



April 26, 2021

Via Upload to the Station Online Public File

EEO Staff
Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street, NE
Washington, DC 20554

Re: **Independence Television Company**
WBKI(TV), Salem, Indiana (Facility ID No. 34167)
Response to FCC Audit of EEO Program

Ladies and Gentlemen:

This letter is written on behalf of Independence Television Company (“ITC”), licensee of WBKI(TV), Salem, Indiana (Facility ID. No. 34167) (the “Station”) with reference to the Commission’s letter dated February 25, 2021. In that letter, the Commission notified ITC that the Station “has been randomly selected for an audit of its EEO program.”

The Commission’s letter requests certain information from ITC regarding the Station’s compliance with the FCC’s EEO rules. That information is attached hereto. Should you have any further questions regarding this response, please contact the undersigned counsel at cburrow@cooley.com.

Sincerely yours,

A handwritten signature in blue ink that reads "Christina H. Burrow". The signature is fluid and cursive, with a long horizontal flourish at the end.

Christina H. Burrow

Enclosures

Dale R. Woods

President & General Manager

April 22, 2021

EEO Staff
Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street, NE
Washington, DC 20554

Re: **Independence Television Company**
WBKI(TV), Salem, Indiana (Facility ID No. 34167)
Response to FCC Audit of EEO Program

Ladies and Gentlemen:

This letter is written on behalf of Independence Television Company (“ITC”), licensee of WBKI(TV), Salem, Indiana (Facility ID. No. 34167) (the “Station”) with reference to the Commission’s letter dated February 25, 2021. In that letter, the Commission notified ITC that the Station “has been randomly selected for an audit of its EEO program.” The Commission’s letter requests certain information from ITC regarding the Station’s compliance with the FCC’s EEO rules. That information is attached hereto.

I am familiar with the Station and have reviewed the attached information and hereby confirm that the attached information fully and accurately supplies the audit data requested in the February 25, 2021 letter. Should you have any questions regarding this response, please contact our counsel, Christina Burrow, at cburrow@cooley.com.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on April 22, 2021.



Dale R. Woods
President and General Manager
Independence Television Company

AUDIT DATA RESPONSE

ATTACHMENT A

(b)(i) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. §2080(c)(6).

This employment unit is comprised of two stations, WBKI(TV), Salem, Indiana and WDRB(TV), Louisville, Kentucky.

A link to a copy of the most current EEO Report for the unit is available on each station's website as follows:

WBKI(TV)	Salem, Indiana	34167	www.wbki.tv
WDRB(TV)	Louisville, Kentucky	28476	www.wdrb.com

Attached are the two most recent EEO public file reports for this unit. These reports cover the periods of April 1, 2019 - March 31, 2020 and April 1, 2020 - March 31, 2021.

WDRB-TV/WBKI-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 WBKI-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, 2019 to and including March 31, 2020.

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 WBKI-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@wdrb.com.

It is the policy of WDRB-TV and WBKI-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.

WDRB-TV/WBKI-TV

APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2019 TO MARCH 31, 2020

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

Section 1: 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. News Producer #1 01/17/2019	1-29	employee referral 05/14/2019	2
2. Accounts Receivable Specialist 01/25/2019	1-28, 32, 33	LinkedIn 05/06/2019	9
3. Digital/Desktop Editor #1 03/06/2019	1-29	wdrb.com 06/14/2019	3
4. Digital Campaign Specialist 03/08/2019	1-28, 33	employee referral 04/15/2019	3
5. Graphics Designer 03/08/2019	1-28, 33	Recruitmentology 07/29/2019	10
6. Account Manager #1, #2 03/21/2019	1-28	University of Louisville, employee referral 05/13/2019, 08/05/2019	10
7. Digital Producer 04/09/2019	1-29	wdrb.com	3
8. Anchor/Reporter 05/03/2019	1-28	05/06/2019 wdrb.com	1
9. Photojournalist #1, #2 05/29/2019	1-29, 32	08/15/2019 employee referral (2) 06/19/2019, 06/26/2019	4
10. Executive Producer 05/29/2019	1-29	employee referral 08/19/2019	2

11. News Producer #2 05/29/2019	1-29	wdrb.com	2
12. News Reporter #1 05/29/2019	1-29	07/08/2019 wdrb.com	4
13. Production Assistant #1, #2, #3, #4 06/20/2019	1-28	08/26/2019 wdrb.com (2), employee referral (2)	6
14. President/General Manager- WDRB 06/20/2019	1,3,4,7,8,14,16,19-21,25,26,32,37,38	08/12/2019, 09/03/2019, 10/02/2019, 10/03/2019 client referral 10/01/2019	15
15. Daytime Supervisor (Production) 06/28/2019	1-28	in-house employee 09/09/2019	4
16. Master Control Operator 07/09/2019	1-28	in-house employee 08/26/2019	5
17. Senior Account Executive 07/25/2019	1-28	employee referral 09/09/2019	2
18. Creative Services Producer/Videographer 08/07/2019	1-28, 33	employee referral 09/16/2019	5
19. Morning News Producer 08/15/2019	1-29	employee referral 10/03/2019	3
20. Photojournalist #3 08/29/2019	1-29	wdrb.com 10/30/2019	3
21. News Reporter #2 09/12/2019	1-28, 46	walk-in 09/23/2019	2
22. Digital/Desk Editor #2 09/26/2019	1-29	wdrb.com 10/21/2019	4
23. 6PM News Producer 10/04/2019	1-29	employee referral 01/02/2020	4
24. Senior Account Manager 10/08/2019	1-28	employee referral 11/18/2019	3
25. Account Manager #3 10/08/2019	1-28	wdrb.com 01/06/2020	2
26. Account Executive 10/08/2019	1-28, 35	employee referral 02/10/2020	4
27. Associate News Producer 11/25/2019	1-29	wdrb.com 01/06/2020	3
28. Digital Campaign Specialist #2 02/03/2020	1-28, 33	wdrb.com 03/23/2020	1

