

WDRB-TV/WMYO-TV

ANNUAL EEO PUBLIC FILE REPORT

This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WMYO-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2013 to and including March 31, 2014.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@fox41.com.

It is the policy of WDRB-TV and WMYO-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

WDRB-TV/WMYO-TV

APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2013 TO MARCH 31, 2014

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
1. Photographer/Editor #1 3/15/2013	1-29	TVJobs.com 5/13/2013	3
2. Entry Level Accountant 3/18/2013	1-26, 28-29	Indiana University Southeast 5/7/2013	7
3. Information Technology Manager 3/22/2013	1-26, 28-29	Employee/Client Referral 5/6/2013	3
4. Weekend News Producer #1 2/15/2013	1-5, 7-29	wdrb.com 4/3/2013	4
5. Morning News Producer #1 3/22/2013	1-29	TVJobs.com 4/15/2013	2
6. Sports Anchor/Reporter 2/14/2013	1-5, 7-29	Employee/Client Referral 4/19/2013	3
7. Human Resources Manager 4/23/2013	1-26, 28-29	Employee/Client Referral 5/16/2013	2
8. Account Manager #1 1/04/2013	1-26, 28-30	wdrb.com 5/20/2013	4
9. News Photographer #1 4/22/2013	1-29	Employee/Client Referral 6/17/2013	6

10. Editor/Producer 5/23/2013	1-26, 28-29	wdrb.com	7
11. Local Sales Manager-WDRB 7/22/2013	1-26, 28-29, 31	In-house employee 10/21/2013	5
12. Graphic Designer 11/6/2012	1-26, 28-30	In-house employee 10/14/2013	3
13. Graphic Designer/Animator 3/20/2013	1-26, 28-30	wdrb.com 6/24/2013	4
14. Web Reporter, #1, #2, #3 6/19/2013	1-29	wdrb.com 9/23/13, 9/23/13, 9/30/13	7
15. Photographer/Editor #2 9/5/2013	1-29	In-house employee 9/30/2013	4
16. Weekend Morning News Anchor 5/16/2013	1-29	Employee/Client Referral 7/8/2013	4
17. Accountant/AR Supervisor 5/22/2013	1-26, 28-29, 32	Indiana University Southeast 7/1/2013	4
18. Human Resources Payroll Specialist 5/29/2013	1-26, 28-29	Employee/Client Referral 6/24/2013	1
19. Morning News Producer #2 9/26/2013	1-29	In-house employee 11/06/2013	4
20. Photographer/Audio 10/14/2013	1-29	TVJobs.com 11/11/2013	3
21. Web Producer/Assignment Desk 10/01/2013	1-29	TVJobs.com 10/30/2013	3
22. Weekend Assignment Editor 10/28/2013	1-29	Employee/Client Referral 11/18/2013	2
23. Account Executive-WBKI #1, #2, #3 10/11/2013	1-26, 28-29	In-house, Referral (2) 10/21/13, 11/18/13, 12/2/13	6
24. National Sales Manager 10/15/2013	1-26, 28-29	In-house employee 11/25/2013	2
25. Sales Assistant-WBKI 10/22/2013	1-26, 28-29	Employee/Client Referral 11/26/2013	5
26. Photographer/Studio Camera Op. 11/12/2013	1-29	wdrb.com 1/02/2014	4
27. Reporter 11/27/2013	1-29	TVJobs.com 1/29/2014	3

28. Weekend News Producer #2 11/13/2013	1-29	Employee/Client Referral 1/2/2014	1
29. Account Manager #2, #3, #4 10/22/2013	1-26, 28-29	Referral (2), wdrb.com 12/30/13, 1/20/14, 3/10/14	11

Total Number of Persons Interviewed During Applicable Period: 117

Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2013-MARCH 31, 2014</u>
	* Entitled to receive notification of job openings	
1	K Cogar and Michelle Reiss Spalding University 851 S. 4th Street Louisville, KY 40203 (502)585-9911	
2	Kate Dunn Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
3	KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	
4	I.D.E.T.S. Indiana State Employment Services 2125 State St. Suite 16 New Albany, IN 47151-1287 (812)948-6102	
5	Workforce Development Specialist Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
6	University of Louisville Cards Career Link Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	
7	Center for Accessible Living Keith Hosey and A. Jones 305 W. Broadway, Suite 200 Louisville, KY 40202 (502)589-6620	
8	Debbi Femi	

