

**WTAP-TV, WIYE-LD, WOVA-LD**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021-May 31, 2022**

**I. VACANCY LIST**

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist	6-15,21-30,32,33,35,38	39
Evening Producer/Anchor	6-15,21-27,30,32,33	39
Multimedia Journalist (News/Sports)	6-10,12-15,18,21-27,30,32,33	10
Morning Producer/Anchor	3,6-15,21-27,30,32,33	10
Morning Meteorologist	6-10,12-15,21-27,30,32,33,38	39
Meteorologist/Multimedia Journalist (W/End)	6-11,13-15,21-27,30,32,33,38	38
Multimedia Journalist (News/Sports)	8-15,21-27,30,32,33	10
Multimedia Journalist	1-4,6-16,18,21-27,30,32,33,38	16
Digital Content News Producer/MMJ	6-15,21-30,32,33	15
Master Control Operator	5-7,9-14,18-22,24-28,30,31,34-36,38	38
Meteorologist/Multimedia Journalist (W/End)	1-10,13-15,21-28,30,32,33,38	10
News Producer (Morning)	1-3,6-10,13-17,21-28,30,32-36	9
Media Account Manager	6,7,9,10,13,18,21,24,27,28,30,37	9

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	Mississippi State University 75 B.S. Hood Rd Mississippi State, MS 39762 662-325-3344 <a href="http://www.msstate-csm.symplicity.com">www.msstate-csm.symplicity.com</a> *Martha Jones, Employee Relations	N	
2	NC State University 121 Peele Hall Campus B Raleigh, NC 27695 919-515-2396 <a href="http://www.ncsu-csm.symplicity.com">www.ncsu-csm.symplicity.com</a> *Marcy Bullock, Career Development	N	
3	Concord University 1000 Vermillion Street Athens, WV 24712 304-384-6035 <a href="http://www.collegecentral.com/concord/">www.collegecentral.com/concord/</a> *Sarah Beasley, Dean of Student Success	N	
4	Pennsylvania State University 201 Old Main University Park, PA 16802 814-865-4400 <a href="http://www.pennstate-csm.symplicity.com">www.pennstate-csm.symplicity.com</a> *Renee Kennedy, Career Services	N	
5	Bowling Green State University 225 Bowen-Thompson Bowling Green, OH 43403 419-372-2356 <a href="http://www.handshake.com">www.handshake.com</a> *Sydney Shuai, Career Services	N	

