

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2023 – March 31, 2024

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
Account Executive (2)	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31, 33, 35	33, 35
Creative Services Director	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31, 37	37
Creative Services Producer	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31	24
Sports Anchor/Reporter (2)	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31, 33	26, 33
News Producer (Morning)	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31, 33	33
Multimedia Journalist (3)	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31, 33-35	26, 33, 35
Meteorologist	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31, 35	24, 35
Multimedia Journalist	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31, 35	35
News Anchor/Reporter	1-5, 7-9, 11-12, 14-15, 17, 19, 24-26, 31, 33	33

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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 Community Action, Inc. 412 Roy Campbell Drive Hazard, Kentucky 41701 Phone : 606-436-1362 Email : k.fugate@lklp.net Job Listings	Y	0
2	Lincoln Memorial University 6965 Cumberland Gap Parkway Harrogate, Tennessee 37752 Phone : 423-869-6679 Email : annette.hensley@lmunet.edu Annette Hensley	Y	0
3	Career Development Office 412 Roy Campbell Drive Hazard, Kentucky 41701 Phone : 606-435-6039 Email : angela.higgins@ky.gov Angela Higgins	Y	0
4	Midway College 512 Stephens Street Midway, Kentucky 40347 Phone : 800-952-5385 Email : mhanes@midway.edu Mackenzie Hanes	Y	0
5	NAACP 498 Georgetown Street Lexington, Kentucky 40508 Phone : 859-252-7336 Email : whit.whitaker.naacp@gmail.com Career Opportunities	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	National College Tena Varney, Career Ctr. Director 2376 Sir Barton Way Lexington, KY 40509 Telephone # 859-253-0621	N	0
7	Morehead State University 150 University Blvd. Morehead, Kentucky 40351 Phone : 606-783-2233 Email : careerservices@moreheadstate.edu Jacob Murphy	Y	0
8	Hazard Community & Technical College One Community College Drive Hazard, Kentucky 41701 Phone : 606-821-5856 Email : deronda.mobelini@kctcs.edu Deronda Mobelini	Y	0
9	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6217 Email : nathanhall@alc.edu Nathan Hall	Y	0
10	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	N	0
11	University of the Cumberlands 6178 College Station Drive Williamsburg, Kentucky 40769 Phone : 606-539-4475 Email : career.services@ucumberlands.edu Russell Carr	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Eastern KY University 216 Park Drive CPO 62 Whitlock Building room 468 Richmond, Kentucky 40475 Phone : 859-622-1296 Email : renee.mcfall@eku.edu Renee McFall	Y	0
13	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0
14	University of Pikeville 147 Sycamore Street Pikeville, Kentucky 41501 Phone : 606-218-4467 Email : darwinkysor@upike.edu Darwin Kysor	Y	0
15	Southeast Ky Community College 2 Long Avenue Whitesburg, Kentucky 41858 Phone : 606-589-3198 Email : dsaylor0026@kctcs.edu Dakota Saylor	Y	0
16	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	N	0
17	University of Tennessee 201 Student Union 1502 Cumberland Ave Knoxville, Tennessee Phone : 865-974-5435 Email : career@utk.edu College Recruiter	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 Telephone # 502-597-5998	N	0
19	University of Kentucky 408 Rose Street Lexington, Kentucky 40508 Phone : 859-257-2746 Email : hireblue@uky.edu College Recruiter	Y	0
20	Western Kentucky University Attn: Dan Onitsuka, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756	N	0
21	Office of Employment & Training Attn: Christopher Ward 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-435-6038	N	0
22	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
23	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
24	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	3
26	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	2
27	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0
28	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0
29	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : https://najanewsroom.com/ Diversity Posting Manual Posting	N	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
31	WYMT website advertisement	N	0
32	WYMT television advertisement	N	0
33	Corporate Recruiter	N	11
34	Employee Referral	N	4
35	Non-Employee Referral	N	6

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	Walk-In	N	0
37	Internal Candidate/Transfer/Promotion	N	2
38	Former Employee (Re-hire)	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			31

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III. RECRUITMENT INITIATIVES

