

**EEO Public File Report  
KET-The Kentucky Network  
WKLE-TV, Lexington, KY  
April 1 2016-March 31, 2017  
Full-Time Positions Filled**

Full-Time Job	Postion Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	On-Air Image/Promotion Manager	10/11/2015	5/1/2016	KET Website	2	
				Lexington Herald Leader		
				CareerBuilder Web Site		
				Internal Posting	1	1
				LinkedIn		
				Referral		
				Unknown		
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
2	Associate Producer/Reporter for Public Affairs	5/4/2016	8/1/2016	Internal Posting	1	1
3	Staff Accountant	6/20/2016	8/15/2016	KET Website	1	1
				Lexington Herald Leader	1	
				CareerBuilder Web Site		
				Internal Posting		
				Referral		
				Unknown	1	
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
				Robley Rex VA Medical Center		
4	Producer/Writer/Host	7/18/2016	9/1/2016	KET Website	1	1
				Lexington Herald Leader		
				CareerBuilder Web Site		
				Internal Posting		
				Referral	1	
				Unknown		
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
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5	On-Air Image/Promotion Producer	5/9/2016	9/1/2016	KET Website	2	
				Lexington Herald Leader		
				CareerBuilder Web Site		
				Internal Posting	1	
				LinkedIn		
				Referral	2	1
				Unknown	1	
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
				Robley Rex VA Medical Center		
6	Executive Assistant	7/25/2016	9/1/2016	KET Website		
				Lexington Herald Leader	1	
				CareerBuilder Web Site	1	1
				Internal Posting		
				Referral		
				Unknown		
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
				Robley Rex VA Medical Center		
7	Senior Director for Technology	3/25/2016	9/6/2016	KET Website	2	1
				Lexington Herald Leader		
				CareerBuilder Web Site	1	
				Internal Posting	4	
				LinkedIn		
				Current (online & print)		
				TV Technology		
				Referral	1	
				Unknown		
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		

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8	Videographer/Editor	7/18/2016	11/16/2016	KET Website	1	
				Lexington Herald Leader		
				CareerBuilder Web Site	1	
				Internal Posting	1	1
				Referral		
				Unknown		
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
				Robley Rex VA Medical Center		
9	Distance Learning Manager	10/2/2016	1/3/2017	KET Website	1	1
				Lexington Herald Leader	1	
				CareerBuilder Web Site	1	
				Internal Posting	1	
				Referral	1	
				Unknown		
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
				Jewish Family & Career Services		
				Robley Rex VA Medical Center		
10	Director, Adult Education & Workforce Training	10/2/2016	1/16/2017	KET Website	1	
				Lexington Herald Leader	1	
				CareerBuilder Web Site		
				Internal Posting	3	1
				Referral		
				Unknown		
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
				Jewish Family & Career Services		
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<b>Full-Time Job</b>	<b>Postion Title</b>	<b>Date Open</b>	<b>Date Filled</b>	<b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
11	Early Childhood Education Consultant	10/2/2016	1/16/2017	KET Website		
				Lexington Herald Leader	1	
				CareerBuilder Web Site	1	
				Internal Posting		
				Referral	1	1
				Unknown		
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
				Jewish Family & Career Services		
				Robley Rex VA Medical Center		
12	Senior Director of Production Operations	8/7/2016	3/1/2017	KET Website	2	
				Lexington Herald Leader		
				CareerBuilder Web Site		
				Internal Posting	4	
				Current-online & print	2	1
				Referral	1	
				Unknown		
					50	12

FCC/EE0 Public File Report  
 KET - WKLE, Lexington Network Center  
 4/1/16 -3/31/17  
 Prong 3 - Longer Term Recruitment Initiatives

#	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Various training opportunities for current employees. 60 employees attended more than 85 various classes, seminars, conferences, or online courses to advance their expertise in their subject area.	Training of current employees to advance skills in their work area through local educational facilities & other professional development sources; training of supervisors to increase their management skills	Ronald Brown
2	Ongoing	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	HR Director attended 2 EEOC training sessions; 3 newly hired managers were given discrimination prevention training as part of the orientation process; 8 newly hired/ promoted managers were given diversity training; and our Board of Directors & Senior Staff received diversity training during reporting period.	Diversity, anti-discrimination & sexual harassment training for supervisors and managers	Ronald Brown
3	Ongoing	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Expose college students to broadcasting careers / environment through internship opportunities: Have hosted 6 college interns during reporting period.	Host interns from state colleges who are majoring in areas that relate to broadcasting & business for credit hours.	Ron Brown and Jill Fitzpatrick

