



KET - The Kentucky Network  
Station WKPC-TV, WKMJ-TV - Louisville, KY  
4/1/13 - 3/31/14  
Recruitment Sources

| Number | Recruitment Source  | Contact   | Entitled | # Interviewed |
|--------|---|---|----------|---------------|
| 1      | KET - The Kentucky Network Web Site<br>(www.ket.org/jobs)<br>600 Cooper Drive<br>Lexington, KY 40502<br>(859) 258-7255                      | Ellen Dotson<br><a href="mailto:webeditor@ket.org">webeditor@ket.org</a>                              | No       | 0             |
| 2      | Lexington Herald-Leader<br>100 Midland Avenue<br>Lexington, Kentucky 40508<br>(859) 231-1485  | Tammy McConnell   | No       | 0             |
| 3      | CareerBuilder Web Site<br>(www.careerbuilder.com)<br>C/O Lexington Herald Leader<br>100 Midland Ave<br>Lexington KY 40508<br>(859) 231-1485 | Tammy McConnell   | No       | 0             |
| 4      | KET - Internal Posting<br>600 Cooper Drive<br>Lexington, KY 40502<br>(859) 258-7103   | HR Department   | No       | 0             |
| 5      | Unknown   | Resume/Application did not indicate source  |          | 0             |
| 6      | Reference   | Various Contacts  |          | 0             |
| 7      | Urban League of Lexington<br>167 West Main St., Rm. 405<br>Lexington, KY 40507<br>(859) 233-1561  | Annissa Franklin<br><a href="mailto:annissa@ullexfky.org">annissa@ullexfky.org</a>                    | No       | 0             |
| 8      | Urban League of Louisville<br>1535 West Broadway<br>Louisville, KY 40203<br>(502) 566-3377  | Chris Green<br><a href="mailto:cgreen@lul.org">cgreen@lul.org</a>                                     | No       | 0             |
| 9      | Kentucky State University Placement Office<br>400 East Main Street<br>Frankfort, KY 40601<br>Phone: (502) 597-6886                          | Sikitia Lanier<br><a href="mailto:sikitia.lanier@kysu.edu">sikitia.lanier@kysu.edu</a>                | No       | 0             |
| 10     | Berea College Office of Career Development<br>CPO 2198<br>Berea, KY 40404<br>(859) 985-3316   | Mary Lamb, Coordinator, Career Center<br><a href="mailto:mary_lamb@berea.edu">mary_lamb@berea.edu</a> | No       | 0             |
| 11     | Asbury Career Services<br>1 Macklem Drive<br>Wilmore, KY 40390<br>(859) 858-3511  | <a href="mailto:careerandcalling@asbury.edu">careerandcalling@asbury.edu</a>                          | No       | 0             |
| 12     | Kentucky Broadcasters Association<br>101 Enterprise Drive<br>Frankfort, KY 40601<br>(502) 848-0426  | Gary White, President & CEO<br><a href="mailto:kba@kba.org">kba@kba.org</a>                           | No       | 0             |

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|--------|---|---|----------|---------------|
| 13     | PBS Connect Job Listings<br>600 Cooper Drive<br>Lexington, KY 40502<br>(859) 258-7030   | KET Human Resources   | No       | 0             |
| 14     | Transylvania Career Development Center<br>300 N. Broadway<br>Lexington, KY 40508<br>(859) 233-8193                                  | Susan Rayer<br><a href="mailto:srayer@transy.edu">srayer@transy.edu</a>   | No       | 0             |
| 15     | University of Kentucky<br>116 Stuckert Building 40506-0494<br>Lexington KY 40506<br>(859) 257-2746                                  | Danitra Wallace<br><a href="mailto:Danitra.Wallace@uky.edu">Danitra.Wallace@uky.edu</a>   | No       | 0             |
| 16     | University of Louisville<br>Career Development Center<br>2011 South Brook St.<br>Houchens Building, LL03104<br>Louisville, KY 40292 | Matt Real<br><a href="mailto:mpreal01@louisville.edu">mpreal01@louisville.edu</a>   | No       | 0             |
| 17     | ITT Technical Institute<br>2473 Fortune Drive<br>Lexington KY 40509<br>(859) 246-3300   | Brooke Keller<br><a href="mailto:bkeller@itt-tech.edu">bkeller@itt-tech.edu</a>   | Yes      | 0             |
| 18     | Kentucky State Government Personnel Website   | <a href="http://www.personnel.ky.gov">www.personnel.ky.gov</a>  | No       | 0             |
| 19     | Northern Kentucky University<br>Nunn Drive<br>Highland Heights, KY 41099<br>(859) 572-1426  | Chris Strobel<br><a href="mailto:strobelc@nku.edu">strobelc@nku.edu</a><br><br>*Associate Professor, Electronic Media<br>& Broadcasting | No       | 0             |
| 20     | Morehead State University<br>Career Center<br>428 University Blvd.<br>Morehead, KY 40351<br>(606) 783-5458                          | <a href="mailto:careerservices@moreheadstate.edu">careerservices@moreheadstate.edu</a><br>Megan Boone                                   | Yes      | 0             |

