponsorship of events in the community designed to increase public awareness	WVVA sponsored the Bluefield State University's 34th Annual Spring Career Fair on March 21, 2023 at Bluefield State University, Bluefield, WV, Administration/HR and News Director spoke with students and job seekers about the industry and openings that we have currently at our station and in our Gray Media stations across the country. WVVA also ran promotional spots informing the public of the career fair.	2	Admin/HR Mgr. News Director
5	4/20/2023	Provision of training to management	On April 20, 2023 Gray Television hosted a webinar, The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Licensee, LLC. that was presented by Joan Stewart of Wiley Rein, LLP.	1	Admin/HR Mgr.

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6	5/6/2023	Provision of training to management	On May 6, 2023, station personnel attended a seminar sponsored by the West Virginia Broadcasters Association and presented by Jackson Kelly PLLC on the requirements of the Federal Communications Commission's Equal Employment Opportunities regulation. This seminar focused on training management level personnel in the methods of ensuring equal employment opportunity and preventing discrimination, and provided an update on other current matters affecting radio and television station management. The program materials are available at www.wvba.com .	1	GM/GSM