

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2012 – March 31, 2013

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	1-20, 22, 25, 26, 27	22
News Producer	1-20, 22, 25, 26, 27	19
Anchor/Reporter	1-20, 25, 26, 27, 28	27
Anchor/Reporter	1-20, 25, 26, 27, 28	7
Anchor/Reporter	1-20, 25, 26, 27, 28	28
Sports Reporter/Anchor	1-20, 25, 26, 27, 28	25
Anchor/Reporter	1-20, 25, 26, 27	27
Production Shooter/Editor	1-20, 23, 25, 26, 27	27
Production Shooter/Editor	1-20, 23, 25, 26, 27	27
Media Coordinator	1-20, 27	27
Multimedia Journalist	1-20, 25, 26, 28, 29	29
Multimedia Journalist	1-20, 25, 26, 28, 29	20
Media Coordinator	36*	36
News Producer	1-20, 22, 23, 25, 26, 27	17
News Producer	1-20, 22, 23, 25, 26, 27	22
Anchor/Reporter	1-20, 22, 23, 25, 26, 28	28
Anchor/Reporter	1-20, 22, 23, 25, 26, 28	28

* Exigent Circumstance

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I. MASTER RECRUITMENT SOURCE LIST (MRS�)

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	N	0
2	Lincoln Memorial University Attn: Larry Thacker Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611	N	0
3	Office of Employment & Training Attn: Christopher Ward 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-435-6038	N	0
4	Midway College, Career Placement Attn: Sarah Morgan 512 E. Stephens Street Midway, KY 40347 Telephone #859-846- 5390	N	0
5	NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0
6	National College Tena Varney, Career Ctr. Director 2376 Sir Barton Way Lexington, KY 40509 Telephone # 859-253-0621	Y	0
7	Morehead State University Attn: Julia Hawkins, Career Serv. Dir. 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Hazard Community & Technical College Attn: Renee Back, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721	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	Y	0
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	Y	0
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	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	Y	0
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	Y	2
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 Career Center Attn: Naitore Kiogora, Employer Relations Team 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746	Y	1
20	Western Kentucky University Attn: Dan Onitsuka, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756	N	1
21	Gray Television Group-website Attn: Jane Ploeger	N	0
22	WYMT-TV's website	N	2
23	On-Air Announcement on WYMT-TV	N	1
24	Internal Candidate/ Transfer	N	0
25	TV Jobs www.TVJobs.com	N	6
26	MediaLine www.Medialine.com	N	0
27	Employee Referral	N	9
28	Non-Employee Referral	N	10
29	Walk-In/Self-Referral	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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	N	0
36	Former employee (re-hire)	N	1
37	Collective Talent	N	0
38	Find KY Jobs www.FindKYJobs.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			35

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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 students who exhibit an interest, or are pursuing a career, in broadcasting or a related field.</p> <p>During this reporting period, the station hosted three students. The students were interested in journalism and interned in the News Department during the Summer and Fall of 2012. The students were from the University of Kentucky College of Law in Lexington, KY; the University of the Cumberlands in Williamsburg, KY; and Morehead State University in Morehead, KY.</p>
2	Participate in job fair	<p>WYMT-TV's Business Manager attended the annual HCTC Hazard Campus Career Fair (Hazard, Kentucky) on October 16, 2012.</p>
3	Participate in job fair	<p>WYMT-TV and sister station WNDU participated jointly in the Northwestern University Spring Job Fair (Evanston, Illinois) on April 13, 2012. Gray Television Managers were on hand to discuss job openings with WYMT-TV and Gray Television.</p>
4	Participate in an event/activity for or on behalf of an educational institution related to careers in broadcasting	<p>WYMT-TV's Chief Engineer attended "Operation Preparation" at Johnson Central High School on March 12, 2013. He was joined by our satellite truck operator and a commercial shooter/editor. They spoke to 8th graders and high school sophomores about job opportunities in broadcast television.</p>
5	Participate in job Fair	<p>WYMT-TV and sister station WBKO participated jointly in the Western Kentucky University Spring Job Fair (Bowling Green, Kentucky) on March 20, 2013. Gray Television representatives attended and spoke to fair attendees about job openings and opportunities at WYMT-TV and Gray Television. This event drew approximately 40 employers and 400 students representing a variety of disciplines.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Host an event/program for or on behalf of an educational institution related to careers in broadcasting	WYMT-TV hosted two regional Eastern Kentucky colleges (University of the Cumberlands and the University of Pikeville) at the annual WYMT-TV Scholarship Awards Night on January 7, 2012. The event was held at Perry Central High School (Hazard, Kentucky). The event gave us the opportunity to interact with more than 100 high school seniors and recipients of WYMT-TV's Mountain Classic Scholarship (both general academic scholarships and broadcasting academic scholarships). WYMT-TV's General Manager, Sales Manager, 6pm Co-anchor and several other WYMT employees attended the event and were on hand to talk to students and their parents about broadcasting careers.
7	Provide training for management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	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. An in-house EEO meeting took place on March 13, 2013.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	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. WYMT-TV appointed an independent committee (on which the station's General Manager, General Sales Manager, and News Director serve as non-voting, active members) to oversee the scholarship selection process. WYMT-TV staff handle the majority of the scholarship program, including the planning and implementation of the Awards Reception and Ceremony, year-round financial reports, paperwork and correspondence, generating/securing scholarship funds by securing business donations, and soliciting Kentucky colleges and universities to match awards. In conjunction with the independent committee, 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 advertises the scholarship opportunity annually in Kentucky's "Affording Higher Education" publication.</p> <p>On December 4, 2012, this WYMT-TV scholarship program selected three high school seniors to receive \$1,000 (each) in academic scholarships to assist in their continued education. The three student recipients were from Knox Central High School (Barbourville, Kentucky), Knott Central High School (Hindman, Kentucky), and Pikeville High School (Pikeville, Kentucky).</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Sponsor a scholarship program 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 of Lexington, Kentucky 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. A scholarship committee, which includes three station employees, selects the winners. Entry fees collected from a station event, the annual WYMT 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(s) and also lists the scholarship nominee(s) and winner(s) in an annual event program book. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication.</p> <p>On May 20, 2012, this WYMT-TV scholarship program selected a total of three high school seniors to receive \$1,000 (each) in academic scholarships to assist in their continued education. The three student recipients were from Harlan County High School (Harlan, Kentucky), Leslie County High School (Hyden, Kentucky), and Pikeville High School (Pikeville, Kentucky).</p>