

WTAP-TV, WIYE-LD, WOVA-LD
EEO PUBLIC FILE REPORT
June 1, 2020-May 31, 2021

I. VACANCY LIST

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

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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	Hocking College, Career & Internship Board 3301 Hocking Parkway Nelsonville, OH 45764 740-753-6445	N	
2	West Virginia State University Ferrell Hall Room 306 PO Box 1000 Institute, WV 25112-1000 304-766-3250 *Sandhya G. Maharaj, Director, Office of Career Services https://wvstateu-csm.symplicity.com/employers/index.php?s=home	N	
3	Marietta College, Career Center 215 Fifth Street Marietta, OH 45750 740-376-4645 *Betsy Knott www.handshake.com	N	
4	Point Park University, Career Development Center 201 Wood Street Pittsburgh, PA 15222 412-392-3950 *Angela Scaramucci www.handshake.com	N	
5	Michigan State University, Career Services 220 Trowbridge Road East Lansing, MI 48824 517-355-9510 *Carol Stier www.handshake.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	The University of Akron 302 East Buchtel Avenue Akron, OH 44325 330-972-7747 www.handshake.com	N	
7	The University of Mississippi, Career Center PO Box 1848 University, MS 38677 662-915-7174 *Christy Wright www.handshake.com	N	
8	LINKEDIN	N	1
9	Ohio University, Career & Leadership Development Ctr. Baker University Center, 533 1 Ohio University Athens, OH 45701 www.handshake.com	N	
10	TVJobs.com *Mark. C. Holloway, Broadcast Employment Services	N	
11	West Virginia Broadcasters Association 140 Seventh Ave. South Charleston, WV 25303 304-744-2143 *Michele Crist	N	
12	SNAG A JOB https://login2peoplematter.com	N	
13	INDEED.COM (Automatically posted from Gray Television site)	N	12
14	Gray Television Inc. Website http://gray.tv/careers	N	2
15	West Virginia University-Parkersburg, Career Services 300 Campus Drive Parkersburg, WV 26104 304-424-8246 *Jennifer Randolph	N	

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16	Ohio Valley University 1 Campus View Drive Vienna, WV 26105 304-865-6172 *Jessica Anderson, Office Manager	N	
17	Eastern Kentucky University, Center for Career & Co-Op 521 Lancaster Avenue Richmond, KY 40475 859-622-1296 www.handshake.com	Y	
18	West Virginia University, Career Services Center PO Box 6201 Morgantown, WV 26506 304-293-1988 *Rachael Conrad www.handshake.com	Y	
19	WV Job Services/Workforce WV 300 Lakeview Center Parkersburg, WV 26101 304-420-2425 *Diane Keith	N	
20	REFERRALS (Employees, Clients, Vendors, etc.)	N	4
21	OTHER SITES	N	3
22	WTAP Website www.wtap.com gdmsupport@gray.tv	N	3
23	Washington State Community College 710 Colegate Drive Marietta, OH 45750 740-568-1913 *Dick Poole	N	
24	Washington County Career Center 21740 OH-676 Marietta, OH 45750 740-373-2766 ext 4014 *Penny Jenkins	N	

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25	The Ohio State University, Career Services 281 West. Lane Avenue Columbus, OH 43210 614-688-3898 *Scott Kustis www.handshake.com	N	
26	Concord University PO Box 1000, Campus Box D-107 Athens, WV 24712 304-384-6035 *Sarah Beasley, VP of Student Affairs https://www.collegecentral.com/concord/	N	
27	NC State University, Career Development Center Raleigh, NC 27695 919-515-2396 https://ncsu-csm.symplicity.com/employers/index.php?s=home	N	
28	Mississippi State University, The Career Center 75 B.S. Hood Road Mississippi State, MS 39762 662-325-3344 *Martha Jones, Employer Relations Manager https://msstate-csm.symplicity.com/employers/?signin_tab=0	N	
29	The Pennsylvania State University 101 Bank of America Career Services Center University Park, PA 16802 814-865-4400 *Renee Kennedy https://pennstate-csm.symplicity.com/employers/?signin_tab=0	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Marshall University, Career Services Center 1 John Marshall Drive Huntington, WV 25755 304-696-6679 *Debby Stoler, Assistant Director of Development & Outreach https://marshall-csm.symplicity.com/	N	
31	California University of Pennsylvania, Career & Professional Development Center 250 University Avenue California, PA 15419 724-938-1510 *Rhonda Gifford www.handshake.com	N	
32	Kent State University, Career Services Center 800 E. Summit Road 161 Schwartz Center Kent, OH 44242 330-672-2360 *Craig Wilkinson www.handshake.com	N	
33	University of Central Florida, Career Services 4000 Central Florida Blvd. Orlando, FL 32826 407-903-8077 *Brian Creel www.handshake.com	N	
34	University of Missouri-Columbia, MU Career Center 201 Student Success Center 909 Lowry Mall Columbia, MO 65211-6060 573-882-6801 *Laura Peiter www.handshake.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Mountain State College 1508 Spring Street Parkersburg, WV 26101 304-485-5487 *Leasa Davis	N	
36	Syracuse University 900 S. Crouse Ave. Syracuse, NY 13244 315-443-1870 *Dan McSweeney www.handshake.com	N	
37	West Virginia Wesleyan College 59 College Ave Buckhannon, WV 26201 304-473-8000 *Jill Okes-Kincaid www.handshake.com	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Management Training	<p>On November 19, 2020, Our 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> <p>July 9, 2020 – August 2020 our General Manager and our News Director 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>
2	Scholarship Programs	<p>GLENN WILSON BROADCAST MEMORIAL SCHOLARSHIP</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.</p> <p>Funds for this scholarship are raised through a joint annual golf tournament. Due to COVID-19, the May fundraising event did not take place, however a winner was still chosen.</p> <p>A Marietta High School student was awarded the 2021 scholarship, presented on May 14th during an awards assembly at the high school.</p>
3	STATION TOURS AND SCHOOL VISITS	<p>During the recent reporting period a virtual station tour was conducted by a news employee, to a high school age boy scout troop, on 3/18/2021.</p> <p>A member of our news team was the keynote</p>

		speaker at a local high school on 5/13/2021. The event was to induct students into the journalism honor society.
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