## EEO PUBLIC FILE REPORT

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03/31/16

Covering the period from

Station Comprising Station Employment Unit: WLEX-TV

Section 1 Vacancy Information

18	17	16	15	14	13	12	11	10					LA.			<b></b>	N			
18 Weekend Meteorologist	17 Engineer	16 Producer	15 Photographer	14 Photographer	13 Co-Anchor/Reporter	I2 Director	11 Intereactive Account Executive	0 Production Assistant	9 Producer	8 MMJ/Reporter	MMJ/Reporter	6 MMJ/Reporter	5 Weekend Sports Anchor	4 National Sales Coordinator	3 Local Sales Asst	MMJ/Reporter	Weekend Anchor/Reporter	1 Weekend Anchor/Reporter	Job Title	Full Time Position Filled by
1/18/2016	12/18/2015	11/23/2015	10/9/2015	10/9/2015	10/6/2015	9/30/2015	8/6/2015	7/9/2015	5/21/2015	5/12/2015	5/12/2015	5/12/2015	5/8/2015	4/17/2015	4/17/2015	3/17/2015	3/17/2015	2/10/2015		Date Opened
2/23/2016	2/22/2015	1/11/2016	11/30/2015	11/11/2015	12/15/2015	3/21/2016	9/28/2015	7/27/2015	10/5/2015	9/21/2015	8/17/2015	8/24/2015	8/10/2015	6/29/2015	9/21/2015	5/4/2015	6/15/2015	6/15/2015		Date Filled
See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	See Recruitment List Attached	utilized to fill the vacancy (including organizations entitled to notification)*	Requitment Courses(s)							
Medialine	Employee Referral	UK	LEX website	LEX website	Medialine	Medialine	Employee Referral	Internship Program	U <b>K</b>	You Tube	AR&D consultants	Medialine	Medialine	Former Employee	Employee Referral	Former Intern	You Tube	TV Jobs	Recruitment Source of Hiree	
Σ	6	2	ယ		F	Ò	U <sub>1</sub>	ω	w	ω	נט	w	w	4	Ľ	1	ស	ယ	Position	Total Number of Interviewees from all sources for this

## EEO PUBLIC FILE REPORT

Covering the period from	
04/01/15	
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03/31/16

Section 1 Vacancy Information

Station Comprising Station Employment Unit: WLEX-TV

otal Viimbe				23		22		21		20		21							
otal Number of Persons Interviewed During Amplicable Period:			,									19 Associate Producer		Job Title				Full Time Position Filled by	
mnlicable Period:												2/5/2016						Date Opened	
		,									·	3/7/2016						Date Filled	
				Attached	See Recruitment List	Attached	See Recruitment List	entitled to notification)*	(including organizations	utilized to fill the vacancy	Recruitment Source(s)								
												LEX website		Recruitment Source of Hiree					
6												2		Position				from all sources for this	Total Number of Interviewees

Total Number of Persons Interviewed During Applicable Period:

Informatio		itment Sources C	ontacted for F	ull-Time
No:	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
8	Murray State	Anne Johnson		Z
	University			
	P.O. Box 9 Murray,	270-762-2907		
	KY 42071			
9	9 Transylvania	Carolyn		Y
	University	Whitaker		
	300 N Broadway	859-233-8785		
	Lexington, KY 40507			
10	10 Univ of KY Career	Mary Ann	2	У
	Center	Crawford		
	Stuckert Bldg	859-233-8785		
	Lexington, KY 40506			
11	Morehead St.	Dale Greer		N
	Morehead, KY	606-776-1990		
	dgreer@mis.net			
12	Web Page,	Job		Z
	LEX18.COM	Opportunities		
	www.lex18.com		18	
13	WALK INS	Sandy Byron		N
	1065 Russell Cave	859-259-1818		
	Road Lexington,			
	KY 40505			
14	Employee Referrals		8	N
15	The Lexington	Janice Thomas	1	Z
	Heraid Leader			
	100 Midland Ave Lexington, KY	859-233-7878		
	40508			
				14

