

**WBGS-LD, WBKO**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 28, 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
Director/Master Control Operator (F/T)	2-3, 5-12, 14-21, 25, 27-28, 30-31, 33-35, 37-39, 44-45	15
News Director	1-17, 19-25, 27-28, 30-37, 39-42, 44-45	13
CREATIVE SERVICES PRODUCER - WBKO	2-3, 5-11, 14-17, 19-21, 25-28, 30-37, 39-42, 44-46	14
METEOROLOGIST/MMJ (W/END) - WBKO	2-3, 5-11, 14-17, 20-21, 25, 27-31, 33-37, 39-42, 44-46	14
MMJ/REPORTER - WBKO	2-3, 5-11, 13-18, 20-21, 25, 27-31, 33-37, 39-42, 44-46	18
ACCOUNT EXECUTIVE (ASSO) - WBKO	2-3, 5-11, 13-18, 20-21, 25, 27-31, 33-37, 39-42, 44-46	15
CREATIVE SERVICES PRODUCER - WBKO	2-3, 5-11, 14-17, 20-21, 25, 27-31, 33-37, 39-42, 44-46	15
MULTIMEDIA CONSULTANT - WBKO	2-3, 5-11, 13-17, 20-21, 25, 27-31, 33-37, 39-42, 44-46	13
CREATIVE SERVICES PRODUCER - WBKO	2-3, 5-11, 14-18, 20-21, 25, 27-31, 33-37, 39-42, 44-46	18
MULTIMEDIA CONSULTANT (New Business) - WBKO	2-3, 5-8, 10-11, 14-17, 20-21, 25, 27-31, 33-37, 39-46	15

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Application on file	N	1
2	Arkansas State PO Box 2490 State University, Arkansas 72467 Phone : 870-972-3025 Career Listings Manual Posting	N	0
3	Asbury College One Macklem Drive Wilmore, Kentucky 40390 Phone : 859-858-3511 Career Listings Manual Posting	N	0
4	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
5	Bellarmine University 2001 Newburg Road Centro-McGowan Hall Louisville, Kentucky 40205 Phone : 502-272-7243 Career Listings Manual Posting	N	0
6	Belmont University 1900 Belmont Boulevard Massey Business Center 415 Nashville, Tennessee 37212 Phone : 615-460-6217 Career Listings Manual Posting	N	0
7	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Halloway	Y	0

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8	Campbellsville University Technology Training Center 201 1 University Drive Campbellsville, Kentucky 42718 Phone : 270-589-5192 Teresa Elmore Manual Posting	N	0
9	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
10	Columbia College Chicago 754 S Wabash Room 3rd Floor Chicago, Illinois 60605 Phone : 312-369-6844 Email : careercenter@colum.edu Valerie Robbins	N	0
11	Columbia College of Missouri 1001 Rogers St. Missouri Hall, Room 219 Columbia, Missouri 65216 Phone : 573-875-7425 Career Listings Manual Posting	N	0
12	Daymar College 2421 Fitzgerald Industrial Dr. Bowling Green, Kentucky 42101 Phone : 270-843-6750 Email : sqottke@daymarcollege.edu Shannon Gottke	N	0
13	Employee Referral	N	5
14	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	7
15	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	16

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16	LDS Employment Resource Center 19 Industrial Park Dr. Nashville, Kentucky 37075 Email : wel-ec-nashville@ldschurch.org Fax : 1-615-822-7046 Brian Tobler	N	0
17	Lindsey Wilson College 210 Lindsey Wilson St. Columbia, Kentucky 42728 Phone : 270-384-8065 Email : careerservices@lindsey.edu Laura Burwash	N	0
18	Linked In - Not Directly Contacted by SEU	N	5
19	Michaels Media, LLC 5134 Sandy Beach Avenue Siesta Key, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bile  Prong 2 Ended Date: 12/13/2023	N	0
20	Middle Tennessee State University 1301 East Main Street Box 64 Murfreesboro, Tennessee 37312 Phone : 615-494-8925 Email : greg.pitts@mtsu.edu Greg Pitts, Ph.D	Y	0
21	Murray State University Dept. of Journalism & Mass Comm. 114 Wilson Hall Murray, Kentucky 42071 Phone : 270-809-2390 Email : chaynes@murraystate.edu Chris Haynes	N	0
22	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0

