

WKYT-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
Account Executive	1-34, 38, 41	38
Account Executive	1-35, 41	35
Account Executive	1-34, 38, 41	38
Account Executive	1-34, 38, 41	38
Digital Sales Assistant	1-34, 38, 41	38
Producer	1-34, 41	32
Producer	1-34, 41	32
Producer	1-34, 41	32
Producer	1-35, 41	35
Producer	1-34, 41	32
Producer	1-34, 41, 42	42
Producer	1-35, 41	35
Lifestyle Producer	1-35, 41	35
Photographer/Editor (Full-time)	1-34, 41	32
Photographer/Editor (Part-time)	1-34, 41	32
Traffic Anchor/MMJ	1-34, 41	32
Multimedia Reporter / Journalist	1-34, 38, 41	38

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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	NAB, post job postings on website: www.nab.org/bcc 1771 N Street, NW Washington, DC 20036 (202)429-5300	N	0
2	Career Services Center Norfolk State University Goodwin Student Center 700 Park Avenue Norfolk, VA 23504	Y	0
3	MediaLine rich@medialine.com P O Box 51909 Pacific Grove, CA 93950 (800)237-8073	N	0
4	Northern KY University Career Services UC 225 – Nunn Drive Highland Heights, KY 41099 (859)572-5680	Y	0
5	Western KY University Career Services Center 1 Big Red Way Bowling Green, KY 42101-3576 (270)745-0111	Y	0
6	Morehead State University Career Services careerservices@moreheadstate.edu 322 Allie Young Hall Morehead, KY 40351 (606)783-2233	Y	0
7	James W. Stuckert Career Center University of Kentucky 408 Rose St. Lexington, KY 40506-0494 (859)257-2746	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Lexington Urban League Job Development Coordinator 148 DeWeese St. Lexington, KY 40507 (859)233-1561 Email: INFO@ullexfay.org	Y	0
9	W18AN-TV Denton Loving, General Manager P O Box 2025 Lincoln Memorial University Harrogate, TN 37752 (423)869-6312	N	0
10	Lexington Community College Career Center 408 Rose St. Lexington, KY 40506-0494 (859)257-2746	N	0
11	HANDSHAKE Online Recruitment Site used by: <i>Kentucky State University</i> <i>Eastern Kentucky University</i> <i>Asbury College</i>	Y	0
12	Rust College Director of Journalism 150 Rust Avenue Holly Springs, MS 38635 (662)252-8000	N	0
13	Specs Howard School of Broadcast Arts 26700 Lasher Road, STE 100 Southfield, MI 40833 (248)358-9000	N	0
14	Radio-Television News Director Association Rtdna.org/content/post_a_job_form 529 14 th St., NW, Suite 1240 Washington, DC 20045-2520 (202)659-6510	N	0
15	California Chicano News Media Association 725 Arizona Avenue, STE 102 Santa Monica, CA 90401-1734 (213)437-4408	Y	0
16	Society of Professional Journalists 3909 N. Meridian Street Indianapolis, IN 46208-4045 (317)927-8000	N	0
17	TV Jobs.com Broadcast Employment Services P O Box 4116 Oceanside, CA 92052	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Central State University Career Services Center P.O. Box 1004 Wilberforce, OH 45384 (937)376-6383	N	0
19	The Leadership Institute Employment Placement Services 1101 N. Highland Street Arlington, VA 22201-2854 (703)247-2000	N	0
20	National Association of Black Journalists University of Maryland eric@nabjcareers.org and info@nabjcareers.org 1100 Knight hall 3100. College Park, MD 20742 (301)445-7100	Y	0
21	Career Planning & Placement Center Clark Atlanta University 223 James P. Brawley Drive, SW Atlanta, GA 30314 (404)880-6701	N	0
22	Grambling State University Director of Journalism 100 Main Street Grambling, LA 71245 (800)569-4714	N	0
23	Hampton University Director of Journalism Hampton, VA 23668 (757)727-5000	N	0
24	Jackson State University Director of Journalism 1400 Lynch Street Jackson, MS 39217 (800)848-6817	N	0
25	Southern University and A & M College Career Services P.O. Box 10980 Baton Rouge, LA 70813 (225)771-4500	N	0
26	Florida A & M University Division of Journalism Tallahassee, FL 32307 (850)599-3000	N	0
27	Virginia State University-Career Services Joseph Lyons Johnston Memorial Library P.O. Box 9410 Petersburg, VA 23806 (804)524-5211	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	NAACP Placement Offices INFO@ullexfay.org 498 Georgetown Street Lexington, KY 40508 (859)252-7336	Y	0
29	Specerian College Ms. Toni Webb-Dir. Graduate Employee Office 2355 Harrodsburg Road Lexington, KY 405054-3307 (859)223-9608	Y	0
30	Ivy Barksdale, Church Secretary Bethsaida Baptist Church 3700 Old Tate Creek Rd. Lexington, KY 40517	Y	0
31	Gray TV Stations – jobs@gray.tv Jobs are automatically posted to www.indeed.com Chelsea Clements Gray Television, Inc. 4370 Peachtree Rd., NE Atlanta, GA 30319 (715)845-4211	N	5
32	WKYT / Gray.tv Website www.wkyt.com linked to www.gray.tv/careers	N	21
33	Walk In / Call In	N	5
34	WKYT Internal Candidate	N	0
35	WKYT Employee Referral	N	13
36	Gray Television Employee Referral	N	1
37	WKYT Commercial	N	0
38	Client Referral	N	8
39	Jobnetwork.com	N	0
40	tvspy.com	N	0
41	Gray Television Internal Candidate	N	1
42	WKYT Internship Program	N	1
43	Gray Recruiter	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			56