No.   Recruitment   Contact   Total   Entitled to	IIIIOIIIIAUO	Information Regarding Recruitment Sources Contacted for Full-Time  Vacancies	itment Sources C Vacancies	ontacted for F	ull-Time
Recruitment					
Source         Interviewed           P.O. Box 840         Interviewed           P.O. Box 840         Interviewed           P.O. Box 840         Interviewed           P.O. Box 840         Interviewed           Corpus Christi, TX         78403           KOAA TV         Interviewed           Colorado Springs,         Interviewed           KOAA TV         Interviewed           Colorado Springs,         Interviewed           KOAA TV         Interviewed           KRATV.COM         Interviewed           KYOA.COM         Interviewed <t< th=""><th></th><th>463</th><th>Contact</th><th>Total</th><th>Entitled to</th></t<>		463	Contact	Total	Entitled to
P.O. Box 840 Corpus Christi, TX 78403  KOAA TV Colorado Springs, Colorado Springs, Colorado KPAX.COM Missoula, Montana KRATV.COM Great Falls, Montana KTVQ.COM Great Falls, Montana KVOA.COM Grucon, Arizona KVOA.COM Tucson, Arizona KVOA.COM Butte, Montana TVJOBS.COM  TVJOBS.COM Butte, Montana TVJOBS.COM  A  Graeme Newell  Graeme Newell  Graeme Newell  Graeme Newell  Box 51909 Pacific 800-237-8073 Grove, CA 93950  National College of Tena Varney 859 Business and 253-0621 ext 15 Technology TVSpy TVSpy TVSpy  TVSpy  TVSpy  TVSpy  TVSpy  3				Interviewed	Notification
Corpus Christi, TX   78403		P.O. Box 840	The second secon	The second secon	Mark And Co.
78403		Corpus Christi, TX			
Colorado Springs, Colorado KPAX.COM Missoula, Montana KRTV.COM Missoula, Montana KRTV.COM Great Falls, Montana KVOA.COM Billings, Montana KVOA.COM Tucson, Arizona KXXLF.COM Butte, Montana TVJOBS.COM Graeme Newell  Graeme Newell		78403			
Colorado Springs, Colorado Colorado KPAX.COM KPAX.COM Missoula, Montana KRTV.COM Great Falls, Montana KRTVQ.COM Billings, Montana KVOA.COM Tucson, Arizona KXLF.COM Butte, Montana TVJOBS.COM Graeme Newell  Graeme Newell Graeme Newell  Graeme New		KOAA TV			Z
Colorado  KPAX.COM  Missoula, Montana  KRTV.COM  Great Falls,  Montana  KTVQ.COM  Billings, Montana  KVOA.COM  Butte, Montana  Tucson, Arizona  TVJOBS.COM  Butte, Montana  TVJOBS.COM  Graeme Newell  Graeme Newell  Graeme Newell  gnewell@staff.vaul t.com  MediaLine  Box 51909 Pacific Grove, CA 93950  National College of Tena Varney 859  Business and TVSpy  TvSpy.com  Current employees  3		Colorado Springs,			
KRTV.COM Missoula, Montana KRTV.COM Great Falls, Montana KTVQ.COM Billings, Montana KVOA.COM Tucson, Arizona KXLF.COM Butte, Montana TVJOBS.COM Butte, Montana TVJOBS.COM Graeme Newell Graeme Newell Graeme Newell Graeme Newell Graeme Newell Tcom MediaLine Box 51909 Pacific Rove, CA 93950 National College of Tena Varney 859 Business and TV Spy TvSpy.com Current employees  3		Colorado			
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Great Falls, Montana KTVQ.COM Billings, Montana KVOA.COM Tucson, Arizona KVOA.COM Tucson, Arizona KUJF.COM Butte, Montana TVJOBS.COM Graeme Newell Graeme Newell Graeme Newell Graeme Newell Graeme Newell Graeme Newell  Graeme Newell		Missoula, Montana			
Great Falls, Montana KTVQ.COM  Billings, Montana KVOA.COM Tucson, Arizona KXXLF.COM Butte, Montana TVJOBS.COM Graeme Newell Graeme Newell Graeme Newell Graeme Newell  MediaLine MediaLine Montana Tryop Pacific Rove, CA 93950 National College of Tena Varney 859 Business and TvSpy.com Current employees  Social Staff. Varney 859 Current employees  TV Spy		KRTV.COM			Z
Montana  KTVQ.COM  Billings, Montana  KVOA.COM  Tucson, Arizona  KXLF.COM  Butte, Montana  TVJOBS.COM  Graeme Newell  Graeme Newell  Graeme Newell  MediaLine  Box 51909 Pacific  Grove, CA 93950  National College of Tena Varney 859  Business and TVSpy  TvSpy  Current employees  Montana  Grove, CA  Solutional College of Tena Varney 859  Business and Current employees  3		Great Falls,			
KTVQ.COM  Billings, Montana KVOA.COM  Tucson, Arizona  KXI.F.COM  Butte, Montana TVJOBS.COM  Graeme Newell  Graeme Newell  Graeme Newell  MediaLine Box 51909 Pacific Grove, CA 93950  National College of Tena Varney 859 Business and TVSpy  TvSpy.com  Current employees  A Wood-237-8073  Current employees  3		Montana			
