

WTOL-TV
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 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 - 13657	1-2, 5-9, 11-19	9
Producer-14076	1-2, 5-9, 11-19	9
Account Executive - 14289	1-2, 5-6, 8-9, 11-15, 17-19	18
Supervisor of Technology and Operations-014425	1-2, 5-6, 8-9, 11-19	18
Photojournalist-14640	1-2, 5-6, 8, 10-15, 17-19	18
Meteorologist-14679	1-3, 5-6, 8-9, 11-15, 17-19	3
Executive Producer-14678	1-3, 5-8, 11-15, 17-19	18
Executive Producer-14678	1-3, 5-8, 11-15, 17-19	3
Multi-Skilled Journalist-14777	1-2, 5-6, 8-9, 11-15, 17-19	18
Multi-Skilled Journalist-14777	1-2, 5-6, 8-9, 11-15, 17-19	18
Multi-Skilled Journalist-14777	1-2, 5-6, 8-9, 11-15, 17-19	18
Multi-Skilled Journalist-14777	1-2, 5-6, 8-9, 11-15, 17-19	18
Multi-Skilled Journalist-14777	1-2, 5-6, 8-9, 11-15, 17-19	18
Multi-Skilled Journalist-14777	1-2, 5-6, 8-9, 11-15, 17-19	18
Digital Content Producer-14778	1-2, 4-6, 8-9, 11-15, 17-19	4
Marketing Producer-14859	1-2, 5-6, 8-9, 11-15, 17-19	18
Anchor/Reporter-14959	1-3, 5-6, 8-9, 11-15, 17-19	3
Producer-15157	1-2, 5-6, 8-9, 11-15, 17-19	18
Producer-15157	1-2, 5-6, 8-9, 11-15, 17-19	18
Assignment Desk Editor-15344	1-2, 5-8, 11-15, 17-19	18
Anchor/Reporter-15528	1-2, 4-6, 8-9, 11-15, 17-19	4

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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	Bluffton College 1 University Dr. Bluffton, Ohio 45817 Phone : 419-358-3030 Email : career@bluffton.edu Jacqui Singer	Y	0
2	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://careerbuilder.com Job Listings Manual Posting	N	3
3	Current Employee - Transfer/Promotion	N	3
4	Current Employee/Internal Promotion	N	2
5	Defiance College 701 N. Clinton Defiance, Ohio 43512 Phone : 419-783-2349 Email : tarmey@defiance.edu Laura Hartpence	N	0
6	IBEW Local 245 705 Lime City Road Rossford, Ohio 43604 Phone : 419-356-5689 Email : shane@ibew245.com Mr. SHANE BAUMAN	N	0
7	Indeed 6433 Champion Grandview Way Austin, Texas 78750 Phone : 512-459-5300 Url : http://indeed.com Job Listings Manual Posting	N	4
8	James C. Caldwell Community Center 3201 Stickney Ave Toledo, Ohio 43608 Phone : 419-729-4654 Url : http://www.caldwellcenter.org Email : jcaldwell@toledofoodbank.org James Caldwell	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Linked In	N	18
10	LinkedIn 501 Pistachio Pl Windsor, California 95492 Phone : 650-687-3600 Url : http://linkedin.com Job Listings Manual Posting	N	1
11	National Association of Hispanic Journalists NAHJ Career Center PO Box 117 Windsor, California 95492 Phone : 626-792-3846 Url : http://nahjcareercenter.com Email : info@nahjcareers.org Job Listings	N	0
12	Native American Journalist Assoc. 395 W. Lindsey St Norman, Oklahoma 73019 Phone : 405-325-1649 Url : https://www.naja.com Email : rebeccalandsberry@naja.com Rebecca Landsbury	N	0
13	Northwest State Community College 22600 St. Rt. 34 Archbold, Ohio 43502 Phone : 419-267-5511 Email : mjacobs@northweststate.edu Kristan Clady	N	0
14	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : http://oab.org/job-board Email : cmerritt@oab.org Katie Lovell	N	0

