

**WKYT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015 – March 31, 2016**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Account Sales Rep.	1 – 40, 44, 45, 46, 47	44
Digital Account Sales Rep.	1 – 40, 44, 45, 46, 47	40
Digital Account Sales Rep.	1 – 40, 44, 45, 46, 47	40
Digital Sales Assistant	1 – 40, 44	40
News Producer	1 – 40, 44, 45, 46, 47	40
News Producer	1 – 40, 44, 45, 46, 47	4
Sports Photographer (PT)	1 – 40, 44, 45, 46, 47	40
News Reporter / Anchor	1 – 40, 44, 45, 46, 47	46
Web Content Producer	1 – 40, 44, 45, 46, 47	7
Technical Media Producer (PT)	1 – 40, 44, 45, 46, 47	40
Multimedia Reporter	1 – 40, 44, 45, 46, 47	47
News Producer	1 – 40, 44, 45, 46, 47	37
Weekend News Photog/Editor (PT)	1 – 40, 44, 45, 46, 47	40
Video Editor	1 – 40, 44, 45, 46, 47	39
Multimedia Reporter	1 – 40, 44, 45, 46, 47	46
Multimedia Reporter	1 – 40, 44, 45, 46, 47	46
News Producer	1 – 40, 44, 45, 46, 47	47
News Producer	1 – 40, 42, 44, 45, 46, 47	42

## 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: <a href="http://www.nab.org/bcc">www.nab.org/bcc</a> 1771 N Street, NW Washington, DC 20036 (202)429-5300	N	0
2	Ohio Center for Broadcasting 6703 Madison Rd. Cincinnati, OH 45227 (513)271-6060	N	0
3	MediaLine <a href="http://www.medialine.com">www.medialine.com</a> P O Box 51909 Pacific Grove, CA 93950 (800)237-8073	N	4
4	Northern KY University Career Services UC 225 – Nunn Drive Highland Heights, KY 41099 (859)572-5680	Y	1
5	Western KY University Career Services Center 1 Big Red Way Bowling Green, KY 42101-3576 (270)745-0111	N	0
6	Morehead State University Career Services Rhonda Crisp 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	3
8	Lexington Urban League Job Development Coordinator 148 DeWeese St. Lexington, KY 40507 (859)233-1561 Email: <a href="mailto:INFO@ullexfay.org">INFO@ullexfay.org</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
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	Kentucky State University Career Counseling 400 East Main Street Frankfort, KY 40601 (502)597-6000	N	0
12	Asbury College Sally Foster 1 Macklem Drive Wilmore, KY 40390 (859)858-3511	Y	0
13	Rust College Student Career Services Chiquita Wall, Director 150 Rust Avenue Holly Springs, MS 38635 (662)252-8000	N	0
14	Norfolk State University Benjamin F. Ellis, Director Career Services Center Goodwin Student Center – Room 306/311 700 Park Avenue Norfolk, VA 23504 (757)823-8462	N	0
15	Specs Howard School of Broadcast Arts Dick Kern – VP Industry Relations 19900 W. 9 Mile Road Southfield, MI 48075-3953 (248)358-9000	N	0
16	Mr. Ryan Murphy Radio-Television News Director Association The National Press Building 529 14 <sup>th</sup> St., NW, Suite 425 Washington, DC 20045 (202)659-6510	N	0
17	Southern Ohio College Ms. Emily Hackworth 1011 Glendale-Milford Rd. Cincinnati, OH 45215	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
18	University of Southern California California Chicano News Media Association Annenberg School of Journalism 300 South Grand Avenue – Suite 3950 Los Angeles, CA 90071 (213)437-4408	N	0
19	Society of Professional Journalists 3909 N. Meridian Street Indianapolis, IN 46208-4045 (317)927-8000	N	0
20	National College of Business & Technology Carol Eaton 628 E Main Street Lexington, KY 40508-2312 (859)253-0621	Y	0
21	Central State University Career Services Center Lisa Taylor DeVond – Director P.O. Box 1004 Wilberforce, OH 45384 (937)376-6383	N	0
22	The Leadership Institute Employment Placement Services 1101 N. Highland Street Arlington, VA 22201-2854 (703)247-2000	N	0
23	National Association of Black Journalists University of Maryland 1100 Knight hall 3100. College Park, MD 20742 (301)445-7100	N	0
24	Career Planning & Placement Center Clark Atlanta University 223 James P. Brawley Drive, SW Atlanta, GA 30314 (404)880-6701	N	0
25	Grambling State University Career Planning & Placement Center Cynthia Lemelle – Director 100 Main Street Grambling, LA 71245 (800)569-4714	N	0
26	Hampton University Student Support Services Jean S. Williamson – Director Hampton, VA 23668 (757)727-5000	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
27	Jackson State University Career Counseling and Placemen Obra Hackett – Director 1400 Lynch Stree Jackson, MS 39217 (800)848-6817	N	0
28	Office of Vocational Rehabilitation Pamela K. McIntosh, Administrative Assistant 415 Highway 2034, Suite C Whitesburg, KY 41858	N	0
29	Southern University and A & M College Career Services Al B. Barron – Director P.O. Box 10980 Baton Rouge, LA 70813 (225)771-4500	N	0
30	Florida A & M University Pearl Stewart – Director of Career Development Division of Journalism Tallahassee, FL 32307 (850)599-3000	N	0
31	Virginia State University Lisa Townes Memorial Hall – 207 P.O. Box 9410 Petersburg, VA 23806 (804)524-5211	N	0
32	Eastern Kentucky University 571 Student Services Building Richmond, KY 40475 (859)622-1303	Y	0
33	NAACP Placement Offices 498 Georgetown Street Lexington, KY 40508 (859)252-7336	N	0
34	Specerian College Ms. Toni Webb-Dir. Graduate Employee Office 1575 Winchester Rd. Lexington, KY 40505 (859)223-9608	Y	0
35	Ivy Barksdale, Church Secretary Bethsaida Baptist Church 3700 Old Tates Creek Rd. Lexington, KY 40517	Y	0
36	Other Gray TV Stations – dottie.boudreau@gray.tv Dottie Boudreau Gray Television, Inc. 4370 Peachtree Rd., NE Atlanta, GA 30319 (715)845-4211	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
37	WKYT Web Site <a href="http://www.wkyt.com">www.wkyt.com</a>	N	14
38	Walk In	N	3
39	WKYT Internal Candidate	N	1
40	WKYT Employee Referral	N	8
41	WKYT Commercial	N	0
42	Client Referral	N	2
43	Lexington Herald Leader Newspaper Advertisement Classified Advertising 100 Midland Avenue Lexington, KY 40508 (859)233-7878	N	0
44	Jobnetwork.com	N	12
45	tvspy.com	N	0
46	TVJobs.com	N	79
47	Gray Television Internal Candidate	N	3
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>122</b>

