

WSAZ/WQCW-TV
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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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	Ms. Sandy Maharaj –WEBSITE WV State University Career Serv. 216 Wallace Hall Institute , WV 25112-1000 http://www.wvstateu.edu/	Yes	0
2	Ms. Deborah Stoler -WEBSITE MU Career Services Center One John Marshall Drive Huntington, WV 25755-3102 stolerd@marshall.edu bentley@marshall.edu	Yes	0
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	0
4	Ohio University Career Services https://ohio-csm.symlicity.com/employers	Yes	0
5	Mr. Steven Richard Ashland Career Center 1844 Carter Avenue Ashland, KY 41101	Yes	0
6	Ms. Gloria Colussi Bethany College P.O. Box 417 Bethany, WV 26032 career@bethanywv.edu	Yes	0
7	Job Services 1321 Plaza East Charleston, WV 25325	Yes	0
8	Ms. Hannah Johnson-email Career Development University of Charleston 2300 McCorkle Avenue Charleston, WV 25304 laurenkanle@ucwv.edu https://ucwv-csm.symlicity.com/employers/	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Mr. Nikki Karabinis Shawnee State University 940 Second Street Portsmouth, OH 45662 www.shawnee-edu/offices/career-development/careers@shawnee.edu	Yes	0
10	Ms. Carrie Jarrell Concord University P.O. Box 1000, Campus Box D-112 Athens, WV 24712-1000 careerservices@concord.edu (email)	Yes	0
11	Ms. Cheryl Swick Scioto County Jobs & Family Services P.O. Box 1347 Portsmouth, OH 45662	Yes	0
12	Ms. Megan Boone-EMAIL MSU –Employee Relations 428 University Boulevard Morehead, KY 40351-1689 careerservices@moreheadstate.edu/career/postatmsu	Yes	0
13	Bren Yeager Concord College Vermillion Street – P.O. Box 1000 Athens, WV 24712 careerservices@concord.edu website: concord.edu	Yes	0
14	Ms. Jennifer Hough Westminster College Cable Box 182 – Westminster Colleg New Wilmington, PA 16172 houghja@westminster.edu (email)	Yes	0
15	Ms. Michael Gleichauf CCTC 11627 State Route 243 Chesapeake, OH 45619 gleichaufmlc@collins-cc.edu	Yes	0
16	WSAZ.com Job Listings http://www.wsaz.com/station/stationjobs	No	3
17	WSAZ In House Job Posting	No	1
18	WSAZ Employee Referral	No	2
19	Gray Television Job site: https://gray.tv/careers#currentopenings	No	0
20	Non-Employee Referral	No	3
21	West Virginia Association of Broadcasters (www.wvba.org)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Indeed.com	No	3
23	handshake.com Schools participating: Ohio University Ohio University Southern Transylvania University University of Kentucky Marshall University WVU Shepherd University Berea College Centre College WV Wesleyan College	No	0
	Total Interviewees		12

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Recruitment Spots	Between 6/1/2020 and 5/15/2021; 261 x:30 second spots ran on WSAZ and 708 x: 30 second spots on WQCW.
2	EEO Management Training	<p>July 9-August 2020 our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion; from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding; gendered language, race, class and ability, how to apologize effectively.</p> <p>On November 19, 2020, 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.</p>