

WKYT-TV
EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018

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
Photographer / Editor	1 – 39, 44, 45, 46, 47	39
News Producer	1 – 39, 44, 45, 46, 47	46
News Producer	1 – 39, 44, 45, 46, 47, 48	48
Web Producer	1 – 39, 44, 45, 46, 47	39
Multimedia Reporter	1 – 39, 44, 45, 46, 47	46
Anchor/Multimedia Reporter	1 – 39, 44, 45, 46, 47	46
Sports Anchor/Multimedia Journalist	1 – 39, 44, 45, 46, 47	39
Multimedia Reporter	1 – 39, 44, 45, 46, 47	39
Technical Media Producer	1 – 39, 44, 45, 46, 47	39
Digital Content Executive Producer	1 – 39, 44, 45, 46, 47	45
News Content Manager	1 – 39, 44, 45, 46, 47	38
Photographer / Editor	1 – 39, 44, 45, 46, 47	39
Sports Photographer	1 – 39, 44, 45, 46, 47	36

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	Ohio Center for Broadcasting 6703 Madison Rd. Cincinnati, OH 45227 (513)271-6060	N	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	N	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
8	Lexington Urban League Job Development Coordinator 148 DeWeese St. Lexington, KY 40507 (859)233-1561 Email: INFO@ullexfay.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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.center@kysu.edu Career Counseling 400 East Main Street Frankfort, KY 40601 (502)597-6000	N	0
12	Asbury College www.asbury.edu/student-life/career-services/employers 1 Macklem Drive Wilmore, KY 40390 (859)858-3511	Y	0
13	Rust College Director of Journalism 150 Rust Avenue Holly Springs, MS 38635 (662)252-8000	N	0
14	Norfolk State University Career Services Center Goodwin Student Center 700 Park Avenue Norfolk, VA 23504 (757)823-8462	N	0
15	Specs Howard School of Broadcast Arts 19900 W. 9 Mile Road Southfield, MI 40875-3953 (248)358-9000	N	0
16	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
17	Southern Ohio College Ms. Emily Hackworth 1011 Glendale-Milford Rd. Cincinnati, OH 45215	N	0
18	California Chicano News Media Association 725 Arizona Avenue, STE 102 Santa Monica, CA 90401-1734 (213)437-4408	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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 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 eric@nabjcareers.org and info@nabjcareers.org 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 Director of Journalism 100 Main Street Grambling, LA 71245 (800)569-4714	N	0
26	Hampton University Director of Journalism Hampton, VA 23668 (757)727-5000	N	0
27	Jackson State University Director of Journalism 1400 Lynch Street Jackson, MS 39217 (800)848-6817	N	0
28	Southern University and A & M College Career Services P.O. Box 10980 Baton Rouge, LA 70813 (225)771-4500	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	Florida A & M University Division of Journalism Tallahassee, FL 32307 (850)599-3000	N	0
30	Virginia State University Lisa Townes Memorial Hall – 207 P.O. Box 9410 Petersburg, VA 23806 (804)524-5211	N	0
31	Eastern Kentucky University-Career Services Career.coop@eku.edu 463 Student Services Bldg-SSB CPO 62 Richmond, KY 40475-3162 (859)622-1303	Y	0
32	NAACP Placement Offices 498 Georgetown Street Lexington, KY 40508 (859)252-7336	N	0
33	Specerian College Ms. Toni Webb-Dir. Graduate Employee Office 2355 Harrodsburg Road Lexington, KY 405054-3307 (859)223-9608	Y	0
34	Ivy Barksdale, Church Secretary Bethsaida Baptist Church 3700 Old Tates Creek Rd. Lexington, KY 40517	Y	0
35	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
36	WKYT Web Site www.wkyt.com	N	1
37	Walk In	N	0
38	WKYT Internal Candidate	N	2
39	WKYT Employee Referral	N	13
40	WKYT Commercial	N	0
41	Client Referral	N	0
42	Lexington Herald Leader Newspaper Advertisement Classified Advertising 100 Midland Avenue Lexington, KY 40508 (859)233-7878	N	0
43	Jobnetwork.com	N	0
44	tvspy.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
45	TVJobs.com	N	6
46	Gray Television Internal Candidate	N	4
47	WKYT Internship Program	N	0
48	Kentucky Associated Press Broadcasters	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			27

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>From October 30, 2017 through December 20, 2017, 1 student from Paul Laurence Dunbar 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"> 1. Morehead State University on October 3, 2017, where more than 380 students and alumni attended and 40 businesses organizations were set up at the fair. Representing Gray Television were the VP – Operations Manager, along with a News Anchor and the Chief Meteorologist from WKYT-TV, as well as Sales Managers from WYMT-TV. 2. Western Kentucky University on February 28, 2018. Approximately 400 students and alumni attended the job fair which had 98 employers on site. Representing Gray Television were the Human Resources Manager and the News Director at WBKO-TV.
3	Management EEO training	<p>On March 28, 2018, WKYT's General Manager presented information to the WKYT Senior Management team regarding correct EEO procedures for job postings. All aspects of the hiring process were covered from the initial job postings, the interview process, and the hiring procedure.</p>

	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, 23 interns participated at WKYT as follows:</p> <ol style="list-style-type: none"> 1. In the Summer of 2017, five students participated in the News Department. Two of these students were attending the University of Kentucky; one from Eastern Kentucky University; one was attending Western Kentucky University; and one from Monte Vista High School. One student from George Rogers Clark High School participated in the Sports department, and one student from Morehead State University participated in the Promotions department. 2. During the Fall Semester of 2017, two students took part in the internship program in the Sales and News departments. Both students were from the University of Kentucky. 3. During the Spring of 2018, four students participated in the internship program in the News, and Sales and Marketing Departments. Two of the students were from the University of Kentucky and two were from Eastern Kentucky University. <p>Interns at WKYT are supervised by the following station staff:</p> <ol style="list-style-type: none"> 1. V.P. News 2. News Exec. Producer 3. Sales Manager 4. V.P. – Broadcast Operations 5. Promotion/Creative Services Manager