

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022

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
Sports Reporter/Anchor (2)	1-22, 25, 28, 40	28, 28
Administrative Assistant/Receptionist	1-22, 28, 40	28
News Producer	1-22, 27, 40	27
Digital Executive Producer	1-22, 40	40
Weekend Meteorologist	1-22, 21, 40	21
Multimedia Journalist (3)	1-22, 25, 29, 40	7, 29, 40
Multimedia Journalist	1-22, 25, 27, 40	17
Account Executive	1-22, 27, 28, 40	28
Technical Media Producer	1-22, 40	7

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

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	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

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

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 Attn: Julia Hawkins, Career Serv. Dir. 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233	Y	4
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

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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
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	0

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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	Gray TV (https://gray.tv/careers)	N	2
22	Posting on WYMT-TV's website	N	1
23	On-Air Announcement on WYMT-TV	N	0
24	Internal Candidate/Internal Transfer	N	0
25	www.TVJobs.com	N	1
26	www.Medialine.com	N	0
27	Employee Referral	N	3
28	Non-Employee Referral	N	4
29	Walk-In/Self-Referral	N	1
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	0

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	Collective Talent	N	0
38	FindKYJobs.com website	N	0
39	Reserved		0
40	Indeed.com		4
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			22

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Virtual Career Fairs (8)	<p>WYMT participated in several (8) Career Fairs where we had the opportunity to speak with students about jobs in broadcasting, at our station, and our company, Gray Television.</p> <p>On April 9, 2021, our General Manager attended a virtual career fair via Zoom at West Virginia University.</p> <p>On November 1, 2021, our General Manager attended a virtual career fair via Zoom at the University of Kentucky.</p> <p>On February 18, 2022, our General Manager and an MMJ (Alabama graduate) attended a virtual career fair via Zoom at the University of Alabama.</p> <p>On February 25, 2022, our General Manager and News Director attended two virtual career fairs via Zoom at Syracuse University.</p> <p>On February 25, 2022, our General Manager attended a virtual career fair via Zoom at West Virginia University.</p> <p>On February 28, 2022, our News Director attended a virtual career fair via Zoom at the University of Kentucky.</p> <p>On March 8, 2022, our General Manager, News Director, and Morning Anchor (UT Graduate) attended a virtual career fair via Zoom at the University of Tennessee.</p>

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Host a College Career Fair	On September 30, 2021, WYMT hosted 11 students from Asbury University. The students met with WYMT's General Manager, News Director, news and production teams. The students asked questions about jobs in broadcasting, at WYMT, and our company, Gray Television. The students also watched our 4pm newscast live in the control room and studio.
3	Host a College Career Fair	<p>WYMT Mountain Classic Scholarship Program: WYMT hosted three regional colleges (Alice Lloyd College, University of Pikeville and the University of the Cumberlands) at the annual WYMT Mountain Basketball Classic Scholarship awards ceremony on December 6, 2021. 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 105 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, Morning Weathercaster, 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>

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in a Scholarship Program.	<p>WYMT Mountain Classic Scholarship Program:</p> <p>Beginning in August 2021, WYMT and its 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, and community involvement.</p> <p>The scholarships include both general academic scholarships and broadcasting academic scholarships.</p> <p>WYMT and its Classic Committee awarded \$105,000 in scholarship money to 105 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>

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	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 2021, WYMT and the Classic Committee began soliciting scholarship applications and donations.</p> <p>On December 6, 2021, 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 Corbin High School, Hazard High School, and Pike County Central High School.</p>
6	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 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 11, 2021, to assist in their continued education.</p> <p>The two recipients were from Shelby Valley High School and Knott County Central High School.</p>

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	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 the annual WYMT-TV Golf Classic project.</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 6pm 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 2021, WYMT and the scholarship committee began soliciting scholarship applications and donations.</p> <p>Four recipients were selected on March 29, 2022, to receive a \$1,000 scholarship each.</p> <p>The four scholarship recipients were from Corbin High School, Magoffin County High School, Phelps High School, and Powell County High School.</p> <p>The scholarships will be awarded to the students at our annual WYMT Tony Turner Memorial Golf Classic on June 17, 2022.</p>

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	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 one intern. The Asbury University student interned in news.</p>

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	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 Sky Alert Weather Class.</p> <p>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, WYMT.com, and the station's social media pages.</p> <p>The number of appearances was reduced again this year due to COVID.</p> <p>During this reporting period, our weather team visited 12 local elementary and high school classrooms.</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.</p>

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	Virtual Weather Spotters Class	<p>WYMT partnered with the National Weather Service in Jackson, Kentucky to provide two Weather Spotter Training Classes during Severe Weather Awareness Month. Due to the COVID-19 Pandemic, the classes were virtual.</p> <p>Date of Classes: March 3, 2022 and March 22, 2022.</p> <p>Weather Spotter Classes wer taught by:</p> <p>Jane Marie Wix, Brandon Bonds (NWS National Weather Service) and WYMT's Weather Team:</p> <p>Evan Hatter, Meteorologist Cameron Aaron, Meteorologist Brandon Robinson, Morning Weathercaster</p> <p>Description</p> <p>The WYMT 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>70 people attended the Virtual Weather Spotter's Classes.</p> <p>These weather spotters will provide lifesaving information during severe weather outbreaks.</p>

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
11	Provide EEO Training to Management Level Personnel	On March 24, 2022, WYMT's General Manager, News Director, Chief Engineer, and Office Manager participated in a previously-recorded training on the FCC's Equal Opportunities Rules provided by Joan Stewart of Wiley Rein.