**FCC/EEO Public File Report**  
**KET - WKMJ-WKPC, Louisville**  
**4/1/13 -3/31/14**  
**Prong 3 - Longer Term Recruitment Initiatives**

| # | Date    | Initiative  | Description  | Scope of Involvement  | Personnel Involved |
|---|---------|---|--|---|--------------------|
| 1 | Ongoing | Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. | Various training opportunities for current employees to advance their expertise in their subject area: 7 employees attended trainings during the year.   | Training of current employees to advance skills in their work area through local educational facilities; training of supervisors to increase their management skills; | Ronald Brown       |
| 2 | Ongoing | Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.     | Various training opportunities for current employees: 6 Authority Board Members and 3 Senior Directors who supervise this staff, as well as the HR Director, were given Diversity Training on 8/19/13; HR Director attended 2 EEOC training sessions. We conduct diversity & sexual harassment training for all supervisors & managers on a bi-annual basis. | Diversity, anti-discrimination & sexual harassment training for supervisors and managers  | Ronald Brown       |

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|   |         |  |   |  |   |
|---|---------|--|---|--|---|
| 3 | Ongoing | Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting. | Video Production Workshops & Consultations; conducted numerous workshops on a variety of KET's instructional and professional development resources as requested by schools: Conducted 6 workshops in Jefferson County area involving 105 students and 18 teachers. | Conduct workshops for students & teachers in Kentucky schools, providing teachers and students instruction on basic production skills and how they can be integrated into the classroom to enhance various curriculum areas, address 21st century skills, and provide students with a creative outlet for communicating. | KET Education staff, including Larry Moore, Jeff Gray, Allison NeCamp, Sara O'Keefe, and education consultants  |
| 4 | Ongoing | Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting. | Professional Development Workshops: Conducted 5 workshops involving 14 teachers & staff.  | Professional development presentations to Kentucky teachers and pre-service teachers to provide tools and strategies for using KET resources effectively to meet curriculum needs. KET also provides training for adult and early childhood educators, and staff present at education conferences throughout the year.   | K-12 -- KET education consultants (Brian Spellman, Larry Moore, Kathy Davis, Cynthia Warner), Arts staff (Teresa Day, Sara O'Keefe), and other Education staff (e.g., Mary Duncan); Adult Ed -- Tonya Crum; Early Childhood -- Amanda Wright. |

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|   |         |   |   |   |   |
|---|---------|---|---|---|---|
| 5 | Ongoing | Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. | Expose college students to broadcasting careers / environment through internship opportunities: We have recently established an internship opportunity at the Louisville station. A position has been created & posted and we are working with university contacts in the area to find an internship placement. | Host interns from state colleges who are majoring in areas that relate to broadcasting & business for credit hours. | Ron Brown and Jill Fitzpatrick; Mike Brower, Production Director; Laura Krueger, Health Producer/Outreach Manager, at Louisville Facility |
|---|---------|---|---|---|---|

| <b>KET-The Kentucky Network</b><br><b>WKPC-TV &amp; WKMJ-TV, Louisville, KY</b><br><b>April 1 2013-March 31, 2014</b><br><b>Total Number of Interviewees</b><br><b>Referred By Each Recruitment Source</b> |                                     |
|--|-------------------------------------|
| <b>Total Number of Persons Interviewed for Full-Time Vacancies:</b>  | <b>0</b>                            |
|  |                                     |
| <b>Referring Recruitment Source</b>  | <b>Total Number of Interviewees</b> |
| KET Website  | 0                                   |
| Lexington Herald Leader  | 0                                   |
| CareerBuilder Web Site   | 0                                   |
| KET Internal Posting   | 0                                   |
| Unknown  | 0                                   |
| Reference  | 0                                   |
| Urban League of Lexington  | 0                                   |
| Urban League of Louisville   | 0                                   |
| Kentucky State University  | 0                                   |
| Berea College  | 0                                   |
| Asbury College   | 0                                   |
| Kentucky Broadcasters Association  | 0                                   |
| PBS Connect Job Listings   | 0                                   |
| Transylvania University  | 0                                   |
| University of Kentucky   | 0                                   |
| University of Louisville   | 0                                   |
| ITT Technical Institute  | 0                                   |
| KY State Government Personnel Website  | 0                                   |
| Northern Kentucky University   | 0                                   |
| Morehead State University  | 0                                   |
|  |                                     |