Bellarmino University
2001 Newburg Road
Louisville, KY 40205-0671
(502)452-8000

- 9 Wendy Ferrara
KY Dept. of Vocational Rehab.
200 Juneau Dr., Suite 2
Louisville, KY 40243
(502)254-3195
- 10 Jo Frye and/or Sherry Klein
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6507 or (502) 456-6504
- 11 Debra Eberle or Lynn Prinz **5**
Indiana University Southeast
4201 Grantline Road
New Albany, IN 47150
(812)941-2265
- 12 Michelle Pruitt
Center for Women & Families
P.O. Box 2048
226 West Breckinridge Street
Louisville, KY 40201
(502)753-3204
- 13 Jennifer Harris
Lincoln Foundation
233 West Broadway, Suite 400
Louisville, KY 40202
(502)585-4733
- 14 WDRB.com **39**
624 W. Muhammad Ali Blvd.
Louisville, KY 40203
(502)584-6441
- 15 Harbor House-Kay Dalton
2231 Lower Hunters Trace
Louisville, KY 40216
(502)719-0072
- 16 Tammy Southerling
National College of Business & Technology
4205 Dixie Highway
Louisville, KY 40216
(502)447-7634

- 17 Southwest Center
Attn: Brenda Tierney
8009 Terry Road
Louisville, KY 40258
(502) 935-1848
- 18 Collective Talent
1721 Richardson Place
Tampa, FL 33606
(813)254-9695
- 19 WDRB-TV In-house Employees 11
- 20 WDRB-TV Employee/Client Referrals/
Walk-Ins 26
- 21 Daymar College
Amy Whitlatch
4112 Fern Valley Road
Louisville, KY 40219
(502)495-1040
- 22 Brown Mackie College
Chastity Trzop
3605 Fern Valley Road
Louisville, KY 40219
(502)810-6113
- 23 Goodwill Industries of KY
Elvin Stampley and Sonya Ragland
332 W. Broadway, Suite 1000
Louisville, KY 40202
(502)574-4069
- 24 St. Stephen Church
Attn: Human Resources
1018 S. 15th Street
Louisville, KY 40210
- 25 ITT Technical Institute
9500 Ormsby Station Rd. Suite 100
Louisville, KY 40223-5392
tsmithell@it-tech.edu
(502) 327-7424
- 26 Campbellsville University
Teresa Elmore, Director of Career Services
1 University Drive UPO 917
Campbellsville, KY 42718
(270)789-5192
tmelmore@campbellsville.edu

27	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	27
28	Job News Network jobnewslouisville.com (502)412-7500	1
29	crew.cc Jefferson Community & Technical College	
30	Louisvilleadfed.org Robin Miller 200 Distillery Commons, Suite 100 Louisville, KY 40203 (502)_582-2444	6
31	Spots n Dots Ads Emily McKay ads@spotsndots.com (888) 884-2630	
32	Monster.com 5 Clock Tower Place Maynard, MA 01754 (800) 666-7837	2
	Total Interviewees Over Reporting Period	117

WDRB-TV/WMYO-TV

APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2013 TO MARCH 31, 2014

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WMYO-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u>
4/1/13 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications, Marketing or Human Resources receive credit hours for training. During this reporting period, we have had five interns. One in our Programming Department who attended Spalding College, two in our News Department, one in our Sports Department from Bellarmine University and one in our Human Resources Department from Sacred Heart University. News interns were from the University of Kentucky and Kyiv-Mohyla Academy.
4/1/13 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting or marketing career they are interested in. During this reporting period we had job shadows from Pleasure Ridge Park High School, Kammerer Middle School, Eastern High School, Assumption High School and Christian Academy of Louisville.
4/1/13 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
3/19/14	Louisville Urban League Career Expo. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/13 Ongoing	Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/13 Ongoing	Provided materials and items to make a television "storefront" in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a "mock" television broadcast.
4/1/13 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area.
4/1/13 Ongoing	Station talent are emcees, guest speakers and readers at various schools and public events.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@fox41.com. We are an Equal Opportunity Employer.