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23	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0
24	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : <a href="https://najanewsroom.com/">https://najanewsroom.com/</a> Diversity Posting Manual Posting	N	0
25	Ohio and Illinois Centers for Broadcasting 9885 Rockside Rd. Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Don Clark	N	0
26	RTNDA The National Press Building 529 14th St. NW, Suite 1240 Washington, District of Columbia 20045 Phone : 770-622-7011 Career Listings Manual Posting	N	0
27	South Central Kentucky Community @ Technical College 1845 Loop Drive Bowling Green, Kentucky 42101 Phone : 270-901-1151 Email : gene.basil@kctcs.edu Gene Basil	N	0
28	Southcentral Kentucky Community & Technical College 1127 Morgantown Road Bowling Green, Kentucky 42101 Phone : 270-901-1032 Email : kim.myers@kctcs.edu Dr. Kim Myers	N	0
29	Southcentral Kentucky Community & Technical College 1845 Loop Street Bowling Green, Kentucky Career Center Manual Posting	N	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
30	Southern Illinois University-Carbondale 1263 Lincoln Dr. Suite 0110 Carbondale, Illinois 62901 Phone : 618-453-1036 Career Listings Manual Posting	N	0
31	Tennessee State University 3500 John A Merritt Boulevard Nashville, Tennessee 37209 Phone : 615-963-7527 Career Listings Manual Posting	N	0
32	The University of Texas at San Antonio 201 Student Union 1502 Cumberland Ave. Knoxville, Tennessee 37996 Phone : 865-974-5435 Career Listings Manual Posting	N	0
33	Union University 1050 Union University Drive Jackson, Tennessee 38305 Phone : 731-668-1818 Career Listings Manual Posting	N	0
34	University of Arkansas Nola Holt Royster Suite 607 1 University Drive Fayetteville, Arkansas 72701 Phone : 479-575-2805 Career Listings Manual Posting	N	0
35	University of Central Missouri P.O. Box 800 Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Career Listings Manual Posting	N	0
36	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859-257-2746 Career Listings Manual Posting	N	0

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37	University of Kentucky School of Journalism School of Journalism and Media 343 S. Martin Luther King Blvd Lexington, Kentucky 40506 Phone : 859-257-2746 Email : Jen.Smith@uky.edu Jennifer Smith	Y	0
38	University of Louisville 2211 South Brook Street Houchens Building, LL03 Louisville, Kentucky 40292 Phone : 502-853-6701 Career Listings Manual Posting	N	0
39	University of Memphis 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2239 Career Listings Manual Posting	N	0
40	University of Missouri MU Career Center 201 Student Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Carrie Collier Manual Posting	N	0
41	University of Missouri-Columbia 201 Student & Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Carrier Collier Manual Posting	N	0
42	University of Tennessee 201 Student Union 1502 Cumberland Avenue Knoxville, Tennessee 37996 Phone : 865-974-5435 Miciah Burns Manual Posting	N	0
43	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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44	Western Kentucky University Mass Media & Technology Bldg #342 Bowling Green, Kentucky 42101 Phone : 270-745-4144 Email : bradley.pfranger@wku.edu Bradley Pfranger	N	0
45	Western Kentucky University Downing Student Union Room 2001 1906 College Heights Blvd., #11052 Bowling Green, Kentucky 42101 Phone : 270-745-3095 Career Listings Manual Posting	N	0
46	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>35</b>



