

EEO PUBLIC FILE REPORT

Covering the period from

04/01/16

to

03/31/17

Station Comprising Station Employment Unit: WLEX-TV

Section 1 Vacancy Information

	Full Time Position Filled by	Date Opened	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this Position
	Job Title					
1	Meteorologist	1/18/2016	5/31/2016	See Recruitment List Attached	KATC	4
2	Reporter	2/26/2016	6/6/2013	See Recruitment List Attached	YouTube	5
3	Reporter	2/26/2016	6/13/2016	See Recruitment List Attached	Employee Referral	5
3	Photographer	3/15/2016	4/18/2016	See Recruitment List Attached	LEX Website	1
4	P-T Production Asst	7/13/2016	8/19/2016	See Recruitment List Attached	LEX Website	6
5	P-T Production Asst	7/13/2016	8/19/2016	See Recruitment List Attached	LEX Website	6
6	P-T Editor	7/19/2019	8/25/2016	See Recruitment List Attached	Intern Program	3
7	P-T Editor	8/5/2016	9/3/2016	See Recruitment List Attached	Intern Program	2
8	Photographer	8/5/2016	9/1/2016	See Recruitment List Attached	LEX Website	2
9	Reporter	8/5/2016	10/17/2016	See Recruitment List Attached	Word of Mouth	2
10	Associate Producer	8/5/2016	8/29/2019	See Recruitment List Attached	Former Employee	2
11	P-T Master Control	8/29/2016	9/23/2016	See Recruitment List Attached	Employee Referral	3
12	Weekend Anchor/Reporter	9/21/2016	12/5/2016	See Recruitment List Attached	YouTube	4
13	Weekend Anchor/Reporter	1/10/2017	3/20/2017	See Recruitment List Attached	YouTube	3
14	Producer	1/20/2017	3/16/2017	See Recruitment List Attached	LEX Website	5

Total Number of Persons Interviewed During Applicable Period:

53

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Asbury College	Sally Foster and Donna Flannigan		Y
	1 Macklem Drive Wilmore, KY 40390	859-858-3511		
2	Eastern KY University	Linda Hensley		Y
	SSB 463 CPO 62 Richmond, KY 40475	859-622-1568		
3	Georgetown College	Jim Tussey and Holly James		Y
	400 E. College St Georgetown, KY 40324	502-863-8122		
4	Mayor's Training Center	Leslie James		Y
	258 Clark Street Lexington, KY 40507	859-258-3140		
5	Murray State University	Gina Winchester and Anne Johnson		N
	P.O. Box 9 Murray, KY 42071	270-762-2907		
6	Transylvania University	Carolyn Whitaker		Y
	300 N Broadway Lexington, KY 40507	859-233-8785		
7	Univ of KY Career Center	Mary Ann Crawford		Y
	Stuckert Bldg Lexington, KY 40506	859-233-8785		
8	Morehead St. University	Dale Greer		N
	Morehead, KY dgreer@mis.net	606-776-1990		
9	Web Page, LEX18.COM	Job Opportunities		N
	www.lex18.com		16	
10	WALK INS	Sandy Byron		N
	1065 Russell Cave Road Lexington, KY 40505	859-259-1818		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
11	Employee Referrals		6	N
12	The Lexington Herald Leader	Janice Thomas		N
	100 Midland Ave Lexington, KY 40508	859-233-7878		
13	KRISTV.COM			N
	P.O. Box 840 Corpus Christi, TX 78403			
14	KOAA TV			N
	Colorado Springs, Colorado			
15	KATC		1	N
	Lafayette, LA			
16	KPAX.COM			N
	Missoula, Montana			
17	KRTV.COM			N
	Great Falls, Montana			
18	KTVQ.COM			N
	Billings, Montana			
19	KVOA.COM			N
	Tucson, Arizona			
20	KXLF.COM			N
	Butte, Montana			
21	TVJOBS.COM		2	N
22	Graeme Newell	Graeme Newell		N
	gnewell@staff.vault.com			
23	MediaLine	Mark Shilstone	1	N
	Box 51909 Pacific Grove, CA 93950	800-237-8073		
24	National College of Business and Technology	Tena Varney 859-253-0621 ext 15		Y
25	TV Spy			N
	tvspy.com			
26	Current employees of WLEX-TV		5	N
	1065 Russell Cave Road Lexington, KY 40505			
27	Former employees of WLEX-TV		1	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	1065 Russell Cave Road Lexington, KY 40505			
28	Internship Program	In-house	5	N
29	Word of Mouth		3	N
30	You Tube		12	N
31	Indeed.com		1	N
32	AR&D consultants			N
33	LEX Jobs site			N

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Section 2 Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WLEX-TV

Description of activities:

WLEX-TV has offered an internship program for numerous years. The program is geared toward college junior or seniors who will receive college credit for their internship. The students are typically communications or telecommunications majors who are interested in working in the television industry. We are continuing on with this program as of the date of this report.

WLEX utilized its website along with other media outlets job banks to post our jobs.

WLEX established a mentor program for station personnel. This program began in Feb. 2004. The management teams identifies employees who we believe could benefit from learning from the experience of other managers in the station. We believe these employees could be the next leaders of our station. We are working with them to enhance their skill sets to make them better suited to management roles. We attempt to give them projects and tasks to help them grow.

WLEX had EEO training with its legal counsel for all hiring managers on 1/10/17. WLEX has worked on providing its management team training to ensure equal opportunity and preventing discrimination. We discuss equal opportunity and discriminatory issues at least annually. This is done in our manager meetings.

WLEX provides training to its staff members who are interested in moving to higher and better paying positions within the company. Over the last two years, we have been able to hire many of our current staff for higher level jobs based upon their ability to train and prove their abilities in-house.

Our Chief Meteorologist provides training to elementary school children on weather. His Bill's 101 has been in place since 1999. This is well received by teachers and students alike. In addition, we give tours of our station to scout groups and others upon request.

In 2017, we opened an LEX 18 mini set in the Junior Achievement Biztown. This program allows 5th grade students in our DMA to actively work in our store front to learn about different jobs in our company. This program is being well received by the students and JA staff.