

WQCW, WSAZ
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

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
Producer	3-4, 9-11, 13, 17, 20-21, 23, 25-26, 29, 31-33, 37-38, 40, 42-48, 50-52, 55-57, 59-60, 62-63, 65-66	29
Meteorologist	1-7, 9-15, 17-23, 25-28, 30-35, 37-63, 65-67, 69	7
Multimedia Marketing Consultant	1-6, 9-15, 17-23, 25-28, 30-63, 65-67, 69	23
MultiMedia Journalist	2-6, 9-15, 17-23, 25-35, 37-63, 65-67, 69	29
MultiMedia Journalist	1-6, 9-15, 17-23, 25-28, 30-35, 37-63, 65-67, 69	20
METEOROLOGIST - WSAZ	1-6, 8-15, 17-28, 30-35, 37-63, 65-69	24
MULTIMEDIA MARKETING CONSULTANT - WSAZ	1-6, 8-18, 20-23, 25-35, 37-52, 54-60, 62-63, 65-69	29
NEWS PRODUCER - WSAZ	1-18, 20-23, 25-28, 30-35, 37-52, 54- 60, 62-69	64
NEWS PRODUCER - WSAZ	1-18, 20-23, 25-28, 30-35, 37-52, 54- 60, 62-69	16
MULTIMEDIA JOURNALIST - WSAZ (Charleston)	2-15, 17-18, 20-23, 25-52, 54-60, 62- 63, 65-69	36
MULTIMEDIA JOURNALIST - WSAZ (Charleston)	2-15, 17-18, 20-23, 25-52, 54-60, 62- 63, 65-69	29
PHOTOJOURNALIST - WSAZ	1, 4, 7-9, 12-13, 16, 20, 22-23, 33-34, 44, 63, 65-66, 68	16
MULTIMEDIA MARKETING CONSULTANT - WSAZ (Huntington)	1-6, 9-18, 20-23, 25-28, 30-35, 37-52, 54-60, 62-63, 65-69	16
PHOTOJOURNALIST - WSAZ	1-6, 9-18, 20-23, 25-28, 30-35, 37-52, 54-60, 62-63, 65-69	16

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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	Ashland Career Center 1844 Carter Avenue Ashland, Kentucky 41101 Phone : 606-920-2024 Fax : 1-606-920-2026 Steven Richard	N	0
2	Ashland Community & Technical College 1400 College Drive Ashland, Kentucky 41101 Phone : 606-326-2000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
3	Berea College 101 Chestnut Street Berea, Kentucky 40403 Phone : 859-985-3000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
4	Bethany College PO Box 417 Bethany, West Virginia 26032 Career Department Manual Posting	Y	0
5	Bowling Green State University 1001 E. Wooster Street Bowling Green, Ohio 43403 Phone : 419-372-2865 Career Design Connections Manual Posting	N	0
6	Campbellsville University 1 University Drive Campbellsville, Kentucky 42718 Phone : 800-264-6014 Url : https://joinhandshake.com Career Department Manual Posting	N	0
7	Career or Job Fair - See Section III	N	9

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
8	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
9	Central Job Bank & Opportunity Ctr 1212 Bath Avenue 3rd Floor, Suite 371 Ashland, Kentucky 41101 Phone : 606-315-4945 Url : https://centraljobbank.org Renee Parsons Manual Posting	Y	0
10	Central State University 1400 Brush Row Road Wilberforce, Ohio 45384 Phone : 937-376-6011 Url : https://joinhandshake.com Career Department Manual Posting	N	0
11	Centre College 600 W. Walnut Street Danville, Kentucky 40422 Phone : 859-238-5200 Url : https://joinhandshake.com Career Department Manual Posting	N	0
12	Collins Career Center 11627 OH-243 Chesapeake, Ohio 45619 Phone : 740-867-6641 Email : wodajr@collins-cc.edu James Woda	N	0
13	Concord University PO Box 1000 Athens, West Virginia 24712 Email : careerservices@concord.edu Career Department	Y	0

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Davis & Elkins College 100 Campus Drive Elkins, West Virginia 26241 Phone : 304-637-1230 Url : https://joinhandshake.com Career Department Manual Posting	N	0
15	Eastern Kentucky University 521 Lancaster Avenue Richmond, Kentucky 40475 Phone : 859-622-1000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
16	Employee Referral	N	6
17	Florida Agricultural & Mechanical University 1601 S. Martin Luther King Jr Blvd Tallahassee, Florida 32307 Phone : 850-599-3700 Center for Access and Student Success Manual Posting	N	0
18	Georgetown College 400 E. College Street Georgetown, Kentucky 40324 Phone : 502-863-8000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
19	Glenville State University 200 High Street Glenville, West Virginia 26351 Phone : 304-462-7361 Url : https://joinhandshake.com Career Department Manual Posting	N	0
20	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	7

