

FCC/EE0 Public File Report
 KET - WKLE, Lexington Network Center
 4/1/14 -3/31/15
 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. 59 employees attended 93 various classes, seminars, conferences, or online courses to advance their expertise in their subject area.	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; 2 newly hired managers were given diversity training as part of the orientation process. Harassment Prevention Policy was disseminated agency-wide with signed acknowledgements verifying completion. We conduct diversity & sexual harassment training for all supervisors & managers on a bi-annual basis (will be done again in Fall 2015).	Diversity, anti-discrimination & sexual harassment training for supervisors and managers	Ronald Brown
3	Ongoing	Participation in programs designed to promote outreach generally	Provide KET Tours to school groups from all over the state: 300 students & teachers took tour during the reporting period.	Expose elementary, middle and high school students to careers in the broadcasting industry. Students tour studio, talk to various agency personnel regarding their careers in the broadcasting industry.	Deborah Harris, coordinator. Tours led by various staff.

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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: Have hosted 21 college interns during reporting period.	Host interns from state colleges who are majoring in areas that relate to broadcasting & business for credit hours.	Ron Brown and Jill Fitzpatrick
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: Have hosted 4 EBCE students during reporting period, as well as 2 college student volunteers.	Host students from local high schools who are interested in broadcasting careers in 7-week program in conjunction with Fayette County Public Schools; Also host students for Job Shadowing/Volunteering from high schools or colleges.	Ron Brown, Jill Fitzpatrick and Area Supervisors
6	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Video Production Workshops & Consultations: Conducted 48 workshops involving over 1000 students & teachers.	Conduct workshops for students & teachers in Kentucky schools or in the KET Media Lab, providing teachers and students instruction on basic production skills and how they can be integrated into the classroom to enhance various curriculum areas, address 21st century skills, and provide students with a creative outlet for communicating.	KET Education staff, including Jeff Gray, Allison NeCamp, Sara O'Keefe, and education consultants

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7	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Professional Development Workshops: Conducted 27 workshops involving over 350 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, Larry Moore, 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.
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**EEO Public File Report
KET-The Kentucky Network
WKLE-TV, Lexington, KY
April 1 2014-March 31, 2015
Full-Time Positions Filled**

Full-Time Job	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Production Assistants (2)	1/13/2014	4/1/2014	KET Website	1	
				Lexington Herald Leader	0	
				CareerBuilder Web Site	0	
				Internal Posting	3	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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
2	Facilities Coordinator	3/14/2014	7/1/2014	KET Website	0	
				Lexington Herald Leader	0	
				CareerBuilder Web Site (Indeed.com)	1	1
				Internal Posting	1	
				Referral	0	
				Unknown	2	
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	
3	Education Technology Consultant	3/20/2014	8/1/2014	KET Website	0	
				Lexington Herald Leader	1	
				CareerBuilder Web Site	1	
				Internal Posting	0	
				Referral	2	1
				Unknown	1	
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	

4	Broadcast Network Administrator	4/7/2014	6/16/2014	KET Website	0	
				Lexington Herald Leader	1	
				CareerBuilder Web Site	3	
				Internal Posting	1	1
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	
5	Membership Coordinators (2)	4/25/2014	6/16/2014	KET Website	1	1
				Lexington Herald Leader	0	
				CareerBuilder Web Site	5	1
				Internal Posting	0	
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	
6	Education Technology Manager	7/28/2014	12/16/2014	KET Website	2	1
				Lexington Herald Leader	0	
				CareerBuilder Web Site	0	
				Internal Posting	1	
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	
7	Publicist & Communications Coordinator	9/15/2014	11/4/2014	KET Website	2	
				Lexington Herald Leader	0	
				CareerBuilder Web Site	1	
				Internal Posting	2	
				Referral	2	1
				Unknown	1	
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	
				Kentucky Career Center	0	
				Dreams With Wings	0	
8	Associate Producer, Public Affairs	9/15/2014	1/5/2015	KET Website	1	
				Lexington Herald Leader	0	
				CareerBuilder Web Site	0	
				Internal Posting	5	1
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	
				Kentucky Career Center	0	
				Dreams With Wings	0	
9	Studio Maintenance Engineer	9/22/2014	1/5/2015	KET Website	1	
				Lexington Herald Leader	1	1
				CareerBuilder Web Site	0	
				Internal Posting	1	
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	
				Kentucky Career Center	0	
				Dreams With Wings	0	
10	Membership Coordinator	1/4/2015	2/18/2015	KET Website	3	1
				Lexington Herald Leader	0	
				CareerBuilder Web Site	3	
				Internal Posting	0	
				Referral	0	
				Unknown	1	
				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	
				ITT Technical Institute	0	
				KY State Government Personnel Website	0	
				Northern Kentucky University	0	
				Morehead State University	0	
				Office of Vocational Rehabilitation	0	
				Kentuckiana Works	0	
				Kentucky Career Center	0	
				Dreams With Wings	0	
					51	12

