

EEO Public File Report
KET-The Kentucky Network
WKPC-TV & WKMJ-TV, Louisville, KY
April 1 2015-March 31, 2016
Full-Time Positions Filled

Full-Time Job	Postion Title	Date Open	Date Filed	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Production Assistant	4/1/2015	9/16/2015	KET Website		
				The Courier-Journal		
				CareerBuilder.com	1	
				Internal Posting	2	1
				Referral		
				Unknown		
				Urban League of Lexington		
				Urban League of Louisville		
				Kentucky State University		
				Berea College		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				University of Louisville		
				Kentucky Career Center		
				KY State Government Personnel Website		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				Kentuckiana Works		
				Dreams With Wings		
					3	1

KET - The Kentucky Network
 Station WKPC-TV WKMJ-TV - Louisville, KY
 4/1/15 - 3/31/16
 Recruitment Sources

Number	Recruitment Source	Contact	Entitled	# Interviewed
1	KET - The Kentucky Network Web Site (www.ket.org/jobs) 600 Cooper Drive Lexington, KY 40502 (859) 258-7255	Ellen Dotson webeditor@ket.org	No	0
2	The Courier-Journal 525 W. Broadway Louisville, KY 40201-7431 888-692-4311	Kevin Behlmer kbehlmer@gannett.com	No	0
3	CareerBuilder Web Site (www.careerbuilder.com) C/O The Courier-Journal 525 W. Broadway Louisville, KY 40201-7431 888-692-4311	Kevin Behlmer kbehlmer@gannett.com	No	1
4	KET - Internal Posting 600 Cooper Drive Lexington, KY 40502 (859) 258-7103	HR Department	No	2
5	Referral	Various Contacts		0
6	Unknown	Resume/Application did not indicate source		0
7	Urban League of Lexington 167 West Main St., Rm. 405 Lexington, KY 40507 (859) 233-1561	Annissa Franklin annissa@ullexfky.org	No	0
8	Urban League of Louisville 1535 West Broadway Louisville, KY 40203 (502) 585-4622	Phil Watson pwatson@lul.org	No	0
9	Kentucky State University Placement Office 400 East Main Street Frankfort, KY 40601 Phone: (502) 597-6886	Sikitia Lanier sikitia.lanier@kysu.edu	No	0
10	Berea College Office of Career Development CPO 2198 Berea, KY 40404 (859) 985-3316	Mary Lamb, Coordinator, Career Center mary_lamb@berea.edu	No	0
11	Asbury Career Services 1 Macklem Drive Wilmore, KY 40390 (859) 858-3511	careerandcalling@asbury.edu	No	0
12	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, KY 40601 (502) 848-0426	Gary White, President & CEO kba@kba.org	No	0

KET - The Kentucky Network
Station WKPC-TV WKMJ-TV - Louisville, KY
4/1/15 - 3/31/16
Recruitment Sources

Number	Recruitment Source	Contact	Entitled	# Interviewed
13	Transylvania Career Development Center 300 N. Broadway Lexington, KY 40508 (859) 233-8193	Susan Rayer srayer@transy.edu	No	0
14	University of Kentucky 116 Stuckert Building 40506-0494 Lexington KY 40506 (859) 257-2746	Danitra Wallace Danitra.Wallace@uky.edu	No	0
15	University of Louisville Career Development Center 2011 South Brook St. Houchens Building, LL03104 Louisville, KY 40292	Matt Real mpreal01@louisville.edu	No	0
16	Kentucky Career Center 275 E. Main St., 2wb Frankfort, KY 40601 502-782-3320, Ext. 23320	Susan Riddell Susan.Riddell@ky.gov	Yes	0
17	Kentucky State Government Personnel Website	www.personnel.ky.gov	No	0
18	Northern Kentucky University Nunn Drive Highland Heights, KY 41099 (859) 572-1426	Chris Strobel strobelc@nku.edu *Associate Professor, Electronic Media & Broadcasting	No	0
19	Morehead State University Career Center 428 University Blvd. Morehead, KY 40351 (606) 783-5458	careerservices@moreheadstate.edu Megan Boone	Yes	0
20	Office of Vocational Rehabilitation 229 W. Main St., Suite 302 Frankfort, KY 40601 502-564-7629	Rachel Maddox Rachel.Maddox@ky.gov	Yes	0
21	KentuckianaWorks 502-574-3159	Rider Rodriguez, Jr. Rider.Rodriguez@KentuckianaWorks.org	Yes	0
22	Dreams With Wings 1579 Bardstown Rd. Louisville, KY 40205 502-238-4820 502-345-8907 (cell)	Jessica Elliott je Elliott@dreamswithwings.org	Yes	0

