

WTAP-TV, WIYE-LD, WOVA-LD
EEO PUBLIC FILE REPORT
June 1, 2019-May 31, 2020

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
Digital News Producer (A)	2-7,9-20,22,24,25,31-36	14
Multi-Media Journalist (A)	1-7,9-22,24-28,30-36	21
Multi-Media Journalist (B)	1-7,9-22,24-28,30-36	14
Multi-Media Journalist/ Anchor (A)	1-7,9-19,20,22,24-35	20
Account Executive (A)	1-3,8-19,22,35	13
Account Executive (B)	1-3,8-20,22,35	20
Overnight Producer	1-7,9-20,22,25-36	20
Master Control Operator	1,3,6,9-15,17,18,20-25,37	22
Weekend Meteorologist/ Multi-Media Journalist	2-7,10-15,17,18,21,22,25-34,36,37	21
Evening Producer/ Anchor	2-7,9-15,17,18,20,22,25-34,26,37	20
Multi-Media Journalist- Marietta Bureau	2-7,9-15,17,18,20,22,25-34,36,37	20
Multi-Media Journalist/ Anchor (B)	3-7,9-15,17,18,20,22,25,26, 31-34,36,37	20
Multi-Media Journalist (C)	2-7,9-15,17,18,21,22,25-34,36,37	21
Digital News Producer (B)	2-7,9-15,17,18,22,25-34,36,37	13

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)¹

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 *Kelly Campbell 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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	Michigan State University, Career Services 220 Trowbridge Road East Lansing, MI 48824 517-355-9510 *Carol Stier www.handshake.com	N	
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 www.handshake.com	N	
8	LINKEDIN	N	
9	Ohio University, Career & Leadership Development Ctr. Baker University Center, 533 1 Ohio University Athens, OH 45701 www.handshake.com	N	
10	TVJobs.com	N	3
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	10

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Gray Television Inc. Website http://gray.tv/careers	N	8
15	West Virginia University-Parkersburg, Career Services 300 Campus Drive Parkersburg, WV 26104 304-424-8246 *Jennifer Randolph	N	
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	10
21	OTHER SITES	N	5
22	WTAP Website www.wtap.com gdmsupport@gray.tv	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	
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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	
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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	University of Missouri-Columbia, MU Career Center 201 Student Success Center 909 Lowry Mall Columbia, MO 65211-6060 573-882-6801 *Brianna Chatmon www.handshake.com	N	
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 www.handshake.com	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			39

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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;">Digital Sales Training</p> <p>Our Digital Point Person attended this weeklong training in Charlotte, NC last summer, and our Local Sales Manager attended this Spring via webinar, due to COVID-19 travel restrictions. The training included various coaching topics related to latest options for digital sales.</p> <p style="text-align: center;">June 25-28, 2019 May 18-22, 2020</p> <p style="text-align: center;">New AE Training</p> <p>Four members of our Sales team attended the multi-session event in Charlotte, NC. Topics covered included Sales 101, Processes, Hunting and Building.</p> <p style="text-align: center;">July 22-26, 2019 September 16-20, 2019 September 22-27, 2019 (x2)</p> <p style="text-align: center;">News Producer Training</p> <p>This training located in Lexington, KY was attended by 4 members of our News Department. (Morning Anchor, Evening Anchor, Executive Producer/Assignment Editor, & Morning Producer)</p> <p style="text-align: center;">Dec 7, 2019</p> <p style="text-align: center;">Regional Sales Seminar</p> <p>Our Local and Digital sales staff, 7 members, attended this regional seminar in Bridgeport, WV, entitled "Make 2020 your BEST sales year ever!"</p> <p style="text-align: center;">February 19, 2020</p>

2	Job/Career Fairs	<p>Due to COVID-19, three scheduled job/career fairs were canceled, that were to be attended by our News Director, for recruitment of 2 available openings at the time of the scheduled events.</p> <p>Kent State; March 12, 2020</p> <p>Ohio University; March 17, 2020</p> <p>West Virginia University; March 27, 2020</p>
3	EEO Training	<p>WEBINAR TRAINING</p> <p>WTAP Office Manager, attended the training presented by Joan Stewart of Wiley Rein, LLP.</p> <p>June 20, 2019</p>
4	Student Internship Program	<p>Spring-Summer 2019 (June-August)</p> <p>News Department- 1 Intern (Ohio University)</p> <p>Students will observe the day-to-day operations of a news room environment.</p> <p>Students will join employees in the field, to observe news gathering, story development, and interview skills. Internships have primarily been in our news department, but are available to any Junior/Senior college age student, looking to work in the field of Communications.</p>
5	Outreach Programs	<p>GLENN WILSON BROADCAST MEMORIAL SCHOLARSHIP</p> <p>WTAP, and the Parkersburg Area Community Foundation, program administrator, awards this scholarship annually, to a high school student in our viewing area, looking to study in the field of Journalism/Communications.</p> <p>Funds for this scholarship are raised through a joint annual golf tournament, held each Spring, in which approximately 10 WTAP staff members will work this event. Due to COVID-19, the event will now be August 31, 2020.</p> <p>A student from Warren High School in Vincent, OH, has been awarded the 2020 scholarship in memory of former WTAP employee, Glenn Wilson.</p> <p>Our GM and News Director attended the Annual PACF Meeting/Luncheon on January 24, 2019.</p>

	<p>STATION TOURS AND SCHOOL VISITS</p> <p>During the recent reporting period, several guest appearances by news room personalities took place at area schools. And various groups visited the station for a tour on the following dates:</p> <p>Arc of Wood County 7/3/19</p> <p>Ohio Senate Communications 9/9/19</p> <p>Marietta College Freshman Seminar 10/14/19</p> <p>Wood County Boy Scout Pack 11/7/19</p> <p>WASCO 2/27/20</p>
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