Total Number of Persons Interviewed During Applicable Period: 119

Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2019-MARCH 31, 2020</u>
	* Entitled to receive notification of job openings	
1	* Kimberly Palmore and Michelle Reiss Spalding University 851 S. 4th Street Louisville, KY 40203 (502)585-9911 mreiss@spalding.edu kpalmore@spalding.edu	
2	Kate Dunn Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
3	* KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	
4	* I.D.E.T.S. Indiana State Employment Services 2125 State St. Suite 16 New Albany, IN 47151-1287 (812)948-6102	
5	Workforce Development Specialist Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
6	University of Louisville Cards Career Link Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	1
7	* Center for Accessible Living Keith Hosey and A. Jones 305 W. Broadway, Suite 200 Louisville, KY 40202 (502)589-6620	

- 8 * Franeisha Jones
Bellarmine University
2001 Newburg Road
Louisville, KY 40205-0671
(502)452-8000
- 9 Gina Stephen
KY Dept. of Vocational Rehab.
200 Juneau Dr., Suite 2
Louisville, KY 40243
(502)254-3195
- 10 Jo Frye and/or Sherry Klein
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6507 or (502) 456-6504
- 11 Debra Eberle or Lynn Prinz
Indiana University Southeast
4201 Grantline Road
New Albany, IN 47150
(812)941-2265
- 12 Michelle Pruitt
Center for Women & Families
P.O. Box 2048
226 West Breckinridge Street
Louisville, KY 40201
(502)753-3204
- 13 Paula Campbell
Lincoln Foundation
4322 Bishop Lane
Louisville, KY 40218
(502)657-1015
- 14 WDRB.com
624 W. Muhammad Ali Blvd.
Louisville, KY 40203
(502)584-6441
- 15 Harbor House-Kay Dalton
2231 Lower Hunters Trace
Louisville, KY 40216
(502)719-0072
- 16 * American National University (formerly National College)
Tammy Southerling
4205 Dixie Highway
Louisville, KY 40216

- (502)447-7634
- 17 Southwest Center
Attn: Brenda Tierney
8009 Terry Road
Louisville, KY 40258
(502) 935-1848
 - 18 Collective Talent
1721 Richardson Place
Tampa, FL 33606
(813)254-9695
 - 19 WDRB-TV In-house Employees 12
 - 20 WDRB-TV Employee Referrals 26
 - 21 WDRB-TV Client Referrals 7
 - 22 Daymar College
4112 Fern Valley Road
Louisville, KY 40219
(502)495-1040
 - 23 Brown Mackie College
Chastity Trzop
3605 Fern Valley Road
Louisville, KY 40219
(502)810-6113
 - 24 Goodwill Industries of KY
Elvin Stampely and Sonya Ragland
332 W. Broadway, Suite 1000
Louisville, KY 40202
(502)574-4069
 - 25 * St. Stephen Church
Attn: Human Resources
1018 S. 15th Street
Louisville, KY 40210
 - 26 * Campbellsville University
Teresa Elmore, Director of Career Services
1 University Drive UPO 917
Campbellsville, KY 42718
(270)789-5192
trnelmore@campbellsville.edu
 - 27 crew.cc
Jefferson Community & Technical College
 - 28 Kentucky Broadcasters Association

- 101 Enterprise Drive
Frankfort, KY 40601
kba@kba.org
- 29 TVJobs.com 2
Broadcast Employment Services
P.O. Box 4116
Oceanside, CA 92052
(800)374-0119
- 30 Louisvilleadfed.org
Robin Miller
200 Distillery Commons, Suite 100
Louisville, KY 40203
(502)_582-2444
- 31 Spots n Dots Ads
Emily McKay
ads@spotsndots.com
(888) 884-2630
- 32 Linked In 10
2029 Stierlin Court
Mountain View, CA 94043
- 33 Recruitology (WDRBehired.com) 15
98 Battery Street, Suite 601
San Francisco, CA 94111
partnerships@recruitology.com
(415) 263-1300
- 34 Media Bistro
770 Broadway, 15th Floor
New York, NY 10003
job.info@mediabistro.com
- 35 Carver Talent 3
Attn: Ty Carver
5319 Loon Nest Ct.
Apollo Beach, FL 33572
(813) 625-2130
- 36 602 Communications
Sandy Lizik
(602) 954-8373
slizik@602communications.com
- 37 Broadcasting & Cable
28 East 28th Street, 12th Floor
New York, NY 10016
(212) 378-0400, ext. 517

- | | | |
|----|--|---|
| 38 | Indeed.com
(800)475-4361 | 1 |
| 39 | TVNewsStorytellers.com
Matt Mrozinski
<u>Tvnstorytellers@gmail.com</u> | |
| 40 | Education Writers Association
3516 Connecticut Avenue NW
Washington, DC 20008
(202) 452-9830 | |
| 41 | Journalismjobs.com
(510) 508-7386
<u>info@journalismjobs.com</u> | |
| 42 | RealMatch Inc.
Mediajobs connection presented by Poynter
205 Lexington Ave. 8th Floor
New York, NY 10016
(732) 659-6410
<u>support@realmatch.com</u> | |
| 43 | National Black MBA Association
400 W. Peachtree Street NW, Suite 203
Atlanta, GA 30308
(404) 260-5444
<u>www.nbmbaa.org</u> | |
| 44 | National Association of Women MBAs
1109 Rhode Island St. NE
Albuquerque, NM 87110
(804) 885-5622
<u>www.nawmba.careerwebsite.com</u> | |
| 45 | Glassdoor.com
(888) 355-9323 | |
| 46 | Walk-In | 1 |

Total Interviewees Over Reporting Period	119
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WDRB-TV/WBKI-TV

APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM COVERING THE PERIOD FROM APRIL 1, 2019 TO MARCH 31, 2020

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

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

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u>
4/1/19 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications, Production, or Human Resources receive credit hours for training. During this reporting period, we had two interns; one in our News Department who attended University of Kentucky and one in our Sports department who attended Indiana University-Bloomington.
4/1/19 Ongoing	Internship Program for high school students from the Broadcast Program at Trinity High School. Students participate in 15 on-site sessions in exchange for high school credit. During this reporting period, we had three interns; two in our Production Department and one in our Sports department.
4/1/19 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting or marketing career they are interested in. During this reporting period, we had job shadows from Western Kentucky University, Bellarmine University, Indiana University Southeast (4), Manual High School, St. Xavier High School, Salem High School, Jasper High School, Shelby County High School, Nelson County High School, Sacred Heart High School, and Henry County High School.
4/1/19 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
4/16/19	WorkOne Job Fair. Set up a booth at the job fair to recruit applicants and/or interns.
10/10/19	Indiana University Southeast Job Fair. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/19 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.
4/1/19 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.
4/1/19 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area. Students also visit our weather lab in the station.
4/1/19 Ongoing	Station talent are emcees, guest speakers and readers at various schools and public events.

WDRB-TV/WBKI-TV

ANNUAL EEO PUBLIC FILE REPORT

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The information contained in this Report covers the time period beginning April 1, 2020 to and including March 31, 2021.

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 WBKI-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@wdrb.com.

It is the policy of WDRB-TV and WBKI-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.

WDRB-TV/WBKI-TV

APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2020 TO MARCH 31, 2021

Station(s) Comprising Station Employment Unit: WDRB-TV and WBKI-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 Executive #1 05/14/2020	1-26, 33	Carver Talent 06/29/2020	1
2. Production Assistant 07/07/2020	2-6, 8, 10, 12-17, 19-21, 23, 25, (*)	wdrb.com 08/26/2020	4
3. News Reporter 06/25/2020	1-27	Employee Referral 09/08/2020	2
4. News Video Editor 08/18/2020	1-27	wdrb.com 10/12/2020	5
5. Photojournalist #1, #2 08/26/2020	1-27	wdrb.com 10/23/2020, 01/11/2021	4
6. Associate Producer 12/01/2020	1-26	Employee Referral 01/11/2021	1
7. Account Executive #2 12/10/2020	1-26	wdrb.com 01/26/2021	3

Total Number of Persons Interviewed During Applicable Period: 20

(*) Due to administrative oversight, the vacancy notice for this position was not sent to Recruitment Source Nos. 1, 7, 24

Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2020-MARCH 31, 2021</u>
	* Entitled to receive notification of job openings	
1	* Kimberly Palmore and Michelle Reiss Spalding University app.joinhandshake.com 851 S. 4th Street Louisville, KY 40203 (502)585-9911 mreiss@spalding.edu kpalmore@spalding.edu	
2	Kate Dunn Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
3	* KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	
4	* I.D.E.T.S. Indiana State Employment Services 2125 State St. Suite 16 New Albany, IN 47151-1287 (812)948-6102	
5	Workforce Development Specialist Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
6	University of Louisville app.joinhandshake.com Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	
7	* Center for Accessible Living Keith Hosey and A. Jones 305 W. Broadway, Suite 200 Louisville, KY 40202 (502)589-6620	

- 8 * Franeisha Jones
Bellarmine University
app.joinhandshake.com
2001 Newburg Road
Louisville, KY 40205-0671
(502)452-8000
- 9 Gina Stephen
KY Dept. of Vocational Rehab.
200 Juneau Dr., Suite 2
Louisville, KY 40243
(502)254-3195
- 10 Jo Frye and/or Sherry Klein
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6507 or (502) 456-6504
- 11 Debra Eberle or Lynn Prinz
Indiana University Southeast
app.joinhandshake.com
4201 Grantline Road
New Albany, IN 47150
(812)941-2265
- 12 Michelle Pruitt
Center for Women & Families
P.O. Box 2048
226 West Breckinridge Street
Louisville, KY 40201
(502)753-3204
- 13 Paula Campbell
Lincoln Foundation
4322 Bishop Lane
Louisville, KY 40218
(502)657-1015
- 14 WDRB.com
624 W. Muhammad Ali Blvd.
Louisville, KY 40203
(502)584-6441
- 15 Harbor House-Kay Dalton
2231 Lower Hunters Trace
Louisville, KY 40216
(502)719-0072
- 16 * American National University (formerly National College)

Tammy Southerling
4205 Dixie Highway
Louisville, KY 40216
(502)447-7634

- 17 Southwest Center
Attn: Brenda Tierney
8009 Terry Road
Louisville, KY 40258
(502) 935-1848
- 18 Collective Talent
1721 Richardson Place
Tampa, FL 33606
(813)254-9695
- 19 WDRB-TV In-house Employees 4
- 20 WDRB-TV Employee Referrals 2
- 21 WDRB-TV Client Referrals
- 22 Goodwill Industries of KY
Elvin Stampley and Sonya Ragland
332 W. Broadway, Suite 1000
Louisville, KY 40202
(502)574-4069
- 23 * St. Stephen Church
Attn: Human Resources
1018 S. 15th Street
Louisville, KY 40210
- 24 * Campbellsville University
app.joinhandshake.com
Teresa Elmore, Director of Career Services
1 University Drive UPO 917
Campbellsville, KY 42718
(270)789-5192
telmore@campbellsville.edu
- 25 crew.cc
Jefferson Community & Technical College
- 26 Kentucky Broadcasters Association
101 Enterprise Drive
Frankfort, KY 40601
kba@kba.org
- 27 TVJobs.com
Broadcast Employment Services

