WSAZ/WQCW-TV
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 Sales Assistant	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,20,21,22,23,24, 25,26,27	23
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,20,21,22,24, 25	21
Account Executive	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,20,22,24, 25	25
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,20,22,24, 25, 28	28
Assignment Editor	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,20, 22, 23, 24, 25	23
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,20, 22, 24, 25	19
Photographer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,20, 22, 24, 25	20
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 22, 24, 25	19
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 24,25	19
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 22, 24,25	19
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,20, 22, 24,25	19
Multimedia Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 22, 24,25	19
Multimedia Journalist/Anchor	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 22, 24,25	19
Assistant News Director	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 22, 23, 24,25	23
Producer	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 22, 24,25	1
Multi Media Journalist	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 22, 24,25	19

WSAZ/WQCW-TV
EEO PUBLIC FILE REPORT
June 1. 2019 – May 31, 2020

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	Ms. Sandy Maharaj –WEBSITE WV State University Career Serv. 216 Wallace Hall Institute , WV 25112-1000 http://www.wvstateu.edu/	Yes	*2*
2	Ms. Deborah Stoler -WEBSITE MU Career Services Center One John Marshall Drive Huntington, WV 25755-3102 stolerd@marshall.edu bentley@marshall.edu	Yes	1
3	Ms. Julia Hawkins –EMAIL Morehead State Univ. Career Ser. 428 University Boulevard Morehead, KY 40351-1689 careerservices@moreheadstate.edu/career/post at msu	Yes	
4	Don Moore Associate Professor, Director of Electronic Media Ohio University - Southern moored@ohio.edu	Yes	
5	Ohio University Career Services https://ohio-csm.symplicity.com/employers	Yes	
6	Mr. Steven Richard Ashland Career Center 1844 Carter Avenue Ashland, KY 41101	Yes	
7	Donna Cyr PACE Enterprise, Inc. 889 Mylan Park Lane Morgantown, WV 26501 dcyr@paceenterprises.org	Yes	
8	Mr. James Rader Huntington Junior College 900 Fifth Avenue Huntington, WV 25701-2004 Jrader2@huntingtonjuniorcollege.edu	Yes	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Ms. Gloria Colussi Bethany College P.O. Box 417 Bethany, WV 26032 career@bethanywv.edu	Yes	
10	Job Services 1321 Plaza East Charleston, WV 25325	Yes	
11	Ms. Hannah Johnson-email Career Development University of Charleston 2300 McCorkle Avenue Charleston, WV 25304 laurenkanle@ucwv.edu https://ucwv-csm.symplicity.com/employers/	Yes	
12	Mr. Nikki Karabinis Shawnee State University 940 Second Street Portsmouth, OH 45662 www.shawnee-edu/offices/career-development/careers@shawnee.edu	Yes	
13	Ms. Carrie Jarrell Concord University P.O. Box 1000, Campus Box D-112 Athens, WV 24712-1000 careerservices@concord.edu (email)	Yes	
14	Ms. Cheryl Swick Scioto County Jobs & Family Services P.O. Box 1347 Portsmouth, OH 45662	Yes	
15	Ms. Megan Boone-EMAIL MSU –Employee Relations 428 University Boulevard Morehead, KY 40351-1689 careerservices@moreheadstate.edu/career/postatmsu	Yes	
16	Bren Yeager Concord College Vermillion Street – P.O. Box 1000 Athens, WV 24712 careerservices@concord.edu website: concord.edu	Yes	
17	Ms. Jennifer Hough Westminster College Cable Box 182 – Westminster Colleg New Wilmington, PA 16172 houghja@westminster.edu (email)	Yes	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Ms. Michael Gleichauf CCTC 11627 State Route 243 Chesapeake, OH 45619 gleichaufmlc@collins-cc.edu	Yes	
19	WSAZ.com Job Listings http://www.wsaz.com/station/stationjobs	No	11
20	WSAZ In House Job Posting	No	2
21	WSAZ Employee Referral	No	4
22	Gray Television Job site: https://gray.tv/careers#currentopenings	No	
23	Non-Employee Referral	No	5
24	West Virginia Association of Broadcasters (www.wvba.org)	No	
25	Indeed.com	No	3
26	LinkedIn.com	No	
27	Facebook.com	No	
28	Gray Television Career Day-Mike Smith, Gray Television Director or Talent Recruitment and Retention	No	1
	Total Interviewees		**29**

WSAZ/WQCW-TV
EEO PUBLIC FILE REPORT
June 1. 2019 – May 31, 2020

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	**Brief Description Of Activity**
1	Career Day	February 14, 2020 – WSAZ Multi Media Journalist spoke to a senior capstone class at Morehead State University about broadcasting as a career. March 4, 2020– Morehead State University career fair attended by the News Manager
2	Interns	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 5 interns from the following schools: Marshall University
3	EEO Recruitment Spots	Between 6/1/2019 and 5/17/2020; 397 x: 30 second spots ran on WSAZ, 759 x: 30 second spots on WQCW, 304 x: 30 second spots on ESAZ.
4	EEO Training-June 20, 2019- Conducted by Joan Stewart, Attorney at Law, Wiley Rein LLP., during the Gray monthly office manager call	Webinar outlining FCC EEO rules attended by WSAZ Accounting Clerk