FCC/EE0 Public File Report  
 KET - WKLE, Lexington Network Center  
 4/1/16 -3/31/17  
 Prong 3 - Longer Term Recruitment Initiatives

4	Ongoing	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Expose high school & college students to broadcasting careers / environment through job shadowing/co-op/ volunteer opportunities: Have hosted 8 student co-op/volunteers during reporting period.	Host students from local high schools who are interested in broadcasting careers in 7-week program in conjunction with Fayette County Public Schools; Also host students for Job Shadowing/Volunteering from high schools or colleges.	Ron Brown, Jill Fitzpatrick and Area Supervisors
5	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Video Production Workshops & Consultations: Conducted 83 workshops involving over 2000 students & teachers.	Conduct workshops for students & teachers in Kentucky schools or in the KET Media Lab, providing teachers and students instruction on basic production skills and how they can be integrated into the classroom to enhance various curriculum areas, address 21st century skills, and provide students with a creative outlet for communicating. Tour of facility is typically also a part of the workshop.	KET Education staff, including Jeff Gray, Allison NeCamp, Sara O'Keefe, and education consultants
6	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Professional Development Workshops: Conducted 33 workshops involving over 450 teachers & staff.	Professional development presentations to Kentucky teachers and pre-service teachers to provide tools and strategies for using KET resources effectively to meet curriculum needs. KET also provides training for adult and early childhood educators, and staff present at education conferences throughout the year.	K-12 -- KET education consultants (Brian Spellman, Amy Bradshaw, Kathy Davis, Cynthia Warner), Arts staff (Teresa Day, Sara O'Keefe), and other Education staff; Adult Ed -- Sarah Wilkins, Rudy Rhoades; Early Childhood - - Amanda Wright, Eamonn FitzGerald.

KET - The Kentucky Network  
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4/1/16 - 3/31/17  
Recruitment Sources

Number	Recruitment Source	Contact	Entitled	# Interviewed
1	KET - The Kentucky Network Web Site (www.ket.org/jobs) 600 Cooper Drive Lexington, KY 40502 (859) 258-7255	Ellen Dotson <a href="mailto:webeditor@ket.org">webeditor@ket.org</a>	No	13
2	Lexington Herald-Leader 100 Midland Avenue Lexington, Kentucky 40508 (859) 231-1485	Tammy McConnell	No	5
3	CareerBuilder Web Site (www.careerbuilder.com) C/O Lexington Herald Leader 100 Midland Ave Lexington KY 40508 (859) 231-1485	Tammy McConnell	No	5
4	KET - Internal Posting 600 Cooper Drive Lexington, KY 40502 (859) 258-7103	HR Department	No	16
5	LinkedIn LinkedIn.com	Jill Fitzpatrick <a href="mailto:jfitzpatrick@ket.org">jfitzpatrick@ket.org</a>	No	0
6	Referral	Various Contacts		7
7	Unknown	Resume/Application did not indicate source		2

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Recruitment Sources

Number	Recruitment Source	Contact	Entitled	# Interviewed
8	Urban League of Lexington	Annisia Franklin	No	0
	167 West Main St., Rm. 405	<a href="mailto:annissa@ullexfky.org">annissa@ullexfky.org</a>		
	Lexington, KY 40507			
	(859) 233-1561			
9	Kentucky State University Placement Office	Sikitia Lanier	No	0
	400 East Main Street	<a href="mailto:sikitia.lanier@kysu.edu">sikitia.lanier@kysu.edu</a>		
	Frankfort, KY 40601			
	Phone: (502) 597-6886			
10	Asbury Career Services	<a href="mailto:careerandcalling@asbury.edu">careerandcalling@asbury.edu</a>	No	0
	1 Macklem Drive			
	Wilmore, KY 40390			
	(859) 858-3511			
11	Kentucky Broadcasters Association	Gary White, President & CEO	No	0
	101 Enterprise Drive	<a href="mailto:kba@kba.org">kba@kba.org</a>		
	Frankfort, KY 40601			
	(502) 848-0426			
12	Transylvania Career Development Center	Susan Rayer	No	0
	300 N. Broadway	<a href="mailto:srayer@transy.edu">srayer@transy.edu</a>		
	Lexington, KY 40508			
	(859) 233-8193			
13	University of Kentucky	Danitra Wallace	No	0
	116 Stuckert Building 40506-0494	<a href="mailto:Danitra.Wallace@uky.edu">Danitra.Wallace@uky.edu</a>		
	Lexington KY 40506			
	(859) 257-2746			