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6	TVJobs.com PO Box 4116 Oceanside, CA 92053 800-374-0119 <a href="http://www.tvjob.com">www.tvjob.com</a> *Mark Holloway, Administrator	N	1
7	West Virginia Broadcasters Association 140 Seventh Ave. PO Box 8499 South Charleston, WV 25303 304-744-2143 <a href="http://www.wvba.com">www.wvba.com</a> *Michele Crist, Administrator	N	
8	California University of Pennsylvania 250 University Avenue California, PA 15419 724-938-4412 <a href="http://www.handshake.com">www.handshake.com</a> *Rhonda Gifford, Career & Professional Development	N	
9	INDEED.COM (Automatically posted from gray.tv/careers site)	N	12
10	Gray Television Inc. Website <a href="http://gray.tv/careers">http://gray.tv/careers</a>	N	10
11	West Virginia University-Parkersburg 300 Campus Drive Parkersburg, WV 26104 304-424-8246 <a href="http://www.handshake.com">www.handshake.com</a> *Sandy Swisher, Career Services	N	
12	The University of Akron 302 E. Buchtel Avenue Akron, OH 44325 330-972-7747 <a href="http://www.handshake.com">www.handshake.com</a> *Laura Carey, Career Services	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Eastern Kentucky University 521 Lancaster Avenue Richmond, KY 40475 859-622-1296 <a href="http://www.handshake.com">www.handshake.com</a> *Cale Colbert, Academic & Career Advisor	Y	
14	West Virginia University PO Box 6201 Morgantown, WV 26506 304-293-2221 <a href="http://www.handshake.com">www.handshake.com</a> *Rachael Conrad, Employer Relations	Y	
15	Syracuse University 900 S. Crouse Avenue Syracuse, NY 13244 315-443-1870 <a href="http://www.handshake.com">www.handshake.com</a> *Kelli Young, Career Center	N	1
16	REFERRALS (Employees, Clients, Vendors, etc.)	N	2
17	CAREERBUILDER.COM (Automatically posted from gray.tv/careers site)	N	
18	WTAP Website <a href="http://www.wtap.com">www.wtap.com</a> <a href="mailto:gdmsupport@gray.tv">gdmsupport@gray.tv</a>	N	
19	Washington State Community College 710 Colegate Drive Marietta, OH 45750 740-885-5752 <a href="http://www.wscc.edu">www.wscc.edu</a> *Kathleen Temple-Miller, Dean of Student Success	N	
20	Washington County Career Center 21740 OH-676 Marietta, OH 45750 740-373-2766 <a href="http://www.thecareercenter.net">www.thecareercenter.net</a> *Penny Jenkins, Marketing Coordinator	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	The Ohio State University 281 W. Lane Avenue Columbus, OH 43210 614-292-OHIO <a href="http://www.handshake.com">www.handshake.com</a> *Scott Kustis, Director of Industry Connections	N	
22	West Virginia Wesleyan College 59 College Avenue Buckhannon, WV 26201 304-473-8000 <a href="http://www.handshake.com">www.handshake.com</a> *Jill Oakes-Kincade, Career Services	N	
23	The University of Mississippi University Circle University Park, MS 38677 662-915-7174 <a href="http://www.handshake.com">www.handshake.com</a> *Terrye Davis, Career Services	N	
24	Ohio University 1 Ohio University Baker Center Athens, OH 45701 740-593-2909 <a href="http://www.handshake.com">www.handshake.com</a> *Ginny Cottrill	N	
25	Michigan State University 220 Trowbridge Road East Lansing, MI 48824 517-355-9510 <a href="http://www.handshake.com">www.handshake.com</a> *Karen Hanson, Career Services Director	N	
26	Point Park University 201 Wood Street Pittsburg, PA 15222 412-392-3950 <a href="http://www.handshake.com">www.handshake.com</a> *Monica Ritter, Career Counselor	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	<p>Marietta College 215 5<sup>th</sup> Street Marietta, OH 45750 740-376-4645 <a href="http://www.handshake.com">www.handshake.com</a> *Betsy Knott, Career Center Director</p>	N	1
28	<p>West Virginia State University 5000 Fairlawn Ave 3 Institute, WV 25112 304-766-3251 <a href="http://www.handshake.com">www.handshake.com</a> *Teresa Casto, Career Services Secretary</p>	N	
29	<p>Marshall University 1 John Marshall Drive Huntington, WV 25755 304-696-2370 <a href="http://www.handshake.com">www.handshake.com</a> *Debby Stoler, Development &amp; Outreach</p>	N	
30	<p>Kent State University 800 E. Summit Road Kent, OH 44242 330-672-3190 <a href="http://www.handshake.com">www.handshake.com</a> *Craig Wilkinson, Academic Success Center</p>	N	
31	<p>Miami University 501 E. High Street Oxford, OH 45056 513-529-3831 <a href="http://www.handshake.com">www.handshake.com</a> *Matt Yepez, Employer Relations</p>	N	
32	<p>University of Central Florida 4000 Central Florida Blvd Orlando, FL 32826 407-823-2361 <a href="http://www.handshake.com">www.handshake.com</a> *Brian Creel, Career Development</p>	N	