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
21	Hocking College 3301 Hocking Parkway Nelsonville, Ohio 45764 Phone : 740-753-3591 Url : https://joinhandshake.com Career Department Manual Posting	N	0
22	Huntington Junior College 900 Fifth Avenue Huntington, West Virginia 25701-2004 Phone : 304-697-7550 Email : twooten@huntingtonjuniorcollege.edu Tanner Wooten	N	0
23	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	1
24	Internal Transfer/Promotion	N	2
25	John Hopkins University 3400 N. Charles Street Baltimore, Maryland 21218 Phone : 410-516-8000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
26	Kent State University 800 E. Summit Street Kent, Ohio 44240 Phone : 330-672-3000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
27	Kentucky State University 400 E. Main Street Frankfort, Kentucky 40601 Phone : 502-597-6000 Url : https://joinhandshake.com Career Department Manual Posting	N	0

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
28	Kentucky Wesleyan College 3000 Frederica Street Owensboro, Kentucky 42301 Phone : 270-926-3111 Url : https://joinhandshake.com Career Department Manual Posting	N	0
29	Linked In - Not Directly Contacted by SEU	N	4
30	Marietta College 215 5th Street Marietta, Ohio 45750 Phone : 740-376-4600 Url : https://joinhandshake.com Career Department Manual Posting	N	0
31	Marshall University One John Marshall Drive Huntington, West Virginia 25755 Phone : 304-696-3170 Url : https://joinhandshake.com Career Department Manual Posting	N	0
32	Miami University 501 E. High Street Oxford, Ohio 45056 Phone : 513-529-1809 Url : https://joinhandshake.com Career Department Manual Posting	N	0
33	Morehead State University 428 University Blvd Morehead, Kentucky 40351-1689 Email : careerservices@moreheadstate.edu Megan Boone or Julia Hawkins	N	0
34	Mountwest Community & Technical College 1 Mountwest Way Huntington, West Virginia 25701 Phone : 304-710-3384 Email : quattlebaum@mctc.edu Wendy Quattlebaum	N	0

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
35	Muskingham University 10 College Drive New Concord, Ohio 43762 Phone : 740-826-8211 Url : https://joinhandshake.com Career Department Manual Posting	N	0
36	Non-Employee Referral	N	2
37	Northern Kentucky University 1 Louie B. Nunn Drive Highland Heights, Kentucky 41099 Phone : 859-572-5220 Url : https://joinhandshake.com Career Department Manual Posting	N	0
38	Ohio Northern University 220 McIntosh Center 525 South Main St. Ada, Ohio 45810 Phone : 419-772-2145 Url : https://joinhandshake.com Andrea Domachowski Manual Posting	N	0
39	Ohio State University 281 W. Lane Avenue Columbus, Ohio 43210 Phone : 614-247-8095 Url : https://joinhandshake.com Jennifer Chilman Manual Posting	N	0
40	Ohio University 1 Ohio University Athens, Ohio 45701 Phone : 740-593-1000 Url : https://joinhandshake.com Career Department Manual Posting	N	0

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
41	Owensboro Community & Technical Center 300 N. Main Street Versailles, Kentucky 40383 Phone : 859-256-3100 Url : https://joinhandshake.com Career Department Manual Posting	N	0
42	Pace University One Pace Plaza New York, New York 10038 Phone : 866-722-3338 Url : https://joinhandshake.com Career Department Manual Posting	N	0
43	Rust College 150 Rust Avenue Holly Springs, Mississippi 38635 Phone : 662-252-8000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
44	Scioto County Jobs & Family Services PO Box 1347 Portsmouth, Ohio 45662 Fax : 1-740-354-3351 Cheryl Swick	Y	0
45	Shawnee State University 940 2st Street Portsmouth, Ohio 45662 Phone : 740-351-3205 Url : https://joinhandshake.com Career Department Manual Posting	N	0
46	Shepherd University 301 N. King Street Shepherdstown, West Virginia 25443 Phone : 304-876-5000 Url : https://joinhandshake.com Career Department Manual Posting	N	0

