

I. VACANCY LIST

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WBKO
EEO PUBLIC FILE REPORT
April 1, 2020-March 31, 2021

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Western Kentucky University Robert Dietle Interim Director Robert.dietle@wku.edu Mass Media and Technology Bldg #342 Bowling Green, KY 42101-3576 270-745-4144	N	
2	Daymar College Shannon Gottke, Career Svc Coord (sgottke@daymarcollege.edu) 2421 Fitzgerald Industrial Dr. Bowling Green, KY 42101 270-843-6750	N	
3	South Central Kentucky Community & Technical College Gene Basil, (gene.basil@kctcs.edu) 1845 Loop Drive Bowling Green, KY 42101-3601 270-901-1151	N	
4	Southcentral Kentucky Community & Technical College Dr. Kim Myers kim.myers@kctcs.edu Director of Workforce Solutions 1127 Morgantown Road	N	

	Bowling Green, KY 42101	270-901-1032		
5	<p>Michaels Media, LLC Michael Bille www.collectivetalent.com 5134 Sandy Beach Avenue Siesta Key, FL 34242</p>	813-494-4555	Y	
6	<p>Columbia College Chicago David Mason, TV Faculty (damson@colum.edu) 600 S. Michigan, Room 1500 Chicago, IL</p>	312-369-7408	N	
7	<p>Lindsey Wilson College Laura K. Burwash (burwashl@lindsey.edu & careerservices@lindsey.edu) 210 Lindsey Wilson St. Columbia, KY 42728</p>	270-384-8065	N	
8	<p>Middle Tennessee State University Greg Pitts, Ph.D. Director, School of Journalism & Strategic Media 1301 East Main Street, Box 64 Murfreesboro, TN 37312 greg.pitts@mtsu.edu</p>	615-494-8925	Y	
9	<p>Murray State University Dept of Journalism and Mass Communications Dr. Debbie Owens dowens@murraystate.edu 114 Wilson Hall Murray, KY 42071</p>	270-809-2390	N	
10	<p>LDS Employment Resource Center Brian & Iris Tobler (wel-ec-nashville@ldschurch.org) 19 Industrial Park Dr. Nashville, TN 37075</p>	615-822-7046	Y	
11	<p>University of Ky School of Journalism Scoobie Ryan, Associate Director School of Journalism and Media</p>		Y	

	(scoobie@uky.edu) 343 S. Martin Luther King Blvd Lexington, KY 40506-0042 859-257-4362		
12	Ohio and Illinois Centers for Broadcasting Don Clark (dclark@beonair.com) National Career Services Director 9885 Rockside Rd., Suite 160 Valley View, OH 44125 216-503-5900	N	
13	Broadcast Employment Services Mark O. Halloway (jobs@tvjobs.com) P.O. Box 4116 Oceanside, CA 92052 760-754-8177	Y	
14	Posting on Gray Television Careers site https://gray.tv/careers#currentopenings HR@gray.tv	N	
15	Posting on Indeed.com HR@gray.tv	N	3
16	Referral	N	2
17	Internal Applicant	N	
18	Walk-in Candidate/Self Referral	N	
19	Job Fair	N	
20	Posting to WBKO website	N	16
21	Posting to People Matter	N	3
22	Posting to social media site: Facebook, LinkedIn	N	1
23	Posting on RTNDA website www.rtna.org/channel/find_a_job The National Press Building 529 14 th St. NW, Suite 1240 Washington, DC 20045 770-622-7011	N	

24	Posting on Campbellsville Univ website www.campbellsville.edu/jobs-local 1 University Dr. Campbellsville, KY 42718 270-789-5000	N	
25	Posting on Handshake: Emerson College, Tennessee State University, Southern Illinois University-Carbondale, Belmont University, University of Central Missouri, Columbia College of Missouri, The University of Texas at San Antonio, Southern Methodist University, Kansas State University,, University of Missouri-Columbia, Bellarmine University, University of Kentucky, University of Louisville, Western Kentucky University	N	
	TOTAL INTERVIEWESS OVER REPORTING PERIOD		25

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	<i>Foundations in Diversity, Equity and Inclusion.</i>	July 9-August 2020 our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion; from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding; gendered language, race, class and ability, how to apologize effectively.
2	Murray State Fall 2020 Virtual Career Fair	Tuesday, September 28, we attended the All Majors Career & Grad School Fair at Murray State University. The event provides employers with an excellent way to recruit MSU students for full and part time positions, internships and grad school. The General Manager, Chief Engineer, and News Director attend the virtual fair.
3	Virtual College to Career Job Fair 2020	Wednesday, October 21, 2020 Virtual College to Career Job Fair at Western Kentucky University. The job fair was intended to connect employers with students of all majors. The General Manager, Chief Engineer, and News Directors attended the virtual fair
4	The FCC’s Equal Employment Opportunity Rules	On November 19, 2020, WBKO’s Office Manager, Chief Engineer, and Program Coordinator participated in The FCC’s Equal Employment Opportunity Rules: A Webinar for Gray Television Stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.

5	Western Kentucky University Virtual Liberal Arts Fair	Wednesday, March 24, 2021, WBKO's Local Sales Manager and New Director attended the WKU Virtual Liberal Arts Fair. The event connected graduates with internships, full-time employment, and post-graduate opportunities.
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