

**WBKO-TV, WBGS-LD**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-22, 25	16
Account Executive	1-22	16
Account Executive	1-22	16
Assistant News Director	1-22	16
Chief Meteorologist	1-20, 22	18
Director/Master Control Operator	1-20, 22	15
Evening News Producer	1-22, 25	15
Evening Video Editor/Producer	1-20, 22	14
IT Specialist	1-22	17
Morning Meteorologist	1-22	17
Multi-media Journalist/Reporter	1-22	15
News-Reporter/Multi-Media Journalist (3)	1-22, 25	17/14/15
Producer/MMJ	1-22	15
Sports Reporter/Anchor (2)	1-22	17/16
Technical Media Producer/Director	1-20, 22	17
Video Editor/Producer	1-22	14
Video Editor/Producer	1-22, 24	17
Weekend Anchor/Producer	1-22, 25	17
Weekend Meteorologist	1-22	16

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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	Western Kentucky University Bradley J. Pfranger Associate Professor <a href="mailto:bradley.pfranger@wku.edu">bradley.pfranger@wku.edu</a> Mass Media and Technology Bldg #342 Bowling Green, KY 42101-3576 270-745-4144	N	
2	Daymar College Shannon Gottke, Career Sv Coord <a href="mailto:sgottke@daymarcollege.edu">sgottke@daymarcollege.edu</a> 2421 Fitzgerald Industrial Dr. Bowling Green, KY 42101 270-843-6750	N	
3	South Central Kentucky Community & Technical College Gene Basil, <a href="mailto:gene.basil@kctcs.edu">gene.basil@kctcs.edu</a> 1845 Loop Drive Bowling Green, KY 42101-3601 270-901-1151	N	
4	Southcentral Kentucky Community & Technical College Dr. Kim Myers <a href="mailto:kim.myers@kctcs.edu">kim.myers@kctcs.edu</a> Director of Workforce Solutions 1127 Morgantown Road Bowling Green, KY 42101 270-901-1032	N	
5	Michaels Media, LLC Michael Bille <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> 5134 Sandy Beach Avenue Siesta Key, FL 34242 813-494-4555	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Columbia College Chicago <a href="mailto:vrobins@colum.edu">vrobins@colum.edu</a> or <a href="mailto:careercenter@colum.edu">careercenter@colum.edu</a> 754 S Wabash, Room 3 <sup>rd</sup> Floor Chicago, IL 60605 312-369-6844 or 312-369-7280	N	
7	Lindsey Wilson College Laura K. Burwash ( <a href="mailto:burwashl@lindsey.edu">burwashl@lindsey.edu</a> & <a href="mailto:careerservices@lindsey.edu">careerservices@lindsey.edu</a> ) 210 Lindsey Wilson St. Columbia, KY 42728 270-384-8065	N	
8	Middle Tennessee State University Greg Pitts, Ph.D Director, School of Journalism & Strategic Media 1301 East Main Street, Box 64 Murfreesboro, TN 37312 <a href="mailto:greg.pitts@mtsu.edu">greg.pitts@mtsu.edu</a> 615-494-8925	Y	
9	Murray State University Dept of Journalism and Mass Communications Chris Haynes <a href="mailto:chaynes@murraystate.edu">chaynes@murraystate.edu</a> 114 Wilson Hall Murray, KY 42071 270-809-2390	N	
10	LDS Employment Resource Center Brian & Iris Tobler ( <a href="mailto:wel-ec-nashville@ldschurch.org">wel-ec-nashville@ldschurch.org</a> ) 19 Industrial Park Dr. Nashville, TN 37075 615-822-7046	N	
11	University of KY School of Journalism Scoobie Ryan, Associate Director School of Journalist and Media ( <a href="mailto:scoobie@uky.edu">scoobie@uky.edu</a> ) 343 S. Martin Luther King Blvd Lexington, KY 40506-0042 859-257-4362	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Ohio and Illinois Centers for Broadcasting Don Clark ( <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> ) National Career Services Director 9885 Rockside Rd, Suite 160 Valley View, OH 44125 216-503-5900	N	
13	Broadcast Employment Services Mark O. Halloway ( <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> ) P.O. Box 4116 Oceanside, CA 92052 760-754-8177	Y	
14	Posting on Gray Television Careers site <a href="https://gray.tv/careers#currentopenings">https://gray.tv/careers#currentopenings</a> HR@gray.tv	N	17
15	Positing on Indeed.com HR@gray.tv	N	17
16	Referral	N	9
17	Internal Applicant	N	8
18	Walk-in Candidate/Self Referral	N	1
19	Job Fair	N	
20	Posting to WBKO website	N	
21	RTNDA Website	N	
22	Posting on Handshake: Tennessee State University, Southern Illinois University-Carbondale, Belmont University, University of Central Missouri, Columbia College of Missouri, University of Tennessee, University of Missouri-Columbia, bellarmine University, University of Kentucky, University of Louisville, Western Kentucky University, Campbellsville University, Asbury College, Union University, Arkansas State, University of Arkansas, University of Arkansas, University of Memphis, Southcentral Kentucky Community & Technical College	N	
23	Posting to People Matter	N	
24	Posting to Social Media Site: Facebook, LinkedIn	N	1
25	Posting to Campbellsville University website <a href="http://www.Campbellsville.edu/jobs-local">www.Campbellsville.edu/jobs-local</a> 1 University Drive Campbellsville, KY 42718 270-789-5000	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			53

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	WKU Career Fair Fall 2022	September 28, 2022, the station participated in the WKU Career Fair Fall 2022 at Western KY University. Attending the career fair was the News Director and Chief Engineer, who shared opportunities at the station.
<b>2</b>	WKU Career Fair Spring 2023	On, March 1, 2023, the station participated in the WKU Career Fair Spring 2023 held at Western Kentucky University. Participants from the station included the News Director and the General Manager. Opportunity was given to share full-time opportunities and internships.
<b>3</b>	Allen County/Scottsville High School Career Fair	On March 7, 2023 WBKO attended the Allen County/Scottsville Career Fair. Participants from the station include the News Director, Engineering, and an Multi-Media Journalist. WBKO displayed green screen, showcasing the technology used to forecast and present the weather. Also spoke with students from 9 <sup>th</sup> -11 <sup>th</sup> grades.
<b>4</b>	Tennessee State University 2022 Fall Career Fair	WBKO participated in the 2023 Fall Career Fair at Tennessee State University on Friday, Sept. 23, 2022. Attending was the News Director. Students were given information on job opportunities at the station.

5	Sumner Academy Career Day	On Friday, March 3, 2023, WBKO Producer participated in a Career Day at Sumner Academy in Gallatin, TN. Information was given on job and degree and challenges involved in doing the job.
6	SCK Launch	SCK Launch a partnership between Bowling Green Area Chamber Foundation, The Bowling Green Independent School District, Warren County Public School and local business to ensure our future graduates succeed in their careers. SCK Launch was held October 26-27, 2022 at the Knicely Conference Center. This was a Hands-On Career Expo for Eighth Graders. Attending were Creative Services, News Director, and Sales.
7	SCK Launch Career Shadowing	On October 18, 2022, WBKO hosted Warren County Public School students from Warren East High School for the SCK Launch Career Shadowing. Participating were the News Director, Local Sales Manager, Engineering, and Sales Department.