

**WSAZ/WQCW-TV
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,13,14,15,16,17	13
Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	13
Videojournalist	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	10
Producer	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	16
Producer	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	16
Investigative Reporter	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	16
Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	16
Account Executive	1,2,3,4,5,6,7,8,9,10,11,12,13,15,16,17	17
Technical Media Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,15,16,17	12
Producer	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	17
Technical Media Producer	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	17
Digital Sales Assistant	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	16
Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,13,15,16,17	13

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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	Workforce West Virginia-Charleston PO Box 2761 Charleston, WV 25330 Website: https://www.workforcewv.org Phone 304-558-1195 Fax 304-558-1979	Yes	0
2	Workforce West Virginia-Huntington 2699 Park Avenue Suite 240 Huntington, WV 25704 Website: https://www.workforcewv.org Phone 800-379-1032 Fax 304-528-5529	Yes	0
3	Workforce West Virginia-Summersville 830 Northside Drive Suite 123 Summersville, WV 26651 Website: https://www.workforcewv.org Phone 800-379-1032 Fax 304-872-0848	Yes	0
4	Renee Parsons Central Job Bank & Opportunity Center 600 29 th Street Ashland, KY 41101 Email: Renee.parsons@centraljobbank.org Phone 606-315-4945	Yes	0
5	tvjobs.com Po Box 4116 Oceanside, CA 92052 Phone 800-374-0119 https://tvjobs.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Scioto County Jobs & Family Services PO Box 1347 Portsmouth, OH 45662 Fax 740-354-3351	Yes	0
7	Bethany College PO Box 417 Bethany, WV 26032 Email career@bethanywv.com	Yes	0
8	Concord University PO Box 1000 Athens, WV 24712 Email careerservices@concord.edu	Yes	0
9	Westminster College Cable PO Box 182 New Wilmington, PA 16172 Email houghja@westminster.edu	Yes	0
10	WSAZ.com Job Listings http://www.wsaz.com/station/stationjobs	No	5
11	WSAZ In House Job Posting	No	1
12	WSAZ Employee Referral	No	2
13	Gray Television Job site: https://gray.tv/careers#currentopenings	No	5
14	Non-Employee Referral	No	1
15	Michele Crist West Virginia Association of Broadcasters 140 7 th Avenue Charleston, WV 25303 Email mcrist@wvba.com Phone 304-744-2143 https://www.wvba.com	No	0
16	Indeed.com https://www.indeed.com	No	14

<p>17</p>	<p>Handshake.com https://joinhandshake.com</p> <p>Schools participating: Marshall University Baldwin Wallace University Glenville State University University of Kentucky Ohio University Dennison University Ashland Community & Technical College Transylvania University Berea College Campbellsville University Capital University Central State University Centre College Davis & Elkins College Eastern Kentucky University Franciscan University of Steubenville Georgetown College Hocking College John Carroll University John Hopkins University Kent State University Kentucky State University Kentucky Wesleyan College Kenyon College Lourdes University Marietta College Morehead State University Muskingham University Northern Kentucky University Ohio Christian University Ohio Northern University Ohio Wesleyan University Owensboro Community & Technical Center Otterbein University Pace University Point Park University Rust College Texas State University College of Wooster University of Cincinnati</p>	<p>No</p>	<p>4</p>
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
	Ohio State University Miami University University of Pikeville University of Pittsburgh University of South Carolina West Liberty University West Virginia State University West Virginia University Shepherd University Walsh University West Virginia Wesleyan University Shawnee State University University of Charleston University of Louisville		
	Total Interviewees		32

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Recruitment Spots	Between 6/1/2021 and 5/17/2022; 460 x:30 second spots ran on WSAZ and 736 x: 30 second spots on WQCW.
2	EEO Management Training	On February 17, 2022, our SEU participated in The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.
3	Participation in event sponsored by educational institutions.	<p>On April 15, 2022, a WSAZ News Anchor spoke to a News Broadcasting Class at South Point High School in South Point, OH.</p> <p>On April 25, 2022, WSAZ sponsored a gathering of more than 300 graduating high school seniors at the Huntington Museum of Art who have achieved academic excellence and are recognized as Best of the Class 2022. WSAZ Managers and news personalities meet with grads and discussed their college and career plans. Some were videotaped and shared in broadcast news stories. When appropriate, we encouraged them to consider jobs in broadcasting and offer any assistance they may need.</p> <p>On May 14, 2022, a WSAZ News Anchor gave the commencement speech at Southern WV Community and Technical College.</p>
4	Interns	<p>WSAZ partners with regional schools and universities to provide news and other areas of operation experience. Our internship program runs 10-12 weeks and generally qualifies for college credits.</p> <p>During this reporting period we hosted a total of 1 interns from the following schools:</p> <p>Marshall University</p>