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15	Ohio Media School 5330 East Main St Columbus, Ohio 43213 Phone : 614-655-5250 Url : https://beonair.com/locations/columbus/ Email : Jdixon@beonair.com Job Listings	N	0
16	Self Referral	N	3
17	Specs Howard School of Broadcast 19900 West Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : bcarey@specshoward.edu Kevin Scollin	N	0
18	TEGNA Careers Site 8350 Broad Street Suite 2000 Tysons, Virginia 22102 Phone : 703 873-6231 Url : http://www.tegna.com/job-listings/ Job Listings Manual Posting	N	81
19	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			115

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/5/2023	Establishment of a mentoring program	This station participated in TEGNA's corporate sponsored internship program over a ten-week period. Leaders hosted a sales intern and provided hands on experience in an active sales environment.	1	Intern
2	Ongoing Event	Establishment of training programs for station personnel	HR business partner hosted monthly training sessions, Ohio Leaders Connect, for TEGNA leaders to enhance their communication style, deliver quality feedback to their teammates, and to assist in their professional growth. This training was built around author Kim Scott's, Radical Candor.	5	President and General Manager Producer Director of Marketing Head of Technology
3	6/22/2023	Participation in events sponsored by organizations representing the community	Investigative reporter attended the annual Investigative Journalism Conference hosted by IRE to develop new storytelling and investigative techniques.	1	Lead Investigator
4	9/12/2023	Establishment of training programs for station personnel	Marketing Director attended TEGNA's Leadership training where participants were introduced to concepts and skills for engaging and empowering individuals and teams to achieve high performance.	1	Director of Marketing
5	9/28/2023	Participation in events sponsored by organizations representing the community	Supervisor of Technology and Operations attended the 2023 Midwest Broadcast and Multimedia Technology conference and participated in various breakout sessions on transmitters, cybersecurity, and IP networks.	1	Supervisor of Technology and Operations
6	11/28/2023	Provision of training to management	HR Business Partner trained hiring managers on best practices to Utilize the TEGNA Total for You services in order to request offer letters, personal services contracts, and request job postings. Additionally, the training reviewed how to review job descriptions for accuracy and offered a reminder to cast a wide net for diversity and inclusion in recruiting.	11	President and General Manager News Director Digital Content Manager Head of Technology

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7	1/30/2024	Establishment of training programs for station personnel	Two members of news staff attended a workshop on AI and disinformation, specifically surrounding the 2024 election. This training was offered to TEGNA journalists on how to help our audience be responsible news consumers.	2	Digital Content Producer Assignment Desk Editor
8	2/2/2024	Participation in events sponsored by organizations representing the community	Meteorologist attended and presented at the Perrysburg School career day where information was shared on the science of meteorology and discussed the career path of a meteorologist.	1	Meteorologist
9	4/2/2024	Participation in events or programs sponsored by educational institutions	Lead investigative reporter spoke to the Advanced Video Reporting class at Bowling Green State University. The reporter answered questions and talked about internships and job opportunities at WTOL in addition to his career in journalism.	1	Investigative Reporter
10	4/4/2024	Participation in events sponsored by organizations representing the community	Assignment desk editor attended a community workshop on the topic of the ethical treatment of freelancers and how to be an advocate hosted by the Press Club of Toledo. This event provided information on standard practices and relationships between companies and contract workers in the communications sector and included a panel discussion. This event was sponsored by WTOL.	1	Assignment Desk Editor
11	4/5/2024	Participation in events sponsored by organizations representing the community	Reporter spoke to a broadcast students at North Baltimore Schools about the educational path needed to begin a career in journalism. The reporter offered a question and answer forum for students to participate and the reporter answered industry questions and discussed their career path at WTOL.	1	Reporter
12	4/30/2024	Participation in events sponsored by organizations representing the community	Anchor spoke to the Tiffin Rotary Club about careers in the media. Discussion also surrounded the changes in journalism over the last few years.	1	Anchor

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13	5/1/2024	Participation in events or programs sponsored by educational institutions	Anchor hosted a broadcast student from Notre Dame Academy who will be transferring to Bowling Green State University as a job shadow. Through the day, the anchor spoke of their career track and answered the job shadow's questions about the industry.	1	Anchor
14	5/20/2024	Establishment of a mentoring program	This station is participating in TEGNA's corporate sponsored internship program over a ten-week period. Leaders are hosting a news intern and are providing hands on experience in an active news environment.	1	News Intern