EEO PUBLIC FILE REPORT

04/01/18

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Station Comprising Station Employment Unit: WLEX-TV Covering the period from

Section | Vacancy Information

| | | 3 | | | | |
|---------------------------|-----------------------------|----------------------------------|-------------|-------------|------------------------------|----------|
| | | | | | | |
| 5 | lex18.com | See Recruitment List Attached | 1/3/2019 | 11/9/2018 | 18 Director | = |
| 4 | Asbury University | See Recruitment List Attached | 1/14/2019 | 11/5/2018 | 17 Engineer | - |
| 5 | Employee Referral | See Recruitment List Attached | 10/29/2018 | 8/27/2018 | 16 Marketing Producer | <u> </u> |
| 4 | lex18.com | See Recruitment List Attached | 9/25/2018 | 8/23/2018 | 15 Production Assistant | |
| 4 | Word of Mouth | See Recruitment List Attached | 9/4/2018 | 7/23/2018 | 14 Director | _ |
| 1 | lex18.com | See Recruitment List Attached | 8/14/2018 | 7/16/2018 | 13 Photographer | = |
| 2 | TV Jobs | See Recruitment List Attached | 8/27/2018 | 7/13/2018 | 12 Reporter | l |
| - | Word of Mouth | See Recruitment List Attached | 8/2/2018 | 5/15/2018 | 11 Producer | _ |
| 1 | lex18.com | See Recruitment List Attached | 7/9/2018 | 5/3/2018 | 10 Photographer | = |
| - | Employee Referral | See Recruitment List Attached | 5/29/2018 | 5/3/2018 | 9 Photographer | |
| 4 | Former Employee | See Recruitment List Attached | 5/21/2018 | 4/23/2018 | Associate Producer | |
| Ų | You Tube | See Recruitment List Attached | 8/27/2018 | 4/9/2018 | 7 Reporter | |
| 4 | TV Jobs | See Recruitment List Attached | 8/6/2018 | 4/9/2018 | 6 Sports Reporter | |
| 6 | lex18.com | See Recruitment List Attached | 7/30/2018 | 4/9/2018 | Account Executive | |
| 6 | Employee Referral | See Recruitment List Attached | 7/9/2018 | 4/9/2018 | Account Executive | |
| 9 | lex18.com | See Recruitment List Attached | 7/2/2018 | 4/9/2018 | Account Executive | |
| 2 | Medialine | See Recruitment List Attrached | 6/18/2018 | 2/28/2018 | 2 Multi-Media Journalist | |
| 6 | Word of Mouth | See Recruitment List Attached | 5/14/2018 | 1/15/2018 | Director of Sales | |
| Position | Reenuipment Source of Hires | - S - S | | | Job Tide | |
| from all sources for this | | Recruitment Source(s) | Date Filled | Date Opened | Full Time Position Filled by | |

| Information | Information Regarding Recruitment Sources Contacted for All Full-Time | nent Sources Con | tacted for All | Full-Time |
|--|---|---------------------|----------------|-------------|
| | | a call city | | |
| No. | Recruitment | Contact | Total | Entitled to |
| The Control of the Co | Asbury University | Don Mink | 1 Y | Y |
| į | 1 Macklem Drive | and Donna | | |
| | Wilmore, KY | Flannigan 859- | | |
| | 40390 | 858-3511 | | |
| 2 | Eastern KY | Jim Gleason, Ed | | Y |
| | University | Davis, Career | | |
| | SSB 463 CPO 62 | 859-622-1568 | | |
| | Richmond, KY | | | |
| ω | Georgetown | Holly James | | V |
| | College | • | | ı |
| | 400 E. College St | 502-863-8122 | | |
| | Georgetown, KY 40324 | | | |
| 4 | ITT-Tech | Brooke Keller | | Υ |
| | 3020 Old Todds | 859-246-3300 | | |
| | Road Lexington, KY 40509 | | | |
| 5 | Transylvania | Susan Rayer | | Υ |
| | Controlly 1 | | | |
| | 300 N Broadway Lexington, KY 40507 | 859-233-8785 | | |
| 9 | Univ of KY Career | Lars Willnat, | | Υ |
| | Center | Richard Lebunski | | |
| | Stuckert Bldg | 859-233-8785 | | |
| | Lexington, KY 40506 | | | |
| 7 | Web Page, | Job | | Z |
| | LEX18.COM | Opportunities | | |
| | www.lex18.com | | 21 | |
| | | - | | |
| | | | | |
| | | | 101 - 1004.1 | |
| | | | | |

