

FINAL

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2007 – March 31, 2008¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Morning Weather / News Anchor	1-26, 28	28
Morning Weather / News Anchor	1-26, 28	25
Reporter / Anchor	1-25, 28, 30-35	34
Reporter / Anchor	1-25, 28, 30-35	25
News Reporter / Fill-In Anchor	1-30, 32, 34	25
News Reporter / Fill-In Anchor	1-28	25
News Reporter / Fill-In Anchor	1-28	27
Overnight Camera / Master Control Operator	27, 37	37
News Producer	1-25, 27, 28	25
News Producer	1-25, 27, 28	27
Internet Account Executive	1-24, 27	27
Sports Reporter / Anchor	36*	36
Account Executive – Cumberland Valley	1-24, 29	29
Internet Account Executive	1-24, 27	24
Master Control Operator	27*	27

* *Exigent Circumstances*

¹ This report was modified in March 2009 to address minor reporting discrepancies.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	LKLP C.A.C., INC. Judy Keen, Supervisor, P. O. Box 340 Jeff, KY 41751-0340, Telephone # 606-439-1362	N	0
2	Lincoln Memorial University Cynthia Smith Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611	N	0
3	Cabinet/Workforce Development Department of Employment Services Paul Olinger P. O. Box 7130, 742 High Street Hazard, KY 41702 Telephone # 606-435-6038	N	0
4	Midway College, Career Placement Attn: Sarah Morgan 512 E. Stephens Street Midway, KY 40347 smorgan@midway.edu Telephone #859-846-5390	N	0
5	NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0
6	Fugazzi College Jean Combs, Community Affairs Dir. 407 Marquis Avenue Lexington, KY 40502 Telephone # 606-238-2118	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Morehead State University Career Services, Attn: Mike Hooper 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233 http://morehead-csm.symplicity.com/employers	Y	0
8	Hazard Technical College John Hugo Back 101 Vo-Tech Drive Hazard, KY 41701 Telephone # 606-435-6101	Y	0
9	Hazard Community College Pamela Banks, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721	N	0
10	Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136	Y	0
11	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	Y	0
12	University of the Cumberlands Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259	Y	0
13	Eastern Kentucky University Career Services, Attn: Laura Melius CPO SSB 62 521 Lancaster Avenue Richmond, KY 40475 Telephone # 859-622-1568 http://eku-csm.symplicity.com/employers	Y	0

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14	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0
15	Pikeville College Brenda Maynard, Dir. Of Career Dev. 147 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319	Y	0
16	Southeast Community College Kay Jarrell 300 College Road Cumberland, KY 40823 Telephone # 606-633-0279	N	0
17	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	Y	0
18	University of Tennessee- Career Services Attn: Shawna Bussell 100 Dunford Hall , 915 Knoxville, TN 37996 Telephone # 865-974-5435 Fax # 865-974-6497 sbussell@utk.edu	Y	0
19	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 rbanks@gwmail.kysu.edu Telephone # 502-597-5998	N	0
20	University of Kentucky Career Center Jody Jelinek, Job Opportunity Specialist 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746	Y	0

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21	Western Kentucky University Attn: Judith Owen, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756 Top Jobs www.wku.edu/CareerServ/employer.htm	N	0
22	Posting on WYMT-TV's website.	N	3
23	On-Air Announcement on WYMT-TV	N	3
24	Internal Transfer/Promotion	N	4
25	www.TVJobs.com	N	9
26	www.Medialine.com	N	3
27	Employee Referral	N	14
28	Non-Employee Referral	N	8
29	Walk-In/Self-Referral	N	2
30	Ad in <i>Hazard Herald Voice</i> Newspaper Attn: Jenny Jones Fax # 606 436-3140	N	0
31	Ad in <i>Middlesboro Daily News</i> Newspaper Attn: Mary Gordon Fax # 606 248-7614	N	0
32	Ad in <i>Troublesome Creek Times</i> Newspaper Attn: Mike Sexton Fax # 606-785-0105	N	0
33	Ad in <i>The Mountain Eagle</i> Newspaper Attn: Pam Walker Fax # 606-633-2843	N	0
34	Ad in <i>Harlan Daily Enterprise</i> Newspaper Attn: Wylene Minniard Fax # 606-573-0042	N	1
35	Ad in <i>Sentinel Echo</i> Newspaper Attn: Karen Brummett Fax # 606- 878-7404 Email: classdisplay@sentinel-echo.com	N	0
36	Former employee (re-hire)	N	1
37	KBA Virtual Job Fair	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			49