P.O. Box 4116
Oceanside, CA 92052
(800)374-0119

- 28 Louisvilleadfed.org
Robin Miller
200 Distillery Commons, Suite 100
Louisville, KY 40203
(502)_582-2444
- 29 Spots n Dots Ads
Emily McKay
ads@spotsndots.com
(888) 884-2630
- 30 Linked In
2029 Stierlin Court
Mountain View, CA 94043
- 31 Recruitology (WDRBehired.com)
98 Battery Street, Suite 601
San Francisco, CA 94111
partnerships@recruitology.com
(415) 263-1300
- 32 Media Bistro
770 Broadway, 15th Floor
New York, NY 10003
job.info@mediabistro.com
- 33 Carver Talent
Attn: Ty Carver
5319 Loon Nest Ct.
Apollo Beach, FL 33572
(813) 625-2130
- 34 602 Communications
Sandy Lizik
(602) 954-8373
slizik@602communications.com
- 35 Broadcasting & Cable
28 East 28th Street, 12th Floor
New York, NY 10016
(212) 378-0400, ext. 517
- 36 Indeed.com
(800)475-4361
- 37 TVNewsStorytellers.com
Matt Mrozinski
Tvnstorytellers@gmail.com

- 38 Education Writers Association
3516 Connecticut Avenue NW
Washington, DC 20008
(202) 452-9830
- 39 Journalismjobs.com
(510) 508-7386
info@journalismjobs.com
- 40 National Black MBA Association
400 W. Peachtree Street NW, Suite 203
Atlanta, GA 30308
(404) 260-5444
www.nbmbaa.org
- 41 National Association of Women MBAs
1109 Rhode Island St. NE
Albuquerque, NM 87110
(804) 885-5622
www.nawmba.careerwebsite.com
- 42 Glassdoor.com
(888) 355-9323
- 43 Walk-In

Total Interviewees Over Reporting Period

20

WDRB-TV/WBKI-TV

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

COVERING THE PERIOD FROM APRIL 1, 2020 TO MARCH 31, 2021

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

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

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u>
4/1/20 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting or marketing career they are interested in. During this reporting period, we had one job shadow from Western Kentucky University.
4/1/20 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.
4/1/20 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area. Due to the Covid-19 pandemic, students have not visited our weather lab in the station; however, meteorologists met virtually with classrooms to do weather talks.
10/01/20	Indiana University Internship & Career Fair. Due to the Covid-19 pandemic, the career fair was 100% virtual. Spoke with students interested in the broadcast industry via virtual platform.
2/9/21-5/9/21	Participated in Junior Achievement Inspire event as a virtual exhibitor. The goal of the program is to provide guidance for students in choosing careers and the classes necessary for those careers. It normally would be held as a job fair for students at the state fairgrounds, but due to the Covid-19 pandemic, it became a virtual event that lasts for three months.

ATTACHMENT B

See separate PDFs

(b)(ii) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii).

See Attached.

ATTACHMENT C

(b)(iii) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

See Attachment A.

ATTACHMENT D

(b)(iv) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

The employment unit currently has 187 full-time employees and operates in a market with a population size of more than 250,000. Accordingly, the Unit is required to perform four initiatives within a two-year period. Attached is documentation for our initiatives.

April 13, 2019

Jennifer Keeney
Assistant News Director
WDRB FOX 41
624 W. Muhammad Ali Blvd.
Louisville, KY 40203

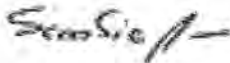
Dear Ms. Keeney:

This is to confirm that UK student [REDACTED] is eligible to enroll in the School of Journalism and Media's JAT 399, Internship, class for summer '19.

Should Ms. [REDACTED] enroll in JAT 399, she will earn three credit hours for 150 hours of work at WDRB. In addition to her supervised work with you, she is required to check in weekly with me and complete two papers. At the end of her internship, I will ask you to complete an evaluation of her performance. We are very excited for her to work with you and WDRB.

We appreciate your willingness to work with our students. If you have further questions, please contact me at scoobie@uky.edu.

Sincerely,



Scoobie Ryan
Internship Coordinator
Acting Director
School of Journalism and Media



THE COLLEGE OF ARTS + SCIENCES
**WALTER CENTER
FOR CAREER ACHIEVEMENT**

May 8th, 2019

RE: [REDACTED]

To Whom it May Concern:

This letter is to confirm that [REDACTED] is enrolled in *MSCH-X472: Media Internship Course* for the Summer 2019 term. At completion of the internship and course requirements, [REDACTED] will receive three academic credits.

More information about the internship course can be found at the bottom of [this web address](#).

If you have any questions, please don't hesitate to contact me.

Sincerely,

Justin Zuschlag

Justin Zuschlag
Senior Associate Director
Arts & Sciences Career Services
Indiana University, Bloomington
812.855.0577 (p)
jzuschla@indiana.edu
ascs.indiana.edu

Shadow Program

██████████ WDRB, Trinity High School

- 1) ██████████ will be immersed in the broadcast world as preparation for further study in media in college. He will shadow me as I help create daily newscasts. He will produce a program with at least three interviews (A-roll and B-roll) with two different elements of a newscast. The questions he asks would be designed to show that he has carefully considered his choice to study media. He will write a weekly summary of his experiences from the previous week.

- 2) ██████████ will spend a minimum of twelve days at WDRB beginning in the fall semester 2019. There are currently four shifts from which to choose. Tuesday from 3:30pm to 7:00pm or Friday from 3:00pm to 7:00pm or Saturdays or Sundays from 7:00pm to 11:00pm.

- 3) Interview program content:
 - a. Choose one professional from each of three different disciplines. The interview subjects could be from production, management, news, sports, promotion, sales or creative services. Develop interview questions.
 - b. Shoot A-roll and B-roll of each subject with Trinity equipment.
 - c. Write and record a VO or stand-up to complete the story.
 - d. Produce a ten minute program with graphics to be edited at Trinity.