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4/1/16 - 3/31/17  
Recruitment Sources

Number	Recruitment Source	Contact	Entitled	# Interviewed
14	Kentucky Career Center 275 E. Main St., 2wb Frankfort, KY 40601 502-782-3320, Ext. 23320	Susan Riddell <a href="mailto:Susan.Riddell@ky.gov">Susan.Riddell@ky.gov</a>	Yes	0
15	Northern Kentucky University Nunn Drive Highland Heights, KY 41099 (859) 572-1426	Chris Strobel <a href="mailto:strobelc@nku.edu">strobelc@nku.edu</a> *Associate Professor, Electronic Media & Broadcasting	No	0
16	Morehead State University Career Center 428 University Blvd. Morehead, KY 40351 (606) 783-5458	<a href="mailto:careerservices@moreheadstate.edu">careerservices@moreheadstate.edu</a> Megan Boone	Yes	0
17	Office of Vocational Rehabilitation 229 W. Main St., Suite 302 Frankfort, KY 40601 502-564-7629	Kari Skaggs <a href="mailto:WFD.VOCREHAB@ky.gov">WFD.VOCREHAB@ky.gov</a>	Yes	0
18	KentuckianaWorks 502-574-3159	Rider Rodriguez, Jr. <a href="mailto:Rider.Rodriguez@KentuckianaWorks.org">Rider.Rodriguez@KentuckianaWorks.org</a>	Yes	0
19	Dreams With Wings 1579 Bardstown Rd. Louisville, KY 40205 502-238-4820 502-345-8907 (cell)	Jessica Elliott <a href="mailto:jelliott@dreamswithwings.org">jelliott@dreamswithwings.org</a>	Yes	0

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4/1/16 - 3/31/17  
Recruitment Sources

Number	Recruitment Source	Contact	Entitled	# Interviewed
<b>20</b>	Jewish Family & Career Services	Shontai Tudor	<b>Yes</b>	<b>0</b>
	2821 Klempner Way	<a href="mailto:studor@jfcsloouisville.org">studor@jfcsloouisville.org</a>		
	Louisville, KY 40205			
	502-452-6341, ext. 150			
	*Added 8/1/16			
<b>21</b>	Robley Rex VA Medical Center	Bernard Hayward	<b>Yes</b>	<b>0</b>
	800 Zorn Ave.	<a href="mailto:Bernard.Hayward@va.gov">Bernard.Hayward@va.gov</a>		
	Louisville, KY 40206			
	503-566-4333			
	*Added 5/10/16			
<b>22</b>	Current	Dave Kramer	<b>No</b>	<b>2</b>
	6930 Carroll Avenue, Suite 625	<a href="mailto:dave@current.org">dave@current.org</a>		
	Takoma Park, MD 20912			
	301-270-7240 x35			
	*Only used for Senior Director Positions			
<b>23</b>	TV Technology	Michele Inderrieden	<b>No</b>	<b>0</b>
	NewBay Media, LLC	<a href="mailto:mInderrieden@nbmedia.com">mInderrieden@nbmedia.com</a>		
	28 East 28th Street, 12th floor			
	New York, NY 10016			
	212-378-0400 x523			
	*Only used for Snr Dir of Technology position			

<b>KET-The Kentucky Network</b> <b>WKLE-TV, Lexington, KY</b> <b>April 1 2016-March 31, 2017</b> <b>Total Number of Interviewees</b> <b>Referred By Each Recruitment Source</b>	
<b><i>Total Number of Persons Interviewed for Full-Time Vacancies:</i></b>	<b>50</b>
<b>Referring Recruitment Source</b>	<b>Total Number of Interviewees</b>
KET Website	13
Lexington Herald Leader	5
CareerBuilder Web Site	5
KET Internal Posting	16
LinkedIn	0
Referral	7
Unknown	2
Urban League of Lexington	0
Kentucky State University	0
Asbury College	0
Kentucky Broadcasters Association	0
Transylvania University	0
University of Kentucky	0
Kentucky Career Center	0
Northern Kentucky University	0
Morehead State University	0
Office of Vocational Rehabilitation	0
KentuckianaWorks	0
Dreams With Wings	0
Jewish Family & Career Services	0
Robley Rex VA Medical Center	0
Current	2
TV Technology	0