| | 12 1 1 2 5 | In-house | |
|---|----------------|-------------------|-----------|
| All Full-Time Entitled to Notification N N N N N N N N N N N N N | Interviewed 12 | Vacancies Contact | Informati |

| | | |
|---|--|--|
| -No. | Information | |
| Recruitment Source | Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies | |
| Contac | ruitment Source Vacancies | |
| t Total | s Contacted for | |
| Total Entitled (Interviewed Notification | r All Full-Time | |
| Ŧ e | | |

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| Vacancies | Information Regarding Recruitment Sources Contacted for Select Full-Time |
|-----------|--|
| | Contacted for Select Full-Time |

| | | | | | | | | _ | | | | | | | | | | | _ |
|-------------------------------|--------------------------------|--------------------------|----------------|-------------|---------------------|----------|-----------------|-------------------|------------|---------------------|-----------|-----------|-----------------|-------------------|----------------|-------------|---------------------|------------------|---------------|
| 30 M Ut | P. | | U ₁ | 28 Li | 27 Al | K | R | 01 | of | 26 Fc | tv | 25 T | Gı | В | 24 M | <u>.c</u> (| 113 | 23 G | 22 TV |
| 30 Morehead St. University | P.O. Box 9 Murray, KY 42071 | | University | 28 Linkedin | 27 AR&D consultants | KY 40505 | Road Lexington, | 1065 Russell Cave | of WLEX-TV | 26 Former employees | tvspy.com | 25 TV Spy | Grove, CA 93950 | Box 51909 Pacific | 24 MediaLine | .com | gnewell@staff.vault | 23 Graeme Newell | 22 TVJOBS.COM |
| Dale Greer | | Johnson 270-762- 2907 | and Anne | | | | | | | | | | | 800-237-8073 | Mark Shilstone | | | Graeme Newell | |
| | | | | | | | | | | 4 | | | | | 2 | | | | S. |
| Z | | | Z | Z | Z | | | | | Z | | Z | | | Z | | | Z | Z |

| No. 31 | No. Recruitment Contact Total Entitled | Vacancies Vacancies Contact 606-776-1990 Sandy Byron 859-259-1818 Janice Thomas 859-233-7878 | Total Entitled to Interviewed Notification N | Entitled to Notification |
|--------|--|---|--|--------------------------|
| | | | | |
| No. | Recruitment Source | Contact | Total futerviewed | Entitled t |
| | Morehead, KY | 606-776-1990 | | |
| | dgreer@mis.net | | | |
| 31 | WALK INS | Sandy Byron | | Z |
| | | 859-259-1818 | | |
| | Road Lexington, | | | |
| | KY 40505 | | | |
| 32 | The Lexington | Janice Thomas | | Z |
| | Herald Leader | | | |
| | 100 Midland Ave | 859-233-7878 | | : |
| | Lexington, KY | | | |
| | 40508 | | | |

Total from all recuritment sources

EEO PUBLIC FILE REPORT

Covering the period from

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Station Comprising Station Employment Unit: WLEX-TV

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

Description of activities:

of this report. For this reporting period, the station had 13 interns in working in the television industry. We are continuing on with this program as of the date students are typically communications or telecommunications majors who are interested toward college junior or seniors who will receive college credit for their internship. The WLEX-TV has offered an internship program for numerous years. The program is geared

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

projects and tasks to help them grow. skill sets to make them better suited to management roles. We attempt to give them could be the next leaders of our station. We are working with them to enhance their 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 WLEX established a mentor program for station personnel. This program began in Feb.

at least annually. This is done in our manager meetings. and preventing discrimination. We discuss equal opportunity and discriminatory issues WLEX has worked on providing its management team training to ensure equal opportunity

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

entitled Diversity in Journalism. She has taught the class for about 14 years. One of WLEX's main anchors teaches a class in Journalism at the University of Kentucky

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

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