- 4) ██████████ will make a presentation to a joint session of Trinity TV classes. He will summarize his experiences and show the program he created. He can arrange for an in-class speaker from WDRB as a portion of his presentation (Optional).

- 5) ██████████ will receive ½ elective credit in the Fine Arts Department.

Joanna Spencer

From: Dalton Godbey
Sent: Friday, October 18, 2019 4:24 PM
To: Joanna Spencer
Subject: Job Shadow

██████████, a junior at Western Kentucky University will job shadow me on November 1, 2019.

If there's any additional info you need, let me know.

Have a great weekend!

WDRB NEWS

Dalton Godbey Reporter

Direct: 502-585-0746 | Mobile: 502-797-7124

WDRB.com

Twitter: [@DaltonTVNews](https://twitter.com/DaltonTVNews)

Joanna Spencer

From: Jordan Morton
Sent: Monday, March 02, 2020 11:35 AM
To: Joanna Spencer
Subject: High School Shadow

Hi Joanna,

We will have a high school shadow come spend the day with us in 2 weeks.

~~Becky McCall~~ is a senior at Sacred Heart. She will be here on March 16th.

Thanks!

WDRB NEWS

Jordan Morton | Executive Producer | Direct: 502-585-0800 | WDRB.com |
WDRB media | 624 W Muhammad Ali Blvd Louisville, KY 40203 | jmorton@wdrb.com

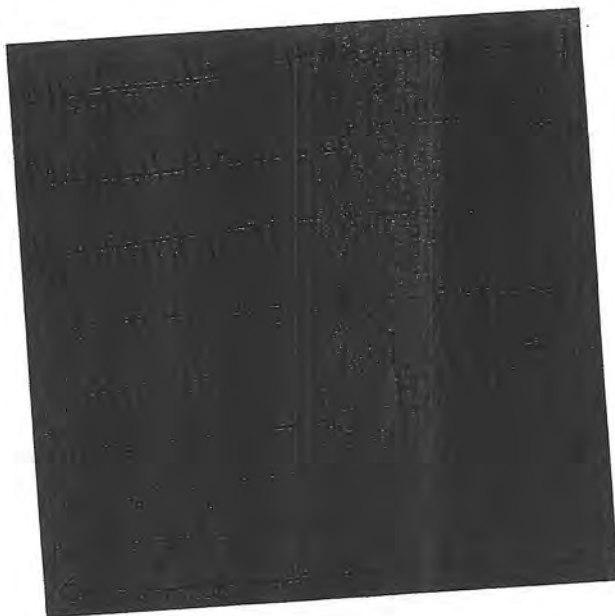
Hightail video upload: <https://spaces.hightail.com/uplink/wdrbnews>

Kim Bauerla

From: Jude Redfield
Sent: Thursday, November 21, 2019 2:05 PM
To: Jennifer Keeney; Kim Bauerla
Subject: Monday tour

Just wanted to give you a heads up that 7, sixth grade girls scouts were planning to come talk weather and check out the station Monday morning. They should be here from around 9:30-10:30. Just wanted to make sure you knew that guests were going to visit. Thanks.

Sent from my iPhone



Kim Bauerla

From: Kim Bauerla
Sent: Monday, November 04, 2019 11:19 AM
To: Jeff Gordon
Subject: RE: IUS students coming to WDRB for an interview on Wednesday Nov 6

Thanks for letting me know, Jeff! That's awesome!

-----Original Message-----

From: Jeff Gordon
Sent: Monday, November 04, 2019 11:16 AM
To: Kim Bauerla
Cc: Jeff Gordon
Subject: IUS students coming to WDRB for an interview on Wednesday Nov 6

Sent from my iPhone. Kim, My daughter and 3 other students from IUS will stopping by for an interview this Wednesday with the morning anchors around 9:45 am. The interview is for Interpersonal Organization Psychology class. The interview should be no longer than an hour... Thanks, Jeff

Kim Bauerla

From: Cliff Reid (external) <creid@workoneregion10.com>
Sent: Monday, April 15, 2019 11:34 AM
To: Cliff Reid (external)
Subject: * * * WorkOne Job Fair REMINDER * * *

Good Morning!

You are receiving this email because your company signed up for the WorkOne Job Fair on Tuesday, April 16, 2019. Please share it with others in your organization attending the event in case we missed someone. Here are a few items to review:

1. *Please contact Cliff Reid (creid@workoneregion10.com), (812) 941-6417 right away if you cannot attend for any reason!* This event has a waiting list and we want to make sure all of our booths are filled.
2. We will supply a small table (2 x 4 feet). Be sure to keep your booth materials compact enough to fit in the provided space. Tables will be covered and have skirting. **DO NOT BRING DISPLAYS THAT MEASURE MORE THAN 6' FROM THE FLOOR TO THE TOP OF THE DISPLAY.** We recommend items to bring in the tip sheet below.
3. We are located across from Kroger on State Street in New Albany. The address is below in my signature. Please park as far from the building as possible as a courtesy to our business neighbors and to job seekers attending the event.
4. Plan to have your booth set up by 12:45 PM. You can arrive as early as noon. **If you are running late or cannot attend, please contact me! If you are more than 15 minutes late without notice, we will give your booth to a company on the waiting list.**
5. The doors will open to job seekers at 1:00 PM and will close at 4:00 PM. Plan to have a representative here until the event ends. Breakdown must be completed by 5:00 PM.
6. Below is a tip sheet that provides guidance on what to bring and how to engage job seekers at the event.

Thank you for attending our job fair! Feel free to contact me with questions leading up to the event.