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
47	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2111 Url : https://joinhandshake.com Career Department Manual Posting	N	0
48	Transylvania University 300 N. Broadway Lexington, Kentucky 40508 Phone : 859-233-8300 Url : https://joinhandshake.com Career Department Manual Posting	N	0
49	tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : https://tvjobs.com Job Listings Manual Posting	N	0
50	University of Charleston 2300 MacCorkle Ave SE Charleston, West Virginia 25304 Phone : 800-995-4682 Url : https://joinhandshake.com Career Department Manual Posting	N	0
51	University of Cincinnati 2600 Clifton Avenue Cincinnati, Ohio 45221 Phone : 513-556-6000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
52	University of Kentucky 301 Peterson Service Buiding 0005 Lexington, Kentucky 40506 Phone : 859-257-9000 Url : https://joinhandshake.com Career Department Manual Posting	N	0

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
53	University of Louisville 2301 S. 3rd Street Louisville, Kentucky 40292 Phone : 502-852-5555 Url : https://joinhandshake.com Career Department Manual Posting	N	0
54	University of Pikeville 147 Sycamore Street Pikeville, Kentucky 41501 Phone : 606-218-5250 Url : https://joinhandshake.com Career Department Manual Posting	N	0
55	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Url : https://joinhandshake.com Career Department Manual Posting	N	0
56	University of South Carolina 1600 Hampton Street Columbia, South Carolina 29208 Phone : 803-777-7280 Url : https://joinhandshake.com Mark Anthony Manual Posting	N	0
57	University of Wisconsin-Madison 114 Ingraham Hall 1155 Observatory Drive Madison, Wisconsin 53706 Phone : 608-265-4497 Career Exploration Center Manual Posting	N	0
58	West Liberty University 208 University Drive West Liberty, West Virginia 26074 Phone : 304-336-5000 Url : https://joinhandshake.com Career Department Manual Posting	N	0

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
59	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Phone : 304-766-3000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
60	West Virginia University PO Box 6201 Morgantown, West Virginia 26506 Phone : 304-293-0111 Url : https://joinhandshake.com Career Department Manual Posting	N	0
61	West Virginia Wesleyan University 59 College Avenue Buckhannon, West Virginia 26201 Phone : 304-473-8000 Url : https://joinhandshake.com Career Department Manual Posting	N	0
62	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky 42101 Phone : 270-745-3095 Career Help Manual Posting	N	0
63	Westminster College Cable PO Box 182 New Wilmington, Pennsylvania 16172 Email : houghja@westminster.edu Career Department	Y	0
64	Word of Mouth Referral	N	1
65	Workforce West Virginia-Charleston P.O. Box 2761 Charleston, West Virginia 25330 Phone : 304-558-1195 Url : https://www.workforcewv.org Email : workforcecharleston@wv.gov Job Services	Y	0

WQCW, WSAZ
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
66	Workforce West Virginia-Huntington 2699 Park Avenue Suite 240 Huntington, West Virginia 25704 Phone : 304-399-1366 Url : https://www.workforcewv.org Megan Roberts Manual Posting	Y	0
67	WV Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : 304-744-2143 Url : https://www.wvba.com Michele Crist Manual Posting	N	0
68	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
69	Xavier University 3800 Victory Parkway 1630 Musketeer Drive Cincinnati, Ohio 45207 Phone : 513-745-3141 Career Development Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

WQCW, WSAZ
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2023	Establishment of an intern program designed to assist members of the community	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. During this reporting period, we hosted a total of 3 interns from Marshall University.	2	News Director Operations Manager
2	Ongoing Event	Participation in other activities designed by the station employment unit	Between 06/01/23 and 05/21/24: 415 x :30 second spots ran on WSAZ and 977 x :30 second spots on WQCW letting organizations know they can request to be notified of job openings.	0	
3	2/6/2024	Participation in events or programs sponsored by educational institutions	WSAZ News Director attended Gray Day at Ohio University.	1	News Director
4	2/22/2024	Participation in events or programs sponsored by educational institutions	On February 22, 2024, the WSAZ News Director participated in the WVU Career Showcase at WV University	1	News Director
5	4/18/2024	Provision of training to management	On April 18, 2024, 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.	1	Accounting Clerk
6	4/23/2024	Participation in events or programs sponsored by educational institutions	On April 23, 2024, WSAZ sponsored a gathering of more than 300 graduating high school seniors at Marshall University who have achieved academic excellence and are recognized as Best of the Class 2024. WSAZ managers and news personalities met with grads and discussed their college and career plans. Some were videotaped and shared in broadcast news stories. When appropriate, we encourage them to consider jobs in broadcasting and offered any assistance they may need.	16	General Manager News Director Creative Services Director Assistant News Director