

WTVG-TV
EEO PUBLIC FILE REPORT
June 1, 2015 – May 31, 2016

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
Account Executive	1-20	17
Creative Services Videographer	1-20	18
Engineering Technician	1-20	15
Executive Producer	1-20	3
News Reporter	1-20	3
Photographer	1-20	20
Producer	1-20	18
Programming	1-20	20
Receptionist	1-20	20
Sports Director	1-20	17
Traffic Manager	1-20	18

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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.	BALL STATE UNIVERSITY 2000 W. UNIVERSITY AVE. MUNCIE, IN 47306 765-289-1241 https://bsu-csm.symplicity.com/employers/index.php?signin_tab=0&is_disabled=0	No	0
2.	BOWLING GREEN STATE UNIVERSITY CAREER SERVICES BOWLING GREEN, OH 43403 419-372-2356 WWW.BGSU.EDU	No	1
3.	BROADCAST EMPLOYMENT SERVICES P.O. BOX 4116 OCEANSIDE, CA 92052 WWW.TVJOB.COM	No	2
4.	CENTRAL MICHIGAN UNIVERSITY BROADCAST & CINEMATIC ARTS CAREER SERVICES MT. PLEASANT, MI 48858 (989) 774-3068 https://cmich.experience.com/emp/sblogin	No	0
5.	KENT STATE UNIVERSITY 800 E. SUMMIT ST. KENT, OH 44240 330-672-3000 https://kentstate.experience.com/emp/sblogin	No	0
6.	MEDIA JOBS MARK@MEDIALINE.COM	No	0
7.	MIAMI UNIVERSITY 501 E. HIGH ST. OXFORD, OH 45056 513-529-1809 https://miamiu-csm.symplicity.com/employers/	No	0
8.	OHIO ASSOCIATION OF BROADCASTORS PATRICIA GEARY (866) OAB-5794 www.oab.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9.	OHIO STATE UNIVERSITY 154 W. 12 th AVE COLUMBUS, OH 43210 www.osu.edu	No	0
10.	PENN STATE UNIVERSITY UNIVERSITY PARK STATE COLLEGE, PA 814-865-4700 https://psu-csm.symplicity.com/employers/	No	0
11.	SYRACUSE UNIVERSITY 900 S. CROUSE AVE. SYRACUSE, NY 13210 315-443-1870 http://careerservices.syr.edu/	No	0
12.	THE TOLEDO BLADE / MONSTER.COM 541 N. SUPERIOR STREET TOLEDO, OH 43660 www.thetoledoblade.com During the period June 1, 2015– May 31, 2016, the Toledo Blade/Monster.com was not used as a recruitment source.	No	0
13.	TV AND RADIO JOBS www.tvandradiojobs.com	No	2
14.	UNIVERSITY OF MICHIGAN CAREER & PLACEMENT 3200 STUDENT ACTIVITIES BLDG. ANN ARBOR, MI 48109 (734) 764-7460 www.careercenter.umich.edu	No	0
15.	UNIVERSITY OF TOLEDO PLACEMENT OFFICE 2810 W. BANCROFT ST. TOLEDO, OH 43606 (419) 530-4341	No	2
16.	Internal Promotion/Hire	No	1
17.	Referral	No	1
18.	Station Website www.13abc.com	No	5
19.	LinkedIn	No	0
20.	Indeed.com	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>WTVG-TV offers unpaid internships to college and university students. An internship generally lasts 10-12 weeks, with each student working about 20 hours per week in exchange for college credit. The student is given the opportunity to work with reporters, producers, photographers, sales personnel, production staff, and creative services. Students are allowed to experience assignments in each of these departments directly relating to their education and career choice.</p> <p>During the period of this report, June 1, 2015 – May 31, 2016, Seventeen interns from the following schools participated in an internship with our News Department:</p> <p>Bowling Green State University (10) The University of Toledo (2) Ohio University (1) University of Michigan (1) Kent State (1) Lee University (1) Xavier University (1)</p>
2	Participate in events sponsored by organizations representing community groups (6)	<p>5-11-2016 All That Jazz Fashionation Show Belmont Country Club, Perrysburg Benefit for St. Luke's Auxillary Two WTVG News Anchors MC'd event and talked about the need for a tomosynthesis machine to facilitate early detection of breast cancer. 150 in attendance</p> <p>5-14-2016</p> <p>Reporter attended Dancing With The Military Stars Benefit for The Arms Forces at the Stranahan Great Hall. A tribute to local veteran with PTSD and TBI.</p> <p>5-26-2016 WTVG reporter attended the Jam City At Huntington Center. A Benefit for Food For Thought mobile food pantry and sack lunch program MC/Auctioneer Spoke for 20 minutes</p>

		<p>about the need to help fight hunger in our area 300 in attendance.</p> <p>Station Tours for School and Community groups. During station tours, participants have the opportunity to observe all the jobs that it takes to run a television station from news anchors to engineers to sales.</p> <p>2-2-2016 Stranahan Elementary School-Cub Scouts 5th grade boys,</p> <p>2-16-2016 Christ the King Elementary School- 6th grade girls.</p> <p>3-22-2016 St. Patrick of Heatherdowns- 6th grade girls.</p> <p>4-25-16 A WTVG Meteorologist gave a special needs student and his mother a tour.</p> <p>4-19-2016 Toledo Girl Scouts Troop #10014</p> <p>4-27-2016 LISD Video Production Class from Adrian Michigan (High School Students)</p>
3	Participate in Job Fairs	<p>WTVG-TV participates in career/job fairs at area colleges and universities. At these events, resumes are collected and information provided by WTVG-TV staff who attend the events. If positions are open at the time of the fair, resumes of qualified candidates are referred to the proper hiring manager for action. Otherwise, resumes are passed on to the appropriate department manager for review in the event an opening does occur. Attendees are given information on our College Internship Program and how to apply. Attendees are also informed of the various careers in broadcasting and are provided with information on how to discover future openings with the station. Handouts are brought to each event listing the job positions at the station and the website address for the station where job openings are listed.</p> <p>WTVG's Executive News Director and News Reporter both attended a job fair for Kent State University, held at the Cleveland Convention Center on March 4, 2016</p>

4	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting (3)	<p>On January 15, 2016, WTVG 13abc's Action News Director participated in a Press Club Public Relations Society panel at the Toledo Club. Approximately 50 professionals attended the discussion which focused on economic development activities and coverage of downtown Toledo. The discussion included private and government initiatives, efforts to develop a new master plan, new businesses locating in downtown Toledo and the new headquarters for ProMedica to be located downtown.</p> <p>On February 5, 2016, A WTVG 13abc news Anchor/Reporter joined students and staff at Holland Elementary to greet everyone with a high-five boost for school spirit. Approximately 500 students participated.</p> <p>On Feb. 8, 2016 A WTVG 13abc news Anchor/Reporter – spoke to a High School journalism class at Southfield Early College Academy in Southfield, MI. He focused on social media influences in traditional journalism.</p> <p>5-20-2016 WTVG reporter attended Dundee Elementary Career Day, Dundee, MI Talked to five 4th grade classrooms about being a reporter at 13abc. (Spoke to 100 students and teachers.</p> <p>May 21, 2016 Anchor/Report – Read children' books to a dozen people. Overall hundreds attended the Claire's Day event which was held at the Maumee Library</p> <p>June 1st 2015 through May 31st 2016, Our Chief Meteorologist visited many local elementary schools (1 school per week) for 'weather talks'.</p>