Booth Tips for a Successful Job Fair

It can be difficult to decide what to bring for your booth. These are a few items you don't want to forget:

- **A display including your company name.** Make your booth unique, memorable and easy to identify. Tablecloths and vertical signage are great space-saving choices.
- **Flyers with job details and application methods.** Make one for each job, and bring plenty of copies of each flyer. These are great takeaways for candidates interested in your company.

**INDIANA UNIVERSITY**OFFICE OF CONFERENCE AND
EVENT REGISTRATION SERVICES

Fall 2019 Internship & Career Fair

Thursday, 10/10/19 11:30 AM - 1:30 PM

☑ Thank you for registering!!

Credit card charges will show from IUBL-CONF.

Check payments should be made out to, Indiana University, and noting event # IUUSE-19-8, along with the name of your company, and sent (along with a copy of this confirmation) to:

Indiana University
IU Conferences
PO Box 6212
Indianapolis, IN 46206-6212

Note: This is a post office box, and cannot accept FedEx/UPS or express mail shipments.

Job Fair Cancellation and 'No Show' Refund Policy:

Cancellation on or before September 30, 2019 you will receive a refund less a \$100 cancellation fee.

If cancellation occurs after September 30, 2019, you forfeit your registration fee.

If you are a 'no show' your organization will still be billed for the event.

To cancel your job fair registration, please notify Donna Reed at 812-941-2275 or email donnreed@iu.edu.

For questions about payment, contact akgillil@iu.edu or 812-855-9814.

THIS DOCUMENT SERVES AS YOUR INVOICE

Order Details

 Registrant: Bauerla, Kim

Show/Hide Details ▾

SPEAKERS BUREAU & PERSONAL APPEARANCE REPORT
SECOND QUARTER 2019

BILL LAMB:

APRIL:

18

Spoke to Better Business Bureau Education Series Class

JUNE:

19

Spoke at American Red Cross Event

LINDSAY ALLEN:

APRIL:

24

Emcee Family & Children's Place Champion for Children Breakfast

MAY:

18

Emcee "Make a Wish Foundation Walk for Wishes"

RICK BOZICH:

MAY:

3

Appeared on ESPN 680 every Thursday at 5pm

KY Derby Oriented / Appeared on:

5:35am First Light, nationally syndicated show on Westwood One Network

8am KPRO in Providence RI

9:18AM KPAM Portland Oregon

9:30AM KYW in Philadelphia

9:48am in KLIF in Dallas

10:10am WLAD in Danbury, Ct.

6

KY Derby Oriented / Appeared on:

7:07am on WJR in Detroit

7:20am on WOSH in Oshkosh Wisconsin

7:30am on WPRO in Providence RI

7:38am on KLIF in Dallas

8:40AM on WCOA in Pensacola, Fla.

23

Spoke to 130 people at the Louisville Quarterback Club

ERIC CRAWFORD:

MAY:

23

Spoke to 130 people at the Louisville Quarterback Club

MARCUS GREEN:

May:

10

Comment on Kentucky, KET

31

The Deener Show, ESPN Louisville

KEITH KAISER:

May:

1

Battle of the Bounce Emcee

4

Derby Day Coverage

7

Speaker at Tri Kappa Philanthropic Meeting in New Albany

June:

2

67th Annual Germantown Baseball Parade

TOM LANE:

June:

24

Celebrity Golfer at the "Down's Syndrome of Louisville Golf Outing"

LAWRENCE SMITH:

April:

5

Appeared on KET's Comment on KY

May:

24

Appeared on KET's Comment on KY

June:

21

Appeared on KET's Comment on KY

HANNAH STRONG:

April:

10

WKU Storm Team Event in Bowling Green

17

Weather Visit to Christian Academy Rock Creek

ELIZABETH WOOLSEY:

June:

27

Emcee, Meghan's Mountain Fundraiser

SPEAKERS BUREAU & PERSONAL APPEARANCE REPORT
THIRD QUARTER 2019

VALERIE CHINN:

August:

17

WDRB Media at the KY State Fair

22

WDRB Media at the KY State Fair

23

WDRB Media at the KY State Fair

CANDYCE CLIFFT:

August:

30

Spoke at Barret TMS Spirit Rally

September:

10

Spoke at Gates Corporation women's lunch

12

Spoke at Retired Railroad Employees lunch

MARCUS GREEN:

July:

1

Guest on WXOX Louisville City State Radio
(Louisville-area bypass study)

August:

2

Guest on CTV Canada (Lincoln Co. Pipeline Explosion

25

WDRB Media at the KY State Fair

KEITH KAISER:

July:

18

Judge for the Atria Springdale Chef Showdown

24

Emcee for Taste of Southern Indiana

September:

28

Emcee Down Syndrome of Louisville -
The Steps to Independence Walk & 5K Celebration

KATIE MCGRAW:

August:

14

Spoke to a home school group in Mt. Washington, KY

18

WDRB Media at the KY State Fair

24

WDRB Media at the KY State Fair

September:

14

Judged the Lanesville, IN Parade

SCOTT REYNOLDS:

September:

14

Emceed the "Lemonade for Life" Fundraiser to raise money for
Families who have children with Type 1 Diabetes or Pediatric
Cancer (350 people / Raised over \$100,000)

LAWRENCE SMITH:

August:

16

Panelist on KET's Comment on KY

September:

13

Panelist on KET's Comment on KY

20

Awarded Hardin Co. Farm Bureau Communicator
of the Year

HANNAH STRONG:

August:

19

KY State Fair

20

Job Shadow

September:

18

Weather Visit at South Oldham High School

18

Weather talk to CPCU

20

Christian Academy of Indiana Band Concert
Special Guest Performer

28

Emcee Indiana Honor and Remember Dinner
in Portland, Indiana (outside DMA)

ELIZABETH WOOLSEY:

August:

15

WDRB Media at the KY State Fair

23

WDRB Media at the KY State Fair

24

WDRB Media at the KY State Fair

SPEAKERS BUREAU & PERSONAL APPEARANCE REPORT
FOURTH QUARTER 2019

DALE WOODS:

October:

3

Media Day at Kentucky Kingdom

17

Rotary Introduction at Rotary Club of Louisville

21

Met with Tourism of Louisville

RICK BOZICH:

October:

30

Spoke to a group of about 75 people at Woodhaven Country Club, sponsored by Cardinal Pointe Investment group

November:

13

Spoke to another group 20 businessmen at the Goodwood Brewing Company

October, November & December:

(On the radio on Louisville station 680AM every Thursday at 5 p.m.)