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WYMT-TV general internships are available to students who exhibit an interest in, or are pursuing a career in broadcasting or a related field. During the reporting period, the station hosted 2 interns in sports department, and 3 interns in the news department.
2	Participate in job fair	WYMT-TV's Production Manager attended Morehead State University's Fall Job Fair, on Morehead's campus (Morehead, Kentucky), October 2, 2007.
3	Participate in job fair	WYMT-TV's News Manager attended University of Tennessee's College of Communication & Information Job & Internship Fair (Knoxville, Tennessee), November 1, 2007.
4	Participate in job fair	WYMT-TV participated in a Virtual Job Fair, hosted by the Kentucky Broadcasters Association. WYMT-TV posted a company bio and job information on the internet career fair site, www.KYBroadcastersCareerFair.com , where it could be accessed by job seekers from June 11, 2007 to June 17, 2007. WYMT-TV promoted the Fair's web address before and during the event, encouraging applicants to open the site and post their resume.
5	Event or program sponsored by educational institution relating to career opportunities in broadcasting	On July 11, 2007, 10:15am to 2:30pm, WYMT-TV hosted a Governors Scholars Creative Writing Class based from Morehead State University consisting of an instructor/sponsor and 20 high school students from across the state wanting to learn about writing for broadcast television. WYMT-TV's production writer / editor and WYMT-TV's news assistant / assignment editor instructed the class in creative writing, and assisted them in the on-set delivery and videotaping of their own news stories.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Event or program sponsored by educational institution relating to career opportunities in broadcasting	The station continually informs elementary and high school students about job opportunities in the broadcast field by sending WYMT-TV staff members to various career fairs and school-sponsored programs. WYMT-TV sent 1 meteorologist on staff to participate in a Career Day / Job Fair at Clay County High School (Manchester, Kentucky), on October 4, 2007.
7	Training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination	All Department Heads, the EEO Administrator and General Manager attended at least one in-house meeting to review the station's EEO procedures and hiring practices. Meetings were held on March 14, 2008 and March 18, 2008.
8	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	The Ralph Gabbard Memorial Broadcast / Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project. WYMT appointed an independent Committee (of which WYMT's General Manager, General Sales Manager and News Director are non-voting, active members) to oversee the scholarship selection process. WYMT staff handles most aspects of the scholarship program, including paperwork and correspondence, generating scholarship funds by securing business donations and soliciting Kentucky colleges and universities to match awards, and (in conjunction with the Committee) soliciting scholarship nominees from area high schools. WYMT films, edits and airs features highlighting the scholarship recipients and prints a tournament program highlighting current nominees and past recipients. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication. Three \$1,000.00 scholarships were awarded in January, 2008 to area high school seniors to assist in their continued education.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	<p>The Tony Turner Memorial Broadcast Scholarship program is a spin-off of the annual WYMT-TV Golf Classic project. WYMT established a perpetual endowment fund with the Bluegrass Foundation in order to provide scholarships for aspiring broadcasters from the mountains of eastern Kentucky. WYMT-TV solicits the nominees from area high school guidance counselors, then a scholarship committee, which includes three station employees, selects the winners. Collected entry fees for the station's annual Golf Classic, as well as donations from the general public, fund these scholarships. WYMT films, edits and airs a feature news package on the recipient within the golf show. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication. Two \$1,500.00 scholarships were awarded in March, 2008 to two area high school seniors to assist in their continued education.</p>