

WAVE-TV
EEO PUBLIC FILE REPORT
April 1, 2022 to March 31, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist (3)	1-25	16, 16, 16
News Producer	16-18, 21-22, 36	36
Executive News Producer	16-18, 21-22, 27	27
News Producer (2)	16-18, 21-22	16, 16
Technical Media Producer (2)	1-25	16, 16
Technical Media Producer	1-25	21
News Producer	16-18, 21-22	16
New Direct Business Account Executive (2)	16-18, 21-22, 27-28	27, 28
Digital Content Manager	16-18, 21-22, 28	28
Digital Sales Manager	16-18, 21-22, 27	27
News Producer (2)	16-18, 21-22	16, 16
Integrated Media Sales Assistant	1-25, 27	27
Multimedia Journalist (2)	16-18, 21-22	16, 16
Photographer/VideoJournalist	1-25, 28	28
Technical Media Producer (2)	16-18, 21-22	16, 16
Digital Content Producer/Assignment Editor	1-25	16
Multimedia Sales Consultant (2)	1-25, 36	36, 36
Multimedia Sales Assistant	16-18, 21-22, 28	28
Multimedia Sales Consultant (2)	1-25, 27, 30	30, 27
News Producer	1-25	16
Executive News Producer (2)	1-25, 27-28	28, 27
Lifestyle/Community Show Producer	1, 16-18, 21-22, 28	28
Marketing Producer	16-18, 21-22, 27	27
Photographer/VideoJournalist	1, 16-25, 27	27
News Producer	1, 16-18, 21-22	16
Sports Anchor/Reporter/MMJ	1-25	16

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II. MASTER RECRUITMENT SOURCES

<u>RS #</u>	<u>RS Information</u>	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
COMMUNITY SOURCES			
1	Handshake handshake.com WAVE posts to the following colleges thru Handshake Bellarmine, University of KY., University of Louisville, Western KY. University, Berea College, Univ. of the Cumberland, Transylvania University, Indiana State University, Franklin College, IN. Wesleyan University, Marian University-Indianapolis, Valparaiso University, Belmont University, East Tennessee State, Purdue University-Fort Wayne, University-St. Francis-Ft. Wayne, Maryville College, Tennessee Tech. University, TN. State University, University of TN-Knoxville, Trevecca Nazarene University, University of Cincinnati, Central State University, Kent State, all colleges on Handshake	No	
2	Eastern KY. University (859) 622-2765 career@eku.edu	No	
3	Lindsey Wilson College-Ashley Miller 210 Lindsey Wilson St Columbia, KY 427288 * (270)-384-8164 careerservices@lindsey.edu	No	
4	Presbyterian Church-Cathy Holland cathy.holland@pcusa.org * (502) 569-5999 www.louisville.edu/careers	No	
5	Louisville Urban League ewoods@lul.org (502) 585-4622	No	

6	UofK School of Journalism Elizabeth Ryan "Scoobie" * (859) 257-4362 scoobie@uky.edu	No	
7	Campbellsville University Keith Spears * (502)-753-0264 hkspears@campbellsville.edu	No	
8	No. KY. University Juliane Stockman UC 225-Highland Heights KY 41099 * (859)-572-5900 careerservices@nku.edu	No	
9	<u>Spalding University</u> <u>Kelly Cogar (502) 585-9911</u> <u>kcogar@spalding.edu</u> <u>Careers@spalding.edu</u> <u>nshedletsky@spalding.edu</u>	No	
10	University of Missouri Kent Collins * (573)-882-1957 collinsks@missouri.edu	No	
11	Presbyterian Theological Seminary Kysten Gray * (502) 895-3411 kgray@lpts.edu	No	
12	Morehead University Megan Boone * (606)783-2221 ccareerservices@moreheadstate.edu https://morehead-csm.symplicity.com/employers/	No	
13	Medialine TalentPaul Brewer * (706)-364-7564 jobs@medialinetalent.com http://www.medialine.com/jobsubmit.htm	No	
14	Murray State University Regina Hudspeth * (270)-809-3375 msu.hirearacer@murraystate.edu	No	
15	Specs Howard School of Broadcasting Jessica Poxson * (248) 358-9000 jpoxson@specshoward.edu	No	
16	Gray website www.gray.tv/careers	No	21
17	WAVE TV website www.wave3.com	No	
18	WAVE TV On-Air Announcement 725 S Floyd St Louisville, KY 40203 502-561-4140	No	1

19	Advertising Federation of Lou. Liz Floore 200 Distillery Commons, Louisville, KY (502)-895 2500 www.aafloouisville.org	No	
20	TV Jobs.com Mark Holloway P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177 * 800-374-0119 admin@tvjobs.com www.tvjobs.com	No	
21	Indeed.com	No	4
22	CareerBuilder.com	No	
23	Black Achievers Office Lynn Johnson * (502)-587-7405 ljohnson@ymcalouisville.org	No	
24	Ky Broadcasters Assoc. KBA@KBA.org	No	
25	WorkOne 1613 E. 8th St. Jeffersonville, IN 47130 (812) 283-6595 FX: 812 948-6118	No	
26	University of Kentucky Minority Affairs 408 Rose Street, Lexington, KY. FAX: 859-323-1085	No	
27	WAVE-TV/Gray Employee Referral	No	14
28	WAVE/Gray current employee	No	9
29	Previous Employee/Intern	No	1
30	Gray Recruiter	No	4
31	Various external sources/scaped postings	No	3
32	Spots n Dots spotsndots.com	No	
33	Talent Agent	No	

34	Society of Broadcast Engineers www.sbe.org	No	
35	Rick Gevers Newsletter 317-769-7900 rick@rickgevers.com	No	
36	LinkedIn LinkedIn.com	No	4
		TOTAL	61

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Listing of each Upper-Level category opening in online job banks whose membership includes substantial participation by women & minorities.	Ongoing-U of L, UK Minority Affairs, Louisville Urban League, Black Achievers Office EEO Coordinator
2	Applicant Outreach to Community Sources	<p>Ongoing WAVE airs the following :45 spot approximately 15 times per month, "WAVE, a Gray Television station is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of our full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each job opening and ask you to refer individuals to us for consideration. Send your request in writing to: WAVE Personnel 725 South Floyd St. Louisville, Kentucky 40203."</p> <p>Ongoing WAVE airs the following :10 spot approximately 15 times per month, "WAVE is an equal opportunity employer and from time to time has open positions at the station. If you're interested in additional details or to apply for an opening, please visit the website on the screen".</p>
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (11)	<p>During this reporting period, employees of WAVE spoke to students at the following schools about the broadcasting industry and careers in broadcasting:</p> <p>Anchorage School 4/22/2022 Simmons College 4/24/22 Meredith Dunn School 7/23/2022 New Albany High School 9/25/2022 Pleasure Ridge Park High School 11/16/2022 St. Michael School 12/9/2022 Crosby Middle School 1/20/2023 Hite Elementary 1/25/2023 Meredith Dunn School 3/4/2023 Bowen Elementary 3/7/2023</p>

		Rutherford Elementary 3/28/2023
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (3)	<p>During this reporting period, WAVE hosted four different students for job shadow opportunities. The students were from the following schools:</p> <p>Western Kentucky University 11/21/22 Purdue University 8/12/22 University of Louisville 3/1/2023</p> <p>These students job shadowed employees in the following departments:</p> <p>News Department Weather Department Weather Department</p>
5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>WAVE has an on-going partnership with Pleasure Ridge High School. We host tours for students at the station. We also visit the school at various times throughout the year to speak and partner with for future Careers in Broadcasting. During this reporting year, we hosted one tour.</p>