

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2019 – March 31, 2020¹

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
News Producer	1-9, 11-23, 25, 26, 39, 40	22
Account Executive	1-9, 11-23, 27, 39, 40	27
News Reporter/Anchor (4)	1-9, 11-23, 25, 26, 27, 28, 39, 40	27, 22, 27, 28
Traffic/Sales Assistant	1-9, 11-24, 27, 39, 40	27
Sports Reporter/Anchor	1-9, 11-23, 25, 26, 39,40	17
News Producer	1-9, 11-23, 25- 28, 39,40	22
Morning Weather	1-9, 11-16, 18-23, 25, 26, 36, 39, 40	36
Weekend Weather	1-9, 11-16, 18-23, 25, 26, 39, 40	40
Technical Media Producer	1-9, 11-16, 18-23, 39, 40	22
Account Executive	1-9, 11-16, 18-23, 27, 39, 40	22
News Reporter/Anchor	1-9, 11-23, 25, 39, 40	17
News Producer	1-9, 11-23, 25-28, 39, 40	22

¹ This report was revised in April 2021 to address 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 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-439-1362 Email: j.keen@lklp.net	N	0
2	Lincoln Memorial University Attn: Larry Thacker Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611 Email: larry.thacker@lmunet.edu	N	0
3	Office of Employment & Training Attn: Christopher Ward 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-435-6038 Email: christopher.ward@ky.gov	N	0
4	Midway College, Career Placement Attn: Sarah Morgan 512 E. Stephens Street Midway, KY 40347 Telephone #859-846- 5390 Email: smorgan@midway.edu	N	0
5	NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0

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6	National College Tena Varney, Career Ctr. Director 2376 Sir Barton Way Lexington, KY 40509 Telephone # 859-253-0621 Email: tvarney@national-college.edu	Y	0
7	Morehead State University Attn: Julia Hawkins, Career Serv. Dir. 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233 http://morehead-csm.symplicity.com/employers Email: j.hawkins@moreheadstate.edu	Y	1
8	Hazard Community & Technical College Attn: Renee Back, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721 Email: renee.back@kctcs.edu	N	0
9	Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136	Y	0
10	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	Y	0
11	University of the Cumberlands Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259 Email: career@ucumberlands.edu	Y	0

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12	Eastern Kentucky University Dept. of Communications Attn: Elizabeth K. Hansen, Ph.D. 317 Combs Building 521 Lancaster Avenue Richmond, KY 40475-3102 Telephone # 859-622-1871 http://eku-csm.symplicity.com/employers Email: liz.hansen@eku.edu	Y	1
13	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0
14	Pikeville College Brenda Maynard, Dir. of Career Dev. 147 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319	Y	0
15	Southeast Community College Attn: Chris Jones 700 College Road Cumberland, KY 40823 Telephone # 606-633-0279 Email: chris.jones@kctcs.edu	N	0
16	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258 Email: Leetta Angel - langel@unionky.edu	Y	0

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17	University of Tennessee- Career Services Attn: Elizabeth Pallardy 100 Dunford Hall 915 Volunteer Blvd. Knoxville, TN 37996-4010 Telephone # 865-974-5435 Fax # 865-974-6497 Email: sbussell@utk.edu	Y	2
18	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 Telephone # 502-597-5998 Email: rbanks@gwmail.kysu.edu	N	0
19	University of Kentucky Career Center Attn: Naitore Kiogora, Employer Relations Team 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746 Email: naitore.kiogora@uky.edu	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 www.wku.edu/CareerServ/employer.htm Email: dan.onitsuka@wku.edu	N	0
21	Gray Television Group-website Attn: jobs@gray.tv	N	1
22	Posting on WYMT-TV's website www.WYMT.com	N	18
23	On-Air Announcement on WYMT-TV	N	0
24	Internal Candidate/Internal Transfer	N	1

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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
25	www.TVJobs.com	N	1
26	www.Medialine.com	N	1
27	Employee Referral	N	13
28	Non-Employee Referral	N	3
29	Walk-In/Self-Referral	N	0
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	0
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	Collective Talent Collectivetalent.com	N	0
38	FindKYJobs.com website	N	0
39	PeopleMatter.com		12
40	Indeed.com		2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			57

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	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 two production interns and one news intern. Two students were from Morehead State University and one student was from Eastern Kentucky University.</p> <p>One Morehead State University student interned from 5-23-19 to 8-9-19 and the other interned from 5-28-19 to 7-29-19.</p> <p>The Eastern Kentucky University student interned from 6-24-19 to 7-18-19. The students were supervised by station personnel working in the department in which the student interned.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Sponsor an event/program for or on behalf of educational institutions related to careers in broadcasting.	<p>WYMT Mountain Classic Scholarship Program: WYMT hosted three regional colleges (Alice Lloyd College, University of Pikeville and the University of Virginia at Wise) at the annual WYMT Mountain Basketball Classic Scholarship awards ceremony on December 9, 2019. The event was held 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 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, Sales Manager, 6pm Co-anchor 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-TV.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Sponsor a 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>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-TV staff solicits scholarship nominees from area high schools. WYMT-TV also films, edits and airs features highlighting the scholarship recipients and prints a 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> <p>During this reporting period, the WYMT-TV Mountain Basketball Classic scholarship program awarded 111 scholarships to local high school seniors.</p> <p>In addition, another three (3) high school seniors were awarded Ralph Gabbard scholarships in the amount of \$1,000 (each) on December 9, 2019 to assist in their continued education.</p> <p>The three (3) awardees represented the following local high schools:</p> <p>Whitley High School</p> <p>Wolfe County High School Johnson Central High School</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in a scholarship program designed to assist students interested in pursuing a career in broadcasting.	<p>The Coach Wayne Martin Leadership Scholarship is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project. The scholarship goes to a selected senior from the participating boys and girl's 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 Classic Committee select the scholarship winners. Two (2) high school seniors were awarded Coach Wayne Martin Scholarships on championship night of the WYMT Mountain Classic on December 8, 2018, to assist in their continued education.</p> <p>The two recipients represented the following local high schools:</p> <p>Pike County High School Hazard High School</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participate in an event or program sponsored by an educational institution relating to career opportunities in broadcasting	<p>WYMT-TV participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV 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-TV partners with local schools to present the WYMT Sky Alert Weather Class. This program provides the opportunity for teachers to request the WYMT Sky 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, and on the station's website.</p> <p>During this reporting period, our weather team and news anchors visited 85 local elementary and high school classrooms.</p>
6	Training of management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>All WYMT-TV Department Heads, the EEO Administrative Assistant and the General Manager attend in-house training meetings to review the importance and implementation of our EEO procedures and hiring practices. In-house EEO meetings took place on December 30, 2019.</p>