**KET-The Kentucky Network
 WKPC-TV & WKMJ-TV, Louisville, KY
 April 1 2015-March 31, 2016
 Total Number of Interviewees
 Referred By Each Recruitment Source**

Total Number of Persons Interviewed for Full-Time Vacancies:		3
Referring Recruitment Source	Total Number of Interviewees	
KET Website	0	
The Courier Journal	0	
CareerBuilder Web Site	1	
KET Internal Posting	2	
Referral	0	
Unknown	0	
Urban League of Lexington	0	
Urban League of Louisville	0	
Kentucky State University	0	
Berea College	0	
Asbury College	0	
Kentucky Broadcasters Association	0	
Transylvania University	0	
University of Kentucky	0	
University of Louisville	0	
Kentucky Career Center	0	
KY State Government Personnel Website	0	
Northern Kentucky University	0	
Morehead State University	0	
Office of Vocational Rehabilitation	0	
KentuckianaWorks	0	
Dreams With Wings	0	

FCC/EE0 Public File Report
 KET - WKMJ-WKPC, Louisville
 4/1/15 -3/31/16

Prong 3 - Longer Term Recruitment Initiatives

#	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Various training opportunities for current employees to advance their expertise in their subject area: All 9 employees attended trainings during the year.	Training of current employees to advance skills in their work area through local educational facilities; training of supervisors to increase their management skills;	Ronald Brown
2	Ongoing	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	HR Director attended 2 EEOC training sessions; 1 newly hired manager was given diversity training as part of the orientation process. Our Board of Directors and our Senior Directors received training on Diversity In The Workplace during the reporting period.	Diversity, anti-discrimination & sexual harassment training for supervisors and managers	Ronald Brown
3	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Professional Development Workshops: Conducted 23 workshops involving 220 teachers & staff.	Professional development presentations to Kentucky teachers and pre-service teachers to provide tools and strategies for using KET resources effectively to meet curriculum needs. KET also provides training for adult and early childhood educators, and staff present at education conferences throughout the year.	K-12 -- KET education consultants (Brian Spellman, Amy Bradshaw, Kathy Davis, Cynthia Warner), Arts staff (Teresa Day, Sara O'Keefe), and other Education staff (e.g., Mary Duncan); Adult Ed -- Tonya Crum; Early Childhood -- Amanda Wright.

FCC/EE0 Public File Report
 KET - WKMJ-WKPC, Louisville
 4/1/15 -3/31/16

Prong 3 - Longer Term Recruitment Initiatives

4	Ongoing	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Expose college students to broadcasting careers / environment through internship opportunities: We have established an internship opportunity at the Louisville station. The position has been posted and we are working with university contacts in the area to find an internship placement.	Host interns from state colleges who are majoring in areas that relate to broadcasting & business for credit hours.	Ron Brown and Jill Fitzpatrick; Mike Brower, Production Director; Laura Krueger, Health Producer/Outreach Manager, at Louisville Facility
5	Ongoing	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Expose high school & college students to broadcasting careers / environment through job shadowing/co-op/volunteer opportunities: We hosted 1 student co-op/volunteer at this location during reporting period.	Host students from local high schools & colleges who are interested in broadcasting for Job Shadowing/Volunteering opportunities.	Ron Brown, Jill Fitzpatrick and Area Supervisors