

EEO PUBLIC FILE REPORT

Covering the period from

04/01/13

to

03/31/14

Station Comprising Station Employment Unit: WLEX-TV

Section 1 Vacancy Information

	Full Time Position Filled by Job Title	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
1	Meteorologist	10/4/2012	5/15/2013	See Recruitment List Attached	You Tube	6
2	Investigative Reporter	2/4/2013	8/5/2013	See Recruitment List Attached	Employee Referral	2
3	Sports Anchor	3/6/2013	4/29/2013	See Recruitment List Attached	Former Employee	3
4	Reporter	3/6/2013	6/3/2013	See Recruitment List Attached	You Tube	3
5	Internet Director	3/21/2013	5/3/2013	See Recruitment List Attached	Current Employee	3
6	Investigative Producer	4/16/2013	6/3/2013	See Recruitment List Attached	LEX website	1
7	Producer	4/26/2013	8/23/2013	See Recruitment List Attached	Former Intern	4
8	Reporter	4/26/2013	8/5/2013	See Recruitment List Attached	TV Jobs	3
9	Reporter	4/26/2013	8/19/2013	See Recruitment List Attached	You Tube	3
10	Interactive Account Exec	5/21/2013	10/28/2013	See Recruitment List Attached	Former Employee	16
11	Photographer	7/10/2013	8/19/2013	See Recruitment List Attached	Employee Referral	3
12	Weekend Anchor/Reporter	8/22/2013	11/25/2013	See Recruitment List Attached	TV Jobs	4
13	Weekend Anchor/Reporter	8/22/2013	12/1/2013	See Recruitment List Attached	Media Line	4
14	Photographer	8/27/2013	10/7/2013	See Recruitment List Attached	Former Employee	1
15	MMJ	9/19/2013	12/2/2013	See Recruitment List Attached	Media Line	3
16	P-T Production Assistant	9/19/2013	11/25/2013	See Recruitment List Attached	Former Intern	5
17	P-T Production Assistant	9/19/2013	11/25/2013	See Recruitment List Attached	LEX website	5
18	P-T Photographer/Editor	9/19/2013	11/25/2013	See Recruitment List Attached	Former Intern	3

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Section I Vacancy Information

	Full Time Position Filled by Job Title	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
19	P-T Teleprompter	9/19/2013	11/25/2013	See Recruitment List Attached	Former Intern	3
20	Producer	9/19/2013	11/1/2013	See Recruitment List Attached	Current Employee	3
21	Associate Producer/Editor	9/19/2013	12/2/2013	See Recruitment List Attached	LEX website	2
22	Production Assistant	11/5/2013	11/25/2013	See Recruitment List Attached	Former Employee	5
23	P-T Web Content Producer	11/25/2013	12/16/2013	See Recruitment List Attached	Word of Mouth	3
24	Account Executive	12/12/2013	4/7/2014	See Recruitment List Attached	Herald Leader	4
25	Interactive Sales Specialist	1/7/2014	3/1/2014	See Recruitment List Attached	Current Employee	4
26	Production Assistant	1/27/2014	2/19/2014	See Recruitment List Attached	Current Employee	1
27	Interactive Account Exec	2/24/2014	4/14/2014	See Recruitment List Attached	LEX website	4
28	P-T Editor	3/17/2014	4/5/2014	See Recruitment List Attached	Employee Referral	3
29				See Recruitment List Attached		

Total Number of Persons Interviewed During Applicable Period:

104

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Asbury College	Sally Foster		Y
	1 Macklem Drive Wilmore, KY 40390	859-858-3511	3	
2	Asbury College	Donna Flannigan		Y
	1 Macklem Drive Wilmore, KY 40390	859-858-3511		
3	Eastern KY University	Linda Hensley		Y
	SSB 463 CPO 62 Richmond, KY 40475	859-622-1568		
4	Georgetown College	Jim Tussey		Y
	400 E. College St Georgetown, KY 40324	502-863-8122		
5	Georgetown College	Holly James		Y
	400 E. College St Georgetown, KY 40324			
6	Mayor's Training Center	Leslie James		Y
	258 Clark Street Lexington, KY 40507	859-258-3140		
7	Murray State University	Gina Winchester		N
	P.O. Box 9 Murray, KY 42071	270-762-2907		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
8	Murray State University	Anne Johnson		N
	P.O. Box 9 Murray, KY 42071	270-762-2907		
9	Transylvania University	Carolyn Whitaker		Y
	300 N Broadway Lexington, KY 40507	859-233-8785		
10	Univ of KY Career Center	Mary Ann Crawford		Y
	Stuckert Bldg Lexington, KY 40506	859-233-8785		
11	Morehead St. University	Dale Greer		N
	Morehead, KY dgreer@mis.net	606-776-1990		
12	Web Page, LEX18.COM	Job Opportunities		N
	www.lex18.com		36	
13	WALK INS	Sandy Byron		N
	1065 Russell Cave Road Lexington, KY 40505	859-259-1818		
14	Employee Referrals		4	N
15	The Lexington Herald Leader	Janice Thomas	7	N
	100 Midland Ave Lexington, KY 40508	859-233-7878		
16	KRISTV.COM			N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	P.O. Box 840 Corpus Christi, TX 78403			
17	KOAA TV			N
	Colorado Springs, Colorado			
18	KPAX.COM			N
	Missoula, Montana			
19	KRTV.COM			N
	Great Falls, Montana			
20	KTVQ.COM			N
	Billings, Montana			
21	KVOA.COM			N
	Tucson, Arizona			
22	KXLF.COM			N
	Butte, Montana			
23	TVJOBS.COM		7	N
24	Graeme Newell	Graeme Newell		N
	gnewell@staff.vault.com			
25	MediaLine	Mark Shilstone	12	N
	Box 51909 Pacific Grove, CA 93950	800-237-8073		
26	National College of Business and Technology	Tena Varney 859- 253-0621 ext 15		Y
27	TV Spy			N
	tvspy.com			
31	Current employees of WLEX-TV		13	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			
32	Former employees of WLEX-TV		6	N
	1065 Russell Cave Road Lexington, KY 40505			
33	Internship Program	In-house	7	N
35	Word of Mouth		3	N
38	You Tube		6	N
39	LEX Jobs site			Y

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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 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.