Billings, Montana  KVOA.COM  Tucson, Arizona  KXLF.COM  Butte, Montana  TVJOBS.COM  Graeme Newell  gnewell@staff.vaul t.com  MediaLine  Box 51909 Pacific Grove, CA 93950  National College of Tena Varney 859 Business and TV Spy  TvSpy.com  Current employees  Billings, Montana  4  Graeme Newell  Graeme Newell  Graeme Newell  Graeme Newell  6  6  6  7  7  7  7  7  7  7  7  7  7	20	KTVQ.COM			Z
KVOA.COM Tucson, Arizona Tucson, Arizona KXI.F.COM Butte, Montana TVJOBS.COM Graeme Newell  Graeme Newell  Graeme Newell  Graeme Newell  Graeme Newell  Graeme Newell  From  Mark Shilstone  10  Box 51909 Pacific 800-237-8073  Grove, CA 93950 National College of Tena Varney 859 Business and Technology TV Spy		Billings, Montana			
Tucson, Arizona  RXXLF.COM  Butte, Montana  TVJOBS.COM  Graeme Newell  gnewell@staff.vaul  t.com  MediaLine  More S1909 Pacific  Box 51909 Pacific  Rorove, CA 93950  National College of Tena Varney 859  Business and TvSpy  TvSpy  Current employees  3		KVOA.COM			Z
KXLF.COM   Butte, Montana   TVJOBS.COM   4   4   Graeme Newell   Graeme Newell   gnewell@staff.vaul   L.com   MediaLine   Mark Shilstone   10   Box 51909 Pacific   800-237-8073   Grove, CA 93950   National College of Tena Varney 859   Business and   253-0621 ext 15   Technology   TV Spy   tvspy.com   Current employees   3		Tucson, Arizona			
Butte, Montana TVJOBS.COM Graeme Newell Graeme Newell Graeme Newell Graeme Newell  gnewell@staff.vaul t.com MediaLine Box 51909 Pacific Grove, CA 93950 National College of Tena Varney 859 Business and Technology TV Spy tvspy.com Current employees  Business and Current employees  3	22	KXLF.COM			Z
TVJOBS.COM         4           Graeme Newell         Graeme Newell           gnewell@staff.vaul         Lcom           MediaLine         Mark Shilstone           Box 51909 Pacific         800-237-8073           Grove, CA 93950         800-237-8073           National College of Tena Varney 859         Business and 253-0621 ext 15           Technology         253-0621 ext 15           TV Spy         3		Butte, Montana			
gnewell@staff.vaul t.com  MediaLine Mark Shilstone 10  Box 51909 Pacific 800-237-8073 Grove, CA 93950 National College of Tena Varney 859 Business and 253-0621 ext 15 Technology TV Spy tvspy.com Current employees 3		TVJOBS.COM		4	Z
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t.comt.comMediaLineMark Shilstone10Box 51909 Pacific800-237-8073Grove, CA 93950800-237-8073National College of Tena Varney 859Business and 253-0621 ext 15Technology253-0621 ext 15TV SpyTvspy.comCurrent employees3		gnewell@staff.vaul			
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Box 51909 Pacific 800-237-8073 Grove, CA 93950 National College of Tena Varney 859 Business and 253-0621 ext 15 Technology TV Spy tvspy.com Current employees 3	25	MediaLine	Mark Shilstone	10	Z
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National College of Tena Varney 859 Business and 253-0621 ext 15 Technology TV Spy tvspy.com Current employees 3		Grove, CA 93950			
Business and 253-0621 ext 15 Technology TV Spy tvspy.com tvspy.com 3	26	National College of	Tena Varney 859	•	¥
Technology TV Spy tvspy.com tvspy.com 3		Business and	253-0621 ext 15		
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		Current employees		ω	Z

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Z	3		40 AR&D consultants	40
Z	2		39 Indeed.com	39
Z	5		38 You Tube	38
Z			35 Word of Mouth	35
Z	4	In-house	33 Internship Program	33
			KY 40505	
			Road Lexington,	
			1065 Russell Cave	•
			of WLEX-TV	
Z	1		32 Former employees	32
			KY 40505	
			Road Lexington,	
			1065 Russell Cave	
Entitled to Notification	Lotal Entitled to Interviewed Notification	Contact	Recruitment Source	No.
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		Vacancies		
ull-Time	ontacted for Fo	tment Sources Co	Information Regarding Recruitment Sources Contacted for Full-Time	Informatio

## EEO PUBLIC FILE REPORT

Covering the period from 04/01/15 ಕ

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