CANDYCE CLIFFT:

November:

6

Job review/interview with IUS students

9

Guest reader/Asharwad Indian Fellowship event

11

Hosted job shadow/James Kramer, St. X

20

Guest reader/Camden Station Elementary

December:

19

Guest Reader/Norton Commons Elementary

KEITH KAISER:

October:

2

Career Day Talk / North Harris Middle School

29

Voice and Vino at the Casino

November:

8

Emcee Leadership Harrison County "Match Game"

KATIE MCGRAW:

October:

2

Stonestreet Elementary

10

Fern Creek Elementary

November:

13

Riverside elementary

14

Jonathan Jennings Elementary

December:

21

Student and parent shadow/tour

LORI MORGAN:

October:

14

On Panel at KBA Conference

SCOTT REYNOLDS:

October:

25

Emcee - Barren Heights Fundraiser for Disabled Children

December:

18

Waterfront Botanical Gardens Opening Celebration

LAWRENCE SMITH:

October:

4

Appeared on KET's Comment on Kentucky

25

Appeared on KET's Comment on Kentucky

November:

8

Appeared on KET's Comment on Kentucky

22

Appeared on KET's Comment on Kentucky

29

Appeared on KET's Comment on Kentucky

December:

20

Appeared on KET's Comment on Kentucky

27

Appeared on KET's Comment on Kentucky

HANNAH STRONG:

October:

9

Rangeland Elementary Weather Visit

19

Job Shadow in Studio

23

Grayson County Middle School Weather Visit

23

Englehard Elementary School Visit

December:

4

J-Town Elementary School Visit

11

CAL (Christian Academy of Louisville) English Station
Weather Visit

CHRIS TURNER:

October:

15

Appearance at Public Relations Society (PRSA Louisville chapter) awards program

SPEAKERS BUREAU & PERSONAL APPEARANCE REPORT
FIRST QUARTER 2020

DALE R. WOODS:

February:

27

Spoke at the JA Business Hall of Fame Banquet

RICK BOZICH:

February:

Did KFAN in Minneapolis

Did Coyle & Leary Show in Bloomington

March:

Did John Spears Show on 1450 in Jeffersonville

Did Coyle & Leary Show in Bloomington

Did ESPN every Thursday at 5pm

MARCUS GREEN:

January:

31

Comment on Kentucky

KATIE MCGRAW:

March:

4

Gave Weather talk to Goldsmith Elementary
Hosted a shadow (Alyson Cooper & daughter,
Brooklyn)

KERRY MCGEE:

February:

20

Spoke at the Media/Emergency Services Meeting at
the State Police Post in Sellersburg, IN. Twice a year
gathering of police, fire, EMS, utilities and other
emergency public information officers. (50 people).
We get to renew and make new news contacts for
the station.

JUDE REDFIELD:

February

20

Weather tour with Southern Oldham Journalism students.

March

2

Read Across America Rangeland elementary

5

Weather talk with Simpsonville Baptist Church

SCOTT REYNOLDS:

February:

29

Hosted the "Supporting Heroes" annual event. We honored all the fallen first responders from Kentucky, Indiana and much of Missouri the past year. (4 hr. event) in Owensboro, KY.

DAVID SCOTT:

March:

11

Spoke to Greater Louisville Eagles Chapter of the Military Officers Association of America at Audubon Country Club

LAWRENCE SMITH:

January:

10

Appeared on KET's Comment on KY

February:

21

Appeared on KET's Comment on KY

April:

3

Appeared on KET's Comment on KY

HANNAH STRONG:

February:

5

Weather talk at Brandenburg Primary School

12

Weather talk at Corydon Junior High School

23

Station visit with Keeney's Daisy troop

25

Station visit with homeschool group

March:

6

Emcee Veterans Club Camp Restoration Groundbreaking

9

Presentation at National Weather Service Louisville office

11

Weather talk at Hebron Middle School

CHRIS TURNER:

February:

20

Spoke at the Media/Emergency Services Meeting at the State Police Post in Sellersburg, IN. Twice a year gathering of police, fire, EMS, utilities and other emergency public information officers. (50 people). We get to renew and make new news contacts for the station.

SPEAKERS BUREAU & PERSONAL APPEARANCE REPORT
SECOND QUARTER 2020

Dale R. Woods:

June:

24

Spoke at King Solomon Baptist Church
Speakers: Dale Woods, Reverend Elliott,
Robert Schroeder (Interim Police Chief),
Scott Shoenberger (President & CEO
AJ Schneider Hotels) and
David James (President-Louisville Metro Council)

Marcus Green

April:

17

Comment on Kentucky

May:

29

Comment on Kentucky

SPEAKERS BUREAU & PERSONAL APPEARANCE REPORT
THIRD QUARTER 2020

Rick Bozich:

August:

Appeared with John Spears on 1450 WXVW in
Jeffersonville, IN

September:

14

Appeared on KFAN radio in Minneapolis

16

Appeared on a radio show in Baltimore

Appeared with John Spears on 1450 WXVW in
Jeffersonville, IN

Appeared on 680 ESPN in Louisville
every Thursday at 5 p.m.

