

**WKYT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 – March 31, 2019**

**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>
Junior Account Executive	1 – 35, 45	45
Photographer / Editor	1 – 35	35
Account Executive	1 – 35, 38	38
Multimedia Reporter	1 – 35	44
Web Content Producer	1 – 35, 38	38
News Producer	1 – 35	35
News Producer	1 – 35	44
Executive Producer	1 – 35, 37	37
New Business Account Executive	1 – 35, 38	38
Multimedia Reporter	1 – 35	44
Sports Anchor / Multimedia Reporter	1 – 35	44
Web Content Producer	1 – 35	7
News Producer	1 – 35	35

## 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	Career Services Center Norfolk State University Goodwin Student Center 700 Park Avenue Norfolk, VA 23504	N	0
3	MediaLine <a href="mailto:rich@medialine.com">rich@medialine.com</a> 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 <a href="mailto:careerservices@moreheadstate.edu">careerservices@moreheadstate.edu</a> 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	2
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

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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 <a href="mailto:career.center@kysu.edu">career.center@kysu.edu</a> Career Counseling 400 East Main Street Frankfort, KY 40601 (502)597-6000	N	0
12	Asbury College <a href="http://www.asbury.edu/student-life/career-services/employers">www.asbury.edu/student-life/career-services/employers</a> 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 <a href="http://Rtdna.org/content/post_a_job_form">Rtdna.org/content/post_a_job_form</a> 529 14 <sup>th</sup> St., NW, Suite 1240 Washington, DC 20045-2520 (202)659-6510	N	0
17	California Chicano News Media Association 725 Arizona Avenue, STE 102 Santa Monica, CA 90401-1734 (213)437-4408	N	0
18	Society of Professional Journalists 3909 N. Meridian Street Indianapolis, IN 46208-4045 (317)927-8000	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	National College of Business & Technology Carol Eaton 628 E Main Street Lexington, KY 40508-2312 (859)253-0621	Y	0
20	Central State University Career Services Center P.O. Box 1004 Wilberforce, OH 45384 (937)376-6383	N	0
21	The Leadership Institute Employment Placement Services 1101 N. Highland Street Arlington, VA 22201-2854 (703)247-2000	N	0
22	National Association of Black Journalists University of Maryland <a href="mailto:eric@nabjcareers.org">eric@nabjcareers.org</a> and <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a> 1100 Knight hall 3100. College Park, MD 20742 (301)445-7100	N	0
23	Career Planning & Placement Center Clark Atlanta University 223 James P. Brawley Drive, SW Atlanta, GA 30314 (404)880-6701	N	0
24	Grambling State University Director of Journalism 100 Main Street Grambling, LA 71245 (800)569-4714	N	0
25	Hampton University Director of Journalism Hampton, VA 23668 (757)727-5000	N	0
26	Jackson State University Director of Journalism 1400 Lynch Street Jackson, MS 39217 (800)848-6817	N	0
27	Southern University and A & M College Career Services P.O. Box 10980 Baton Rouge, LA 70813 (225)771-4500	N	0
28	Florida A & M University Division of Journalism Tallahassee, FL 32307 (850)599-3000	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	Virginia State University Lisa Townes Memorial Hall – 207 P.O. Box 9410 Petersburg, VA 23806 (804)524-5211	N	0
30	Eastern Kentucky University-Career Services <a href="http://Handshake.com">Handshake.com</a> 463 Student Services Bldg-SSB CPO 62 Richmond, KY 40475-3162 (859)622-1303	Y	0
31	NAACP Placement Offices <a href="mailto:INFO@ullexfay.org">INFO@ullexfay.org</a> 498 Georgetown Street Lexington, KY 40508 (859)252-7336	N	0
32	Specerian College Ms. Toni Webb-Dir. Graduate Employee Office 2355 Harrodsburg Road Lexington, KY 405054-3307 (859)223-9608	Y	0
33	Ivy Barksdale, Church Secretary Bethsaida Baptist Church 3700 Old Tates Creek Rd. Lexington, KY 40517	Y	0
34	Other Gray TV Stations – <a href="mailto:jobs@gray.tv">jobs@gray.tv</a> Which includes <a href="http://www.indeed.com">www.indeed.com</a> <a href="http://www.monster.com">www.monster.com</a> and <a href="http://www.peoplematter.com">www.peoplematter.com</a> Chelsea Clements Gray Television, Inc. 4370 Peachtree Rd., NE Atlanta, GA 30319 (715)845-4211	N	3
35	WKYT Web Site <a href="http://www.wkyt.com">www.wkyt.com</a>	N	10
36	Walk In	N	0
37	WKYT Internal Candidate	N	
38	WKYT Employee Referral	N	4
39	WKYT Commercial	N	0
40	Client Referral	N	1
41	Jobnetwork.com	N	0
42	tvspy.com	N	0
43	TVJobs.com Broadcast Employment Service P O Box 4116 Oceanside, CA 92052	N	0
44	Gray Television Internal Candidate (from #34)	N	5

<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>
45	WKYT Internship Program	N	1
46	Kentucky Associated Press Broadcasters	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			26

### 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 Summer of 2018 one student from Paul Laurence Dunbar High School participated in the Promotions Department.</p> <p>In the Fall of 2018 one 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"> <li>1. Morehead State University on October 2, 2018, where more than 100 Employers were present and attended by nearly 500 job seekers. Representing Gray Television were the WKYT-TV VP – News, and a News Anchor, as well as the Office Manager and an Engineer from WYMT-TV.</li> <li>2. Western Kentucky University on February 27, 2019. Approximately 400 students and alumni attended the job fair which had 100 employers on site. Representing Gray Television were the Human Resources Manager and the News Director at WBKO-TV.</li> </ol>
3	Management EEO training	<p>On March 13, 2019, WKYT's General Manager presented information to the WKYT Senior Management team regarding correct EEO procedures for job postings. 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, 17 interns participated at WKYT as follows:</p> <ol style="list-style-type: none"> <li>1. In the Summer of 2018, seven students participated in the News Department. Four of these students were attending the University of Kentucky; one from Northwestern University; one was from Asbury College; and one from Sayre School. One student from University of Kentucky participated in the Sales department.</li> <li>2. During the Fall Semester of 2018, two students took part in the internship program in the Sales department. Two attended the University of Kentucky. Two students took part in the News department internship program. One student attended Eastern Kentucky University.</li> <li>3. During the Spring of 2019, two students participated in the internship program in the Sales department. One student attended University of Kentucky and one attended 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. V.P. – Broadcast Operations</li> <li>5. Promotion/Creative Services Manager</li> </ol>