

WDRB & WMYO TELEVISION
EEO Report
Narrative Statement

The Commission's new EEO rules became effective March 10, 2003. Since the new rules became effective, Independence Television Company has used several recruiting methods as job positions have become available in the station employment unit, which is comprised of WDRB-TV and WMYO-TV. In addition, Independence Television Company is developing long-term recruitment and outreach initiatives.

Independence Television Company has had several job openings at all levels of its operations. Since April 1, 2011, Independence Television Company has filled 15 full-time positions. Independence Television Company used several methods to recruit for these open positions. Some of the most successful recruitment sources have been advertisements placed on the Job News Network (jobnewslouisville.com), TVJobs.com website, our own WDRB-TV website (WDRB.com), and employee and client referrals. Independence Television Company also has developed recruiting relationships with several area colleges, including the University of Louisville, Spalding College, Bellarmine College and Indiana University Southeast. Finally, Independence Television Company recruited job applicants at the Louisville Urban League Career Expo, which we participated in.

In addition to participating in the career fairs, Independence Television Company's long-term recruitment and outreach initiatives include a continuing commitment to educational and career guidance. Independence Television Company has developed a "Job Shadow" program for high school students that allow them to "shadow" station employees as they work. This program will allow students to observe first-hand the operations of the broadcast industry and explore broadcasting career options. Independence Television Company has also developed a college internship program to allow college students majoring in broadcasting to earn college credit while gaining hands-on experience in the broadcast industry. We continue to seek out new recruitment sources that would like to be notified of job openings. Moreover, Independence Television Company will continue to develop new outreach and recruitment methods in furtherance of its EEO program requirements. We are proud of the programs that we currently use but we are always looking for opportunities to improve and add to our existing programs.

WDRB-TV/WMYO-TV

ANNUAL EEO PUBLIC FILE REPORT

This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WMYO-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2011 to and including March 31, 2012.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@fox41.com.

It is the policy of WDRB-TV and WMYO-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@fox41.com. We are an Equal Opportunity Employer.

WDRB-TV/WMYO-TV

APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2011 TO MARCH 31, 2012

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section I: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
1. Account Manager #4 & #5 1/19/2011	1-28, 30, 32, 34, 51	fox41.com & JobNewsLouisville.com 4/28/2011	7
2. Account Executive #3 2/18/2011	1-28, 30, 32	In-House 12/27/2010	1
3. Weekend Anchor/Reporter 1/24/2011	1-28, 30 32	TVJobs.com 4/12/2011	5
4. Producer #3 3/7/2011	1-33	In-House 4/29/2011	3
5. Sr. Network Administrator 3/23/2011	1-32, 50-52, 53	Outsourced	
6. News Assignment Editor #1 & #2 5/18/2011	1-32, 50, 51	wdrb.com 6/24/2011 & 7/29/2011	4
7. Accounts Receivable Clerk 5/4/2011	1-32, 50, 51	Indiana University, Southeast 5/31/2011	5
8. Account Executive #4 & #5 6/15/2011	1-32, 50, 51	wdrb.com & In-house 8/26/2011 & 12/26/2011	6
9. Account Executive #6 & #7 6/15/2011	1-32, 34, 50, 51	Employee/Client Referral & wdrb.com 12/12/2011 & 1/30/12	6

10. Web Content Manager 6/17/2011	1-33, 50, 51	wdrb.com 7/25/2011	2
11. Sports Reporter/Anchor 7/14/2011	1-33, 50, 51	tvjobs.com 8/25 /2011	2
12. Morning News Anchor 7/14/2011	1-33, 50, 51	TVJobs.com 8/15/2011	3
13. Photographer/Editor #1 7/18/2011	1-33, 50, 51	tvjobs.com 8/29/2011	3
14. Photographer/Editor #2 9/9/2011	1-33, 50, 51	tvjobs.com 11/28/2011	3
15. Account Manager #6 1/9/2012	1, 3-13, 15-32, 50, 51	Employee/Client Referral 2/27/2012	8
16. Administrative Assistant 2/10/2012	1, 3-13, 15-32, 50, 51		OPEN
17. Creative Director 2/18/2012	1, 3-13, 15-32, 50, 51		OPEN
18. General Assignment Reporter 2/21/2012	1, 3-13, 15-33, 50, 51		OPEN
19. Accounts Payable 03/12/2012	1, 3-13, 15-32, 50, 51		OPEN