<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>
33	University of Missouri- Columbia 105 Jesse Hall Columbia, MO 65211 573-882-6801 <a href="http://www.handshake.com">www.handshake.com</a> *Laura Peiter, Career Services Assistant	N	
34	University of Cincinnati 2600 Clifton Ave Cincinnati, OH 45221 513-556-6000 <a href="http://www.handshake.com">www.handshake.com</a> *Glenda Neff, Career Services	N	
35	University of Kentucky 800 Rose Street Lexington, KY 40508 859-257-2746 <a href="http://www.handshake.com">www.handshake.com</a> *Meghan Pippenger, Employer Relations	N	
36	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, PA 15213 412-383-4473 <a href="http://www.handshake.com">www.handshake.com</a> *Emily Bennett, Career Consultant	N	
37	LINKEDIN.COM	N	3
38	OTHER SITES	N	5
39	INTERNAL HIRE/PROMOTION	N	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>38</b>

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**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Employee Training Programs	<p style="text-align: center;"><b>WVBA Sales Seminar</b> <b>February 23, 2022</b></p> <p>Five members of our WTAP Sales Team, and our LSM, attended the daylong event in Bridgeport, WV. Focus on the event theme of “It’s Time to Drive Your Results.”</p>
2	Job/Career Fairs	<p style="text-align: center;"><b>Ohio University Arts, Media, &amp; Marketing Career Fair</b> <b>March 16, 2022</b></p> <p>WTAP News Director attended this virtual event speaking with interested students in the field of Journalism/Media.</p> <p style="text-align: center;"><b>Marietta College Career Connect Job Fair</b> <b>March 18, 2022</b></p> <p>WTAP News Director and Local Sales Manager attended this in-person fair, speaking with interested students in the fields of Media &amp; Marketing</p> <p style="text-align: center;"><b>WTAP Employment Expo (Host)</b> <b>May 19, 2022</b></p> <p>WTAP hosted the 1<sup>st</sup> Annual Employment Expo at the local shopping mall in Vienna, WV. The event is to save time and money in the recruiting process for local area businesses.</p> <p>Event organized and attended by our GM, LSM, News Director, and Sales Staff, along with visits from our News Department employees.</p>



3	<b>EEO Training</b>	<p style="text-align: center;"><b>May 11, 2021-June 10, 2021</b></p> <p>Our Local Sales Manager and Operations Manager participated in a training series “Foundations in Diversity, Equity and Inclusion; from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and void implicit bias and micro aggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding; gendered language, race, class and ability, how to apologize effectively.</p> <p style="text-align: center;"><b>February 17, 2022</b></p> <p>Onboarding Manager attended the Webinar on EEO Policy. Training included rules for EEO recruitment, record keeping, and reporting. Training webinar was presented by Joan Stewart of Wiley Rein, LLP.</p>
4	<b>Student Internship Program</b>	<p>Due to Covid-19 Vaccination policy, return to office and staffing issues, WTAP was not able to offer any internship opportunities during this reporting period.</p>
5	<b>Outreach Programs</b>	<p style="text-align: center;"><b>GLENN WILSON BROADCAST MEMORIAL SCHOLARSHIP</b></p> <p style="text-align: center;"><b>May 9, 2022</b></p> <p>WTAP awards this annual scholarship to an area high school student looking to join the field of Journalism/Communications. The program is administered through the Parkersburg Area Community Foundation. Funds for this scholarship are raised through a joint annual golf tournament. Seven staff members attended/worked this event.</p> <p style="text-align: center;"><b>May 23, 2022</b></p> <p>A St. Marys High School student was awarded the 2022 scholarship, presented during the high school awards assembly, presented by GM, Ken Long.</p> <p style="text-align: center;"><b>STATION TOURS AND SCHOOL VISITS</b></p> <p style="text-align: center;"><b>October 22, 2021</b></p> <p>Ohio University College students (2) toured/shadowed our evening producers and anchors.</p> <p style="text-align: center;"><b>October 29, 2021</b></p> <p>WTAP News Director attended a Virtual Class Visit for a WV University Journalism class Q&amp;A.</p>

		<p><b>February 25, 2022</b></p> <p>WTAP Assignment Editor/Executive Producer attended a Virtual Class Visit for a WV University Journalism class Q&amp;A</p> <p><b>March 16, 2022</b></p> <p>WTAP Local Sales Manager presented during Marietta College Marketing Class for a group of senior college students interested in the field.</p>