KET - The Kentucky Network
Station WKLE-TV - Lexington, KY
4/1/14 - 3/31/15
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	11
2	Lexington Herald-Leader 100 Midland Avenue Lexington, Kentucky 40508 (859) 231-1485	Tammy McConnell	No	3
3	CareerBuilder Web Site (www.careerbuilder.com) C/O Lexington Herald Leader 100 Midland Ave Lexington KY 40508 (859) 231-1485	Tammy McConnell	No	14
4	KET - Internal Posting 600 Cooper Drive Lexington, KY 40502 (859) 258-7103	HR Department	No	14
5	Unknown	Resume/Application did not indicate source		5
6	Referral	Various Contacts		4
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) 566-3377	Chris Green cgreen@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@bera.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
13	PBS Connect Job Listings 600 Cooper Drive Lexington, KY 40502 (859) 258-7030	KET Human Resources	No	0

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Recruitment Sources

Number	Recruitment Source	Contact	Entitled	# Interviewed
14	Transylvania Career Development Center 300 N. Broadway Lexington, KY 40508 (859) 233-8193	Susan Rayer srayer@transy.edu	No	0
15	University of Kentucky 116 Stuckert Building 40506-0494 Lexington KY 40506 (859) 257-2746	Danitra Wallace Danitra.Wallace@uky.edu	No	0
16	University of Louisville Career Development Center 2011 South Brook St. Houchens Building, LL03104 Louisville, KY 40292	Matt Real mpreal01@louisville.edu	No	0
17	ITT Technical Institute 2473 Fortune Drive Lexington KY 40509 (859) 246-3300	Tameara O'Neill	Yes	0
18	Kentucky State Government Personnel Website	www.personnel.ky.gov	No	0
19	Northern Kentucky University Nunn Drive Highland Heights, KY 41099 (859) 572-1426	Chris Strobel strobelc@nku.edu *Associate Professor, Electronic Media & Broadcasting	No	0
20	Morehead State University Career Center 428 University Blvd. Morehead, KY 40351 (606) 783-5458	careerservices@moreheadstate.edu Megan Boone	Yes	0
21	CPB (Corporation for Public Broadcasting) Website www.cpb.org/jobline	Elly Dotson, KET Contact	No	0
22	Current.org Website (publication for public media industry)	current.org/jobs	No	0
23	Office of Vocational Rehabilitation 229 W. Main St., Suite 302 Frankfort, KY 40601 502-564-7629	Rachel Maddox Rachel.Maddox@ky.gov	Yes	0
24	KentuckianaWorks 502-574-3159	Rider Rodriguez, Jr. Rider.Rodriguez@KentuckianaWorks.org	Yes	0
25	Kentucky Career Center 275 E. Main St., 2wb Frankfort, KY 40601 502-782-3320, Ext. 23320	Susan Riddell Susan.Riddell@ky.gov	Yes	0
26	Dreams With Wings 1579 Bardstown Rd. Louisville, KY 40205 502-238-4820 502-345-8907 (cell)	Jessica Elliott jelliott@dreamswithwings.org	Yes	0

KET-The Kentucky Network WKLE-TV, Lexington, KY April 1 2014-March 31, 2015 Total Number of Interviewees Referred By Each Recruitment Source	
Total Number of Persons Interviewed for Full-Time Vacancies:	51
Referring Recruitment Source	Total Number of Interviewees
KET Website	11
Lexington Herald Leader	3
CareerBuilder Web Site	14
KET Internal Posting	14
Unknown	5
Referral	4
Urban League of Lexington	0
Urban League of Louisville	0
Kentucky State University	0
Berea College	0
Asbury College	0
Kentucky Broadcasters Association	0
PBS Connect Job Listings	0
Transylvania University	0
University of Kentucky	0
University of Louisville	0
ITT Technical Institute	0
KY State Government Personnel Website	0
Northern Kentucky University	0
Morehead State University	0
Corporation for Public Broadcasting Website	0
Current.org	0
Office of Vocational Rehabilitation	0
KentuckianaWorks	0
Kentucky Career Center	0
Dreams With Wings	0