Total Number of Persons Interviewed During Applicable Period: 58

WDRB-TV/WMYO-TV

APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2011 TO MARCH 31, 2012

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WMYO-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u>
4/1/11 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications or Human Resources receive credit hours for training. During this reporting period, we have had four interns. Two in our Production Department. One attended University of Louisville and the other Saint Louis University. We had two interns in our News Department. One was from Yale and the other the University of Louisville.
4/1/11 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting career they are interested in. During this reporting period, Meteorologist Jude Redfield hosted a student from Ivy Tech College. Production Dept. hosted a student from Bullitt East High School. News Anchors/Reporters/Producers hosted students from Ballard High School, Assumption High School, Oldham County High School, Indiana University, University of Dayton, Hanover College, and University of Louisville.
4/1/11 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
3/21/12	Louisville Urban League Career Expo. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/11 Ongoing	Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/11 Ongoing	Provided materials and items to make a television "storefront" in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a "mock" television broadcast.
4/1/11 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area. WDRB's News Department has teamed up with several Louisville-area high schools for "TV JOURNALISM 101." The project is designed to encourage future broadcast journalists in this region, train them in the techniques they'll need in their future careers, and provide exposure for their best current efforts.

Students in journalism classes from each school will write, produce, and edit a video news story on an issue of local interest. Reporters and anchors from the WDRB News Department will serve as mentors to students, personally advising and assisting them throughout the process. Those WDRB journalists also serve as judges to determine which story is the best overall.

One segment from each school will be featured on "WDRB in the Morning" and posted on WDRB.com, where viewers will vote the "Viewers' Choice" award. The finalists, determined by WDRB journalists, will be announced and featured in a thirty minute news special to air on Thanksgiving Day. The winning students will get a college scholarship.

Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2011-MARCH 31, 2012</u>
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* Entitled to receive notification of job openings

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| *1 | Iverson Warinner
Spalding University
851 S. 4th Street
Louisville, KY 40203
(502)585-9911 | |
| *2 | Mrs. Booker
AARP
600 W. Cedar Street
Louisville, KY 40203
(502)584-0309 | |
| 3 | Milton Finger
Lou. Metro Dept. of Human Resources
517 Court Place, Suite 301
Louisville, KY 40202
(502)754-3601 | |
| 4 | KY Dept. of Employment Services
c/o Order Taking Unit
600 W. Cedar Street
Louisville, KY 40203
(502)574-3601 | |
| *5 | I.D.E.T.S.
Indiana State Employment Services
P.O. Box 1287
New Albany, IN 47151-1287
(812)948-6102 | |
| 6 | Richard Brooks
Career Develop. Center/Skills Bank
Louisville Urban League
1535 West Broadway
Louisville, KY 40203
(502)585-4622 | |
| *7 | University of Louisville
Office, Placement & Coop. Education
Floyd Street/Cardinal Blvd.
Louisville, KY 40292
(502)852-5555 | |

- *8 Center for Accessible Living
Keith Hosey
305 W. Broadway, Suite 200
Louisville, KY 40202
(502)589-6620
- 9 Ann Zeman
Bellarmine College
2001 Newburg Road
Louisville, KY 40205-0671
(502)452-8000
- *10 Debbie Chandler
KY Dept. of Vocational Rehab.
200 Juneau Dr., Suite 2
Louisville, KY 40243
(502)254-3195
- 11 Jeanette Carroll
Neighborhood Place
4401 Rangeland Road
Louisville, KY 40219
(502)962-3160
- 12 Jo Frye
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6507
- *13 Debra Eberle or Lynn Prinz
Indiana University Southeast
4201 Grantline Road
New Albany, IN 47150
(812)941-2265
- 14 Mary Fewell
AD2 Job Bank
3400 Robards Court
Louisville, KY 40218
- 15 Melvin Turner
Minority Affairs Services Bldg.
University of Louisville
Louisville, KY 40292
(502)852-5555
- *16 Michelle Pruitt
Center for Women & Families
226 West Breckinridge Street
Louisville, KY 40201