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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2023	Establishment of a mentoring program	Gray Television Future Focus Intern program is an immersive experience where you serve as a valued team member to our award-winning teams. Whether your interest involves news, production, sales, marketing, or engineering, our stations become a hands-on learning environment for Gray Television interns. During this reporting year, one worked in Sports, one in Sales, and one worked in the News Department.	1	News Director Local Sales Manager
2	4/14/2023	Participation in events or programs sponsored by educational institutions	McLean County High School Career Day: WBKO participated in the McLean County High School's Career Day. WBKO MMJ participated.	1	Weekend Anchor/MMJ
3	4/20/2023	Provision of training to management	The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations: April 20, 2023. Presented by Joan Stewart. EEO efforts and recruitment sources along with adding new recruitment sources or developing a better relationship were discussed. WBKO's Office manager and Program Coordinator participated.	2	Office Manager Program Coordinator
4	4/28/2023	Participation in events or programs sponsored by educational institutions	Plano Elementary Visit: WBKO attended Plano Elementary in Warren County to talk about degrees needed to enter the broadcast field and demonstrated the technology behind the Green Screen used by meteorologists during live broadcast. Attending were the News Director and Assistant News Director.	2	News Director Assistant News Director
5	7/11/2023	Participation in events or programs sponsored by educational institutions	St. Joseph Catholic School: Twenty-five kids and their teacher visited WBKO to learn about broadcasting. WBKO's Meteorologist talked to kids about weather and WBKO's Assistant News Director showed kids around the studio and newsroom, where they were able to talk to reporters and anchors.	2	Assistant News Director WBKO Meteorologist

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	9/6/2023	Participation in events sponsored by organizations representing the community	WBKO Multi-Media Journalist Homeschool Group: WBKO Multi-Media Journalist visited a homeschool group to talk about nature-based journalism. MMJ spoke about making contacts with Fish and Wildlife, shared wildlife rehabilitation stores and the importance of ethical journalism.	1	Multimedia Journalist
7	9/28/2023	Participation in Job Fairs	Austin Peay State University Career Expo Fall 2023: WBKO attended the job fair on the campus of Austin Peay State University. The job fair allowed us to meet with students who were interested in a job in broadcasting. WBKO's News Director attended the job fair.	1	News Director
8	10/21/2023	Establishment of an intern program designed to assist members of the community	Gray Television Future Focus Intern Fall '23 offers an unprecedented opportunity for students to learn an area of broadcast expertise from seasoned professionals in the business. Whether your interest involves news, production, sales, marketing, or engineering, our stations become a hands-on learning environment for Gray Television interns. During this reporting year, two interns participated in the program and worked in the News Department.	1	News Director
9	10/26/2023	Participation in events sponsored by organizations representing the community	SCK Launch: SCK Launch is a hands-on career expo for eighth graders. Students explored the many careers available in South Central Kentucky through interactive exhibits. WBKO gave students an insight to working in the broadcasting field. WBKO was represented by several employees from the News Department, Sales, Creative Services, and IT Departments.	5	News Director IT Director Digital Sales Manager Creative Services
10	11/2/2023	Participation in Job Fairs	Campbellsville University Job & Internship Fair: WBKO participated in the Campbellsville University Job & Internship Fair. The job fair was open to all Students, Alumni, and Community Job seekers. WBKO's News Director shared information regarding full-time opportunities and internships available at the station.	1	News Director

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11	11/15/2023	Participation in events sponsored by organizations representing the community	Auburn Elementary Career Day: WBKO's Meteorologist spoke about weather and being a meteorologist to a class at Auburn Elementary in Auburn, KY.	1	WBKO Meteorologist
12	11/15/2023	Participation in Job Fairs	WKU All Majors Career Fair: WBKO attended the WKU All Majors Career Fair on November 15, 2023. The job fair was an opportunity for employers to get to know students and express opportunities within the company. WBKO's News Director attended the Job Fair.	1	News Director
13	12/4/2023	Participation in events or programs sponsored by educational institutions	Metcalf County Elementary School Visit. WBKO Meteorologist visited Metcalfe County Elementary School classroom to discuss weather and to encourage kids in becoming a meteorologist.	1	MMJ/Meteorologist
14	3/7/2024	Participation in events or programs sponsored by educational institutions	SCK Launch Job Shadowing: WBKO participated in the SCK Launch Job Shadowing program that took place on Thursday, June 7th at WBKO. Students from Bowling Green and Warren Central were given a chance to meet and get a hands on look at the Operations, Sales, and News at the station.	3	News Director Chief Engineer Local Sales Manager