1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
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1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Participate in Career Fair	<p>WYMT participated in five Career Fair where we had the opportunity to talk with students and answer their questions about jobs in broadcasting, at WYMT, and our company, Gray Television.</p> <p>On August 23, 2023, our News Director attended an in-person career fair at Eastern Kentucky University. More than 100 students attended the part-time/internship specific job fair.</p> <p>On September 27, 2023, our News Director, and morning Anchor attended an in-person career fair Morehead State University. More than 100 students attended the career fair.</p> <p>On September 28, 2023, our News Director visited Eastern Kentucky University to speak with students about the importance of social media sites in their job search and to discuss the various career opportunities within the field of broadcasting and journalism. Approximately 20 students attended the engagement.</p> <p>On December 6, 2023, our News Director, and morning Anchor (Tennessee grad) attended a virtual career fair via Zoom with the University of Tennessee broadcast students. Approximately 20 students (juniors and seniors) attended the virtual career fair.</p> <p>On January 31, 2024, our News Director visited Eastern Kentucky University to speak with students at The Eastern progress to discuss the various career opportunities within the field of broadcasting and journalism. In addition, our News Director also spoke with a class. The News Director spoke with approximately 40 students at the university about career opportunities.</p>

1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Host a College Career Fair	<p>WYMT Mountain Classic Scholarship Program: WYMT hosted five regional colleges (Alice Lloyd College, University of Pikeville, the University of the Cumberlands, Union College, and Lindsey Wilson College) at the annual WYMT Mountain Basketball Classic Scholarship awards ceremony on December 5, 2023. The event was hosted at the Mountain Arts Center in Prestonsburg, Kentucky. Several other local colleges were invited to attend.</p> <p>College recruiters, scholarships donors, and the WYMT management team interacted with 106 high school seniors who were receiving WYMT-TV's Mountain Classic Basketball Scholarships (both general academic scholarships and broadcasting academic scholarships). Many of the student's parents also attended the event. WYMT's General Manager, News Director, and several other WYMT employees attended the event and were on hand to talk to the scholarship recipients and their parents about broadcasting careers and potential openings and internships with WYMT and Gray Television.</p>
4	Host a High School Career Fair	<p>On February 5, 2024, WYMT hosted 10 students (juniors and seniors) from the Harlan County 4H Teen Leadership Academy. The students met with WYMT's General Manager, News Director, news, weather, sports, and production teams. The students asked questions about jobs in broadcasting, at WYMT, and our company, Gray Television.</p>

1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participate in a Scholarship Program.	<p>WYMT Mountain Classic Scholarship Program:</p> <p>Beginning in August 2023, WYMT and the Mountain Classic Committee began soliciting scholarship donations from local businesses and donors for high school seniors who want to pursue a college education. Selection is based on financial need, GPA, ACT/SAT scores, and community involvement.</p> <p>The scholarships include both general academic scholarships and broadcasting academic scholarships.</p> <p>WYMT and its Classic Committee awarded \$121,000 in scholarship money to 121 local high school seniors.</p> <p>WYMT-TV appointed an independent Committee (of which the station’s General Manager, General Sales Manager, and Sports Director are non-voting, active members) to oversee the scholarship selection process.</p> <p>The WYMT-TV staff handles the majority of the scholarship program, including the planning and implementation of the Awards Reception and Ceremony, all year-round financial reports, all paperwork and correspondence, generating / securing scholarship funds by securing business donations, and soliciting Kentucky colleges and universities to match awards.</p> <p>In conjunction with the Committee, the WYMT staff solicits scholarship nominees from area high schools. WYMT also films, edits, and airs features highlighting the scholarship recipients, and creates a digital tournament program book highlighting current nominees and past recipients. The station also publicizes the scholarship opportunities annually in Kentucky’s “Affording Higher Education” publication.</p>

1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	<p>The Ralph Gabbard Memorial Broadcast / Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project.</p> <p>Beginning in August 2023, WYMT and the Classic Committee began soliciting scholarship applications and donations.</p> <p>On December 5, 2023, WYMT and the Classic Committee awarded three \$1,000 scholarships to three local high school seniors to assist in their continued education.</p> <p>The scholarship recipients were from Betsy Layne High School, Wolfe County High School, and North Laurel High School.</p>
7	Participate in a Scholarship Program.	<p>The Coach Wayne Martin Leadership Scholarship is another spin-off of the televised annual WYMT Mountain Basketball Classic project. The scholarship goes to a selected senior from the participating boys and girls teams. Participating coaches nominate one of their senior players for this \$1,000 scholarship. Applicants should demonstrate strong leadership skills on the court, in the classroom and in the community through volunteering and mentoring programs. Members of the WYMT staff and the Classic Committee select the scholarship winners. Four (4) high school seniors were awarded Coach Wayne Martin Scholarships on championship night of the WYMT Mountain Classic on December 9, 2023, to assist in their continued education.</p> <p>The four recipients were from Owsley County High School, Knott County Central High School, Harlan County High School, and Perry County Central High School.</p>