Marcus Green:

September:

22

Guest, Larry Glover Live (590 WVLK Lexington)

Hannah Strong:

September:

1

Virtual weather talk with a Louisville homeschool group

14

Interviewed by Grayson County Middle School
about weather / my job

SPEAKERS BUREAU & PERSONAL APPEARANCE REPORT
FOURTH QUARTER 2020

Hannah Strong:

November:

9

Virtual Weather Talk with Briarwood Christian
School 4th Grade (Birmingham, AL)

SPEAKERS BUREAU & PERSONAL APPEARANCE REPORT
FIRST QUARTER 2021

Gilbert Corsey:

February:

1 Online reading / Greenwood elementary
16 Online reading / Byck Elementary

Lexie Ratterman:

February:

13 Emcee / Mercy Academy Benefit Off Broadway Fundraiser

Jude Redfield:

February:

26 Zoom interview with Science Teacher, Jeff Bowen of South Oldham Middle School (covered various weather Topics.

Hannah Strong:

January:

27 Virtual weather talk with Fall-Hamilton Elementary

February:

5 Judge St. Francis of Assisi virtual Science Fair
8 Virtual weather talk with North Oldham Middle School
16 Virtual weather talk with Burris Elementary

March:

11 Girls Just Wanna podcast interview

To: Barry Fulmer <bfulmer@wdrb.com>; Jennifer Keeney <JKeeney@wdrb.com>

Subject: Thank you to Chad Mills

Hi Barry and Jennifer,

Chad Mills took the time to talk with my class of beginning journalists yesterday.

He was fantastic!

We asked him to talk about covering protests. He went way above and beyond expectations--preparing a number of videos that not only showed the mayhem ... but stressed the ideas of context and accuracy.

He also talked about the valuable advice he got when he was in their position. He said to always give it 125% ... not to impress others but to practice your craft with passion and determination. That was one of the two biggest takeaways. The other takeaway was amazement at how he could conduct himself with such grace and calm when all hell was breaking loose.

He made it the best class so far this semester.

Just thought you should know

Mary

—
Mary Cox
602 Communications
marycox@602communications.com
(602) 369-7654

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Joanna Spencer

From: iuconfs@indiana.edu
Sent: Tuesday, September 15, 2020 10:10 AM
To: Joanna Spencer
Subject: Thank you for registering. Your confirmation number is #355254 for Fall 2020 Internship & Career Fair.



INDIANA UNIVERSITY

**OFFICE OF CONFERENCE AND
EVENT REGISTRATION SERVICES**

Registration Confirmation: Fall 2020 Internship & Career Fair - Confirmation #355254

Thursday, 10/1/20 11:00 AM - 1:00 PM

Thank you for registering!!

Credit card charges will show from IUBL-CONF.

Check payments should be made out to, Indiana University, and noting event # IUSE-20-10, along with the name of your company, and sent (along with a copy of this confirmation) to:

Indiana University Conferences
PO Box 6212
Indianapolis, IN 46206-6212

Note: This is a post office box, and cannot accept FedEx/UPS or express mail shipments.

Job Fair Cancellation Policy:

All registrations are final; no refunds will be issued

?

For questions about payment, contact akgillil@iu.edu or 812-855-9814.?

?

?THIS DOCUMENT SERVES AS YOUR INVOICE

Debbie Dalton | Executive Vice President
Junior Achievement of Kentuckiana, Inc.
1401 W. Muhammad Ali Blvd. | Louisville, Kentucky 40203
502.569-9208 Work | 502.551.8200 Cell | ddalton@jaky.org
Follow us: [Facebook](#) | [Twitter](#) | jaky.org

Junior Achievement | *Inspiring Tomorrows™*

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ATTACHMENT E

(b)(v) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

In 2017, Leiz Masolo Tinsley filed a lawsuit in Jefferson County Circuit Court, Kentucky (Case No. 17-CI-003666), against Independence Television Company. The lawsuit alleged state civil rights discrimination on the basis of gender and pregnancy, violations of the Family and Medical Leave Act, and retaliation. Ms. Tinsley has failed to pursue the case and the court recently issued a notice that it will dismiss the case for lack of prosecution unless Ms. Tinsley takes steps to advance the case.

ATTACHMENT F

(b)(vi) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

We inform employees and job applicants of our EEO policies via our employment application, websites, job postings, intranet site, bulletin boards and employee manual. The employee manual includes, but is not limited to, policies on equal employment opportunity, anti-harassment, sexual harassment, violence/threatening behavior and our open door policy. Each employee, after receiving and reviewing the manual, must sign a receipt and acknowledgement statement. The department head of said employee must sign the statement as well.

Interviews of candidates are conducted by the department head of the open position. Dale Woods, President and General Manager, ultimately has the responsibility of overseeing the hiring and enforcing EEO rules. Equal Opportunity Employment, Wage Discrimination Because of Sex, and Wage and Hour Laws are posted on both floors of our station unit in prominent locations.

ATTACHMENT G

(b)(vii) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

The station unit continually asks for organizations that regularly distribute information about employment opportunities to job applicants or refer job applicants to notify us if they would like to receive notification of job vacancies at our station.

Recruitment sources are reviewed periodically. The company posts jobs internally, externally on employment web sites, and by sending job postings to several outreach sources.

The company tracks all job openings from the job request to hiring. The company avoids any selection techniques or tests that may be discriminatory.

ATTACHMENT H

(b)(viii) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

Annual pay increases are reviewed by the Chief Financial Officer. Interim pay increases and promotions are discussed with the President/General Manager for approval. The President/General Manager must sign off on these changes prior to processing by Human Resources/Payroll Department.

Benefits are determined by our corporate office, Block Communications, and are uniform for all full-time employees. Employee evaluations are given every year. Managers meet with each employee individually to discuss the review. This gives employees an opportunity to discuss any concerns, possible promotions, advancements and pay increases.

The unit does not have any union agreements.