

EEO Public File Report (amended March 2018)

Covering the period from

4/1/2016-03/31/17

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	1/15/2016	5/31/2016	See Recruitment List Attached	KATC	4
2	Weekend Meteorologist	1/18/2016	5/24/2016	See Recruitment List Attached	Medialine	2
3	Reporter	2/26/2016	6/6/2016	See Recruitment List Attached	YouTube	5
4	Reporter	2/26/2016	6/13/2016	See Recruitment List Attached	Employee Referral	5
5	Photographer	3/15/2016	4/18/2016	See Recruitment List Attached	LEX Website	1
6	Photographer	8/5/2016	9/1/2016	See Recruitment List Attached	LEX Website	2
7	Reporter	8/5/2016	10/17/2016	See Recruitment List Attached	Word of Mouth	2
8	Associate Producer	8/5/2016	8/29/2016	See Recruitment List Attached	Former Employee	2
9	Weekend Anchor/Reporter	9/21/2016	12/5/2016	See Recruitment List Attached	YouTube	4
10	Weekend Anchor/Reporter	1/10/2017	3/20/2017	See Recruitment List Attached	YouTube	3
11	Producer	1/20/2017	3/16/2017	See Recruitment List Attached	LEX Website	5

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Total Number of Persons Interviewed During Applicable Period:

35

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Asbury College	Don Mink, Donna Flannigan		Y
	1 Macklem Drive Wilmore, KY 40390	859-858-3511		
2	Eastern KY University	Jim Gleason, Ed Davis, Career Center		Y
	SSB 463 CPO 62 Richmond, KY 40475	859-622-1568		
3	Georgetown College	Holly James		Y
	400 E. College St Georgetown, KY 40324	502-863-8122		
4	ITT-Tech	Brooke Keller		Y
	3020 Old Todds Road Lexington, KY 40509	859-246-3300		
5	Mayor's Training Center	Conni Hayes		Y
	258 Clark Street Lexington, KY 40507	859-258-3140		
6	Transylvania University	Susan Rayer		Y
	300 N Broadway Lexington, KY 40507	859-233-8785		
7	Univ of KY Career Center	Beth Barnes, Richard Lebunski		Y
	Stuckert Bldg Lexington, KY 40506	859-233-8785		
8	Web Page, LEX18.COM	Job Opportunities		N
	www.lex18.com		6	
9	Employee Referrals		2	N
10	KRISTV.COM			N
	P.O. Box 840 Corpus Christi, TX 78403			
11	KOAA TV			N
	Colorado Springs, Colorado			
12	KATC		1	N
	Lafayette, LA			
13	KPAX.COM			N
	Missoula, Montana			
14	KRTV.COM			N
	Great Falls, Montana			
15	KTVQ.COM			N

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	Billings, Montana			
16	KVOA.COM			N
	Tucson, Arizona			
17	KXLF.COM			N
	Butte, Montana			
18	Current employees of WLEX-TV		5	N
	1065 Russell Cave Road Lexington, KY 40505			
19	Internship Program	In-house		N
20	Word of Mouth		3	N
21	You Tube		12	N
22	Indeed.com			N
Information Regarding Recruitment Sources Contacted for Select Full-Time				
23	TVJOBS.COM		3	N
24	Graeme Newell	Graeme Newell		N
	gnewell@staff.vault.com			
25	MediaLine	Mark Shilstone	2	N
	Box 51909 Pacific Grove, CA 93950	800-237-8073		
26	TV Spy			N
	tvspy.com			
27	Former employees of WLEX-TV		1	N
	1065 Russell Cave Road Lexington, KY 40505			
28	AR&D consultants			N
29	LEX Jobs site			N
30	Murray State University	Gina Winchester and Anne Johnson		N
	P.O. Box 9 Murray, KY 42071	270-762-2907		
31	Morehead St. University	Dale Greer		N
	Morehead, KY			
	dgreer@mis.net	606-776-1990		
32	WALK INS	Sandy Byron		N
	1065 Russell Cave Road Lexington, KY 40505	859-259-1818		
33	The Lexington Herald Leader	Janice Thomas		N
	100 Midland Ave Lexington, KY 40508	859-233-7878		

Total from all recruitment sources

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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.

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

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.