1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	<p>The Tony Turner Memorial Broadcast Scholarship program is another spin-off of WYMT Mountain Classic Scholarship program.</p> <p>WYMT established a perpetual endowment fund with the Bluegrass Foundation of Lexington, Kentucky in order to provide scholarships for aspiring broadcasters from the Eastern Kentucky mountains. WYMT solicits the nominees from area high school guidance counselors. A scholarship committee, which includes three station employees, selects the winners. Collected entry fees for a station event, the annual WYMT Golf Classic, as well as donations from the general public, fund these scholarships.</p> <p>WYMT films, edits, and airs a feature news package on the recipient(s) in the 6 p.m. newscasts and also lists the scholarship nominee(s) and winner(s) in the WYMT annual Mountain Classic event program book.</p> <p>WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication.</p> <p>Beginning in August 2023, WYMT and the scholarship committee began soliciting scholarship applications and donations.</p> <p>Four recipients were selected on March 27, 2024 to each receive a \$1,000 scholarship.</p> <p>The scholarship recipients were from Oneida Baptist, Letcher County Central, Johnson Central and Knox County Central high schools.</p>
9	Internship Program	<p>WYMT-TV general internships are available to college students who exhibit an interest in, or are pursuing a career in broadcasting or a related field.</p> <p>During this reporting period, the station hosted six interns.</p> <p>WYMT had two news interns from Alice Lloyd College, one sports intern from UVA-Wise, two news interns from Morehead State University, and one news intern from Azusa Pacific University.</p>

1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	Event or program sponsored by educational institution relating to career opportunities in broadcasting	<p>WYMT-TV continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges, and universities. WYMT participates in these events by allowing staff members to meet and work with students, face-to-face, and to introduce and demonstrate various career opportunities in the broadcast field.</p> <p>During the school year, WYMT partners with local schools to present the WYMT First Alert Weather Class.</p> <p>This program provides the opportunity for teachers to request the WYMT First Alert weather team to visit their classrooms and discuss weather, how it is forecast and how the weather affects our daily lives. Our weather team also discusses broadcasting careers with the students.</p> <p>The station promotes the availability of the Weather Class program on air, WYMT.com, and the station's social media pages.</p> <p>During this reporting period, our weather team visited 38 local schools and one summer camp, meeting more than 1,000 students.</p> <p>The WYMT staff also participated in numerous other outreach events including Read Across America and other public events promoting charities and non-profits totaling more than twenty public appearances.</p> <p>WYMT also hosted nine (9) studio tours for local students.</p>

1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
11	Virtual Weather Spotters Class	<p>WYMT partnered with the National Weather Service in Jackson, Kentucky to provide one Weather Spotter Training Class during Severe Weather Awareness Month.</p> <p>Date of Class: July 29, 2023</p> <p>Weather Spotter Class was taught by:</p> <p>Members of the National Weather Service and WYMT Weather Team: Brandon Robinson, Chief Forecaster Evan Hatter, Meteorologist Cameron Aaron, Meteorologist</p> <p>Description The WYMT First Alert Weather Team partnered with the National Weather Service in Jackson, Kentucky to provide two virtual weather spotter classes to viewers in the WYMT viewing area. The classes lasted 2-hours and taught viewers and weather enthusiasts’ tools, tips and tricks for monitoring weather in Eastern Kentucky.</p> <p>Weather spotting, weather forecasting, and weather safety were the main topics for the classes provided by WYMT and the NWS. Each class provided the attendees with certified weather spotting certificates through SKYWARN.</p> <p>Each member was a qualified spotter for the National Weather Service and WYMT upon completion.</p> <p>More than 60 people registered for the Weather Spotters Class.</p> <p>These weather spotters will provide lifesaving information during severe weather outbreaks.</p>
	Provide EEO Training to Management Level Personnel	<p>On May 2, 2023, WYMT’s General Manager, News Director, Chief Engineer, and Office Manager participated in a training session with our corporate HR Manager. The training focuses on the UKG hiring requirements and Broadcast1Source Equal Opportunities Rules.</p>