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Activity designed to help disseminate broadcasting employment opportunity information	<p>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, 1 EBCE student participated at WKYT as follows:</p> <p>In the Spring of 2015, 1 student from Lafayette High School participated in the news department.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Job Fairs	<p>WKYT participated in the following job/career fairs during the reporting period:</p> <ol style="list-style-type: none"> <li>1. Morehead State University in September, 2015, where more than 450 students and alumni attended and 94 businesses and organizations were set up at the fair. Representing Gray Television were the SVP – Operations Manager and a Senior Marketing Consultant from WKYT-TV.</li> <li>2. Western Kentucky University in October, 2015 – approximately 430 students and alumni attended the job fair which had 107 employers on site. Representing Gray Television were the Human Resources Manager and the News Director at WBKO-TV.</li> <li>3. Western Kentucky University in March, 2016 – approximately 204 students and alumni attended the job fair that had 79 employers on site. Representing Gray Television were the Business and Human Resources Manager and the News Director at WBKO-TV.</li> <li>4. Morehead State University in March, 2016, where approximately 500 students and alumni attended and 90 organizations were set up at the job fair. Representing Gray Television were the SVP – Operations Manager, a News Anchor and the Chief Meteorologist from WKYT-TV, both of who are MSU alumni.</li> </ol>



	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Management EEO training	WKYT's SVP-Operations Manager participated in an "FCC EEO Rules and Regulations" webinar hosted by Gray Television's legal staff, on October 8, 2015. Information from this webinar was then presented to the WKYT Senior Management team by the SVP-Operations Manager to emphasize correct EEO procedures regarding job postings and hiring practices.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Internship program	<p>WKYT offers internships with several different universities. During the reporting period, 18 interns participated at WKYT as follows:</p> <ol style="list-style-type: none"> <li>1. In the Fall of 2015, 2 students participated in the News Department. One of these students was attending the University of Kentucky and the other was attending Eastern Kentucky University, and 1 student attending the University of Kentucky participated in the Sales department.</li> <li>2. During the Summer Semester of 2015, 10 Students took part in the internship program in the Sales and News departments. Four of the students were from the University of Kentucky, two were from Berea College, and one each from Campbellsville University, Loyola University, Morehead State University, and Thomas Moore College.</li> <li>3. During the Spring of 2016, 5 students participated in the internship program in the News, Creative Services, Sports, and Sales and Marketing Departments. Four of the students were from the University of Kentucky and one was from Eastern Kentucky University.</li> </ol> <p>Interns at WKYT are supervised by the following station staff:</p> <ol style="list-style-type: none"> <li>1. V.P. News</li> <li>2. News Exec. Producer</li> <li>3. Sales Manager</li> <li>4. Sr. V.P. – Broadcast Operations</li> <li>5. Promotion/Creative Services Manager</li> </ol>