3

1

	(502)753-3204	
17	Sherman Bush Jefferson Community College 109 East Broadway Louisville, KY 40202 (502)584-2327	
18	Sherry Klein Sullivan College 3101 Bardstown Road Louisville, KY 40205 (502)456-6504	
*19	Jennifer Harris Lincoln Foundation 233 West Broadway, Suite 400 Louisville, KY 40202 (502)585-4733	
20	WDRB.com (Fox41.com) 624 W. Muhammad Ali Blvd. Louisville, KY 40203 (502)584-6441	21
*21	Harbor House-Kay Dalton 2231 Lower Hunters Trace Louisville, KY 40216 (502)719-0072	
*22	Tammy Southerling National College of Business & Technology 4205 Dixie Highway Louisville, KY 40216 (502)447-7634	
*23	Southwest Center Attn: Brenda Tierney 8009 Terry Road Louisville, KY 40258 (502) 935-1848	
*24	Collective Talent 1721 Richardson Place Tampa, FL 33606 (813)254-9695	
25	WDRB-TV In-house Employees	4
26	WDRB-TV Employee/Client Referrals/ Walk-Ins	11

- *27 Daymar College
Caroline Houchins
4112 Fern Valley Road
Louisville, KY 40219
(502)495-1040
- *28 Brown Mackie College
Laurel Hunt
3605 Fern Valley Road
Louisville, KY 40219
(502)810-6113
- *29 Goodwill Industries of KY
Elvin Stampley and Sonya Ragland
332 W. Broadway, Suite 1000
Louisville, KY 40202
(502)574-4069
- *30 St. Stephen Church
Attn: Human Resources
1018 S. 15th Street
Louisville, KY 40210
- *31 Bridgepointe Services
Terry Richards
1329 Applegate Lane
Clarksville, IN 47131-2488
(812)283-7908 X122
- 32 Job News Network 4
jobnewslouisville.com

(502)412-7500
- 33 TVJobs.com 12
Broadcast Employment Services
P.O. Box 4116
Oceanside, CA 92052
(800)374-0119
- 34 Louisvilleadfed.org 2
Robin Miller
200 Distillery Commons, Suite 100
Louisville, KY 40203
(502)_582-2444
- 35 Courier Journal/Careerbuilder.com
P.O. Box 740031
Louisville, KY 40201-7431
(502)582-2211

- 36 B-Roll.net
- 37 TVSpy.com
150 W. 22nd St., 5th Floor
New York, NY 10011
- 38 Television Week (Electronic Media)
1155 Gratiot Ave.
Detroit, MI 48207
(323)370-2415
- 39 NABJ
Boxwood Technology
billing@boxwoodtech.com
- 40 Louisville Technical Institute
3901 Atkinson Square Dr.
Louisville, KY 40205
(502)456-6509
- 41 Spots-n-Dots & spotsndots.com
167 Oakdale Rd.
Johnson City, NY 13790
(888)8842630
- 42 Employmentguide.com
5301 Robin Hood Rd.
Norfolk, VA 23513
(877)876-4039
- 43 Scott Jones
Society of Broadcast Engineers
kjones@sbe.org
(317)846-9000
- 44 Broadcasting & Cable Classifieds
Yuki Atsumi, Multichannel News Classifieds
360 Park Avenue South, 14th Floor
New York, NY 10010
(646) 746-6949
- 45 Ajilon Financial Services
101 Bullitt Lane, Suite 206
Louisville, KY 40222
(502) 339-9007
- 46 Credit Manager's Association
Kim Schoenbachler
kimsc@orrcorp.com
(502) 774-6462

- 47 RTNDA.com
- 48 Marketing Ideanet
602 Communications
602communications.com
(919)217-4438
- 49 Medialine.com
P.O. Box 51909
Pacific Grove, CA 93950
(800)237-8073
- *50 ITT Technical Institute
9500 Ormsby Station Rd., Suite 100
Louisville, KY 40223-5392
tsmitchell@it-tech.edu
(502)327-7424
- *51 Campbellsville University
Teresa Elmore, Director of Career Services
1 University Drive UPO 917
Campbellsville, KY 42718
(270)789-5192
tmelmore@campbellsville.edu
- 52 Craigslist.com
- 53 Louisville Jobs Today
louisville@jobstoday.me
(415)508-5386 Ext. 102

Total Interviewees Over Reporting Period