

WMYO-TV

SALEM, INDIANA

INDEPENDENCE TELEVISION COMPANY

EEO REPORT FOR PERIOD ENDING MARCH 31, 2016

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, 2015 to and including March 31, 2016.

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@wdrb.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, 2015 TO MARCH 31, 2016

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
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- | | | | |
|--|----------|---|---|
| 1. Administrative Assistant
11/07/2014 | 1-27 | Employee/client referral
7/13/2015 | 1 |
| 2. Corporate Director of Digital Sales
12/03/2014 | 1-27, 30 | Employee/client referral
04/20/2015 | 7 |
| 3. News Producer
03/11/2015 | 1-28 | wdrb.com
04/03/2015 | 2 |
| 4. Master Control Operator #1
03/17/2015 | 1-27 | wdrb.com
05/01/2015 | 1 |
| 5. Photographer #1, #2
03/31/2015 | 1-28 | TVJobs.com
05/28/2015, 06/24/2015 | 5 |
| 6. Business Reporter
04/10/2015 | 1-28 | TVJobs.com
06/15/2015 | 2 |
| 7. Account Executive #1, #2, #3
04/10/2015 | 1-27 | In-house Employee, Employee/client referral
05/17/2015, 05/17/2015, 06/08/2015 | 4 |
| 8. Morning News Producer #1
04/16/2015 | 1-28 | Employee/client referral
06/01/2015 | 2 |
| 9. Production Assistant
04/20/2015 | 1-27 | In-house Employee
05/04/2015 | 2 |
| 10. Account Manager #1, #2, #3
05/07/2015 | 1-27, 31 | Employee/client referral
07/27/2015, 10/12/2015, 10/19/2015 | 8 |

11. Digital Media Ad Specialist 05/20/2015	1-27, 33-34	Linked-In 07/21/2015	3
12. Creative Director 06/11/2015	1-27	Employee/client referral 07/27/2015	6
13. Credit Manager 07/17/2015	1-27, 29, 31	Louisvilleadfed.org 09/21/2015	6
14. WBKI Account Manager #1, #2 07/24/2015	1-27	wdrb.com 10/05/2015, 10/12/2015	6
15. Weekend Morning News Reporter 08/10/2015	1-28	TVJobs.com 12/07/2015	4
16. Morning News Producer #2 08/25/2015	1-28	In-house Employee 01/04/2016	3
17. Anchor/Reporter 09/01/2015	1-28	Employee/client referral 11/02/2015	3
18. Meteorologist 09/17/2015	1-28	TVJobs.com 03/16/2016	3
19. Accounts Receivable Specialist #1 09/29/2015	1-27	Employee/client referral 10/22/2015	2
20. Evening Producer #1, #2 09/30/2015	1-28	wdrb.com, Employee/client referral 10/16/2015, 12/14/2015	2
21. Associate Producer 09/30/2015	1-28	In-house Employee 10/16/2015	3
22. Reporter #1, #2 10/30/2015	1-28	TVJobs.com, Employee/client referral 12/10/2015, 01/11/2016	4
23. Morning News Reporter 11/04/2015	1-28	TVJobs.com 01/18/2016	3
24. National Sales Assistant 11/09/2015	1-27	Employee/client referral 01/20/2016	1
25. Photographer #3 12/07/2015	1-27	wdrb.com 01/04/2016	1
26. Accounts Receivable Specialist #2 01/06/2016	1-27, 31	Indiana University Southeast 03/07/2016	6
27. Photographer #4 01/12/2016	1-28	TVJobs.com 03/10/2016	2

Total Number of Persons Interviewed During Applicable Period: 92

Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2015-MARCH 31, 2016</u>
	* Entitled to receive notification of job openings	
1	* Nikki Shedletsy and Michelle Reiss Spalding University 851 S. 4th Street Louisville, KY 40203 (502)585-9911	1
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	* Franeisha Jones Bellarmine University	

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

9 Gina Stephen
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
Indiana University Southeast
4201 Grantline Road
New Albany, IN 47150
(812)941-2265

1

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
624 W. Muhammad Ali Blvd.
Louisville, KY 40203
(502)584-6441

20

15 Harbor House-Kay Dalton
2231 Lower Hunters Trace
Louisville, KY 40216
(502)719-0072

16 * American National University (formerly National College)
Tammy Southerling
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 **10**
- 20 WDRB-TV Employee/Client Referrals/
Walk-Ins **23**
- 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
tsmitchell@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	crew.cc Jefferson Community & Technical College	
28	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	20
29	Louisvilleadfed.org Robin Miller 200 Distillery Commons, Suite 100 Louisville, KY 40203 (502)_582-2444	1
30	Spots n Dots Ads Emily McKay ads@spotsndots.com (888) 884-2630	4
31	Career Builder 13047 Collection Center Drive Chicago, IL 60693-0130 (800) 891-8880	9
32	WBKI.TV 624 W. Muhammad Ali Blvd. Louisville, KY 40203 (502) 584-6441	
33	Linked In 2029 Stierlin Court Mountain View, CA 94043	3
34	Media Bistro 770 Broadway, 15th Floor New York, NY 10003 job.info@mediabistro.com	
	Total Interviewees Over Reporting Period	92

WDRB-TV/WMYO-TV

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

COVERING THE PERIOD FROM APRIL 1, 2015 TO MARCH 31, 2016

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

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

DATE RECRUITMENT INITIATIVE & BRIEF DESCRIPTION

- 4/1/15 Ongoing Internship Program for college students. College students majoring in Broadcast Journalism, Communications, Production, or Human Resources receive credit hours for training. During this reporting period, we have had four interns. One in our Creative Services Department who attended Ball State University, one in our News Department from Kent State University, and two in our Sports Department from IUPUI and Union College.
- 4/1/15 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 Kentucky Country Day, Jeffersonville High School, Western Kentucky University, Holy Cross High School, ACT Christian Academy, George Washington U, Assumption and Ballard High School.
- 4/1/15 Ongoing Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
- 4/9/15, 10/15/15 Indiana University Southeast Job Fairs. Set up a booth at the job fair to recruit applicants and/or interns.
- 4/1/15 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.
- 4/1/15 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.
- 4/1/15 Ongoing Weather classes are conducted by our meteorologists at various schools in our viewing area. Students also visit our weather lab in the station.
- 4/1/15 Ongoing Station talent are emcees, guest speakers and readers at various schools and public events.