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Activity designed to help disseminate broadcasting employment opportunity information	The EBCE (Experienced Based Career Education) program is coordinated through the Fayette County School System and runs throughout the school year. High School students spend time at job sites to learn more about various jobs and career opportunities. Students usually spend three to four hours a day for two to six weeks at WKYT, usually in the News Department or the Production Department shadowing and observing the various jobs in each department. During the reporting period, we did not have any students participate due to COVID restrictions and guidelines.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Job Fairs / Virtual Campus Visits	<p>WKYT participates in job/career fairs, and virtual campus visits with college students during the EEO reporting period. WKYT participated in the following events:</p> <ul style="list-style-type: none"> • WKYT News Director participated in virtual campus forums with students from the following colleges/universities to discuss recruitment opportunities at WKYT and other Gray Media locations. <ul style="list-style-type: none"> • April 9, 2021 West Virginia University • April 29, 2021 Furman University • October 22, 2021 University of Maryland • November 3, 2021 Shippensburg University • February 11, 2022 University of Maryland • February 18, 2022 University of Alabama • February 25, 2022 Syracuse University • February 23, 2022 West Virginia University • February 28, 2022 University of Kentucky • February 28, 2022 University of Florida • March 8, 2022 University of Tennessee • March 21, 2022 Furman University • WKYT News Director participated in University of Kentucky College of Communication & Information's annual Internship and Career Fair on March 2, 2022. • WKYT General Sales Manager was featured as a speaker to a group of 5 high schools in the state of Kentucky. The Zoom call took place January 21, 2022 and she discussed sports

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		marketing and how to make your way into the sales business of television.
3	Management EEO training	On February 17 , 2022, WKYT's Office Manager participated in the FCC's Equal Employment Opportunity Rules training presented by Joan Stewart of Wiley Rein, LLP.
4	Internship program	<p>WKYT offers internships with several different universities and school systems. During this reporting period, 8 interns participated at WKYT as follows:</p> <ul style="list-style-type: none"> • In the Fall of 2021 three (3) students participated in WKYT internships in the News and Sports Departments. They were students at the University of Kentucky, Morehead State University, and the University of Louisville. • In the Spring of 2022 five (5) students participated in WKYT internships in the News, Sports, Sales, and Information Technology Departments. They were students at the University of Kentucky, Morehead State University, Madison Central High School, and George Rogers Clark High School.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Diversity and Inclusion Training	<p>May 11, 2021 – June 10, 2021 – WKYT’s Executive Producer, and General Sales Manager, participated in the training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television.</p> <p>Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p>