

WKYT-TV
EEO PUBLIC FILE REPORT
April 1, 2019 – March 31, 2020

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
PT Web Content Producer	1-34, 42	44
Photographer / Editor	1-34, 42	36
Account Executive	1-14, 16-34, 42	39
New Business Account Executive	1-14, 16-34, 42	39
Digital Content Executive Producer	1-34, 42	43
Photographer / Editor	1-34, 42	33
Producer	1-34, 42	43
Multimedia Reporter	1-34, 42	43
Administrative Assistant	1-14, 16-34, 42	37
New Business Account Executive	1-14, 16-34, 42	33
PT Web Content Producer	1-34, 42	44
Meteorologist	1-34, 42	33

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	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 HANDSHAKE Career Counseling 400 East Main Street Frankfort, KY 40601 (502)597-6000	N	0
12	Asbury College HANDSHAKE 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	Specs Howard School of Broadcast Arts 19900 W. 9 Mile Road Southfield, MI 40875-3953 (248)358-9000	N	0
15	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
16	California Chicano News Media Association 725 Arizona Avenue, STE 102 Santa Monica, CA 90401-1734 (213)437-4408	N	0
17	Society of Professional Journalists 3909 N. Meridian Street Indianapolis, IN 46208-4045 (317)927-8000	N	0
18	National College of Business & Technology Carol Eaton 628 E Main Street Lexington, KY 40508-2312 (859)253-0621	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Central State University Career Services Center P.O. Box 1004 Wilberforce, OH 45384 (937)376-6383	N	0
20	The Leadership Institute Employment Placement Services 1101 N. Highland Street Arlington, VA 22201-2854 (703)247-2000	N	0
21	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
22	Career Planning & Placement Center Clark Atlanta University 223 James P. Brawley Drive, SW Atlanta, GA 30314 (404)880-6701	N	0
23	Grambling State University Director of Journalism 100 Main Street Grambling, LA 71245 (800)569-4714	N	0
24	Hampton University Director of Journalism Hampton, VA 23668 (757)727-5000	N	0
25	Jackson State University Director of Journalism 1400 Lynch Street Jackson, MS 39217 (800)848-6817	N	0
26	Southern University and A & M College Career Services P.O. Box 10980 Baton Rouge, LA 70813 (225)771-4500	N	0
27	Florida A & M University Division of Journalism Tallahassee, FL 32307 (850)599-3000	N	0
28	Virginia State University Lisa Townes Memorial Hall – 207 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
29	Eastern Kentucky University-Career Services HANDSHAKE 463 Student Services Bldg-SSB CPO 62 Richmond, KY 40475-3162 (859)622-1303	Y	0
30	NAACP Placement Offices INFO@ullexfay.org 498 Georgetown Street Lexington, KY 40508 (859)252-7336	N	0
31	Specerian College Ms. Toni Webb-Dir. Graduate Employee Office 2355 Harrodsburg Road Lexington, KY 405054-3307 (859)223-9608	Y	0
32	Ivy Barksdale, Church Secretary Bethsaida Baptist Church 3700 Old Tates Creek Rd. Lexington, KY 40517	Y	0
33	Other Gray TV Stations – jobs@gray.tv Which includes www.indeed.com www.monster.com and www.peoplematter.com Chelsea Clements Gray Television, Inc. 4370 Peachtree Rd., NE Atlanta, GA 30319 (715)845-4211	N	22
34	WKYT Web Site www.wkyt.com	N	0
35	Walk In	N	0
36	WKYT Internal Candidate	N	1
37	WKYT Employee Referral	N	4
38	WKYT Commercial	N	0
39	Client Referral	N	2
40	Jobnetwork.com	N	0
41	tvspy.com	N	0
42	TVJobs.com Broadcast Employment Service P O Box 4116 Oceanside, CA 92052	N	0
43	Gray Television Internal Candidate (from #34)	N	2
44	WKYT Internship Program	N	2
45	Kentucky Associated Press Broadcasters	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			

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 2020 one student from Frederick Douglass 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 1, 2019, nearly 100 organizations were present and the event was attended by more than 500 job seekers. Representing Gray Television was the WKYT-TV VP – News, and a WKYT-TV Meteorologist who is an MSU Alumni. 2. Morehead State University on March 4, 2020, 91 organizations were present and the event was attended by 482 job seekers. Representing Gray Television was a WKYT-TV Anchor, and a WKYT-TV Meteorologist. Both of which are MSU Alumni. 3. University of Kentucky College of Communication and Information Internship and Career Fair on March 4, 2020. Hundreds of students from Communications, Journalism, Integrated Strategic Communication, Information Communication Technology, and Media Arts and Studies were in attendance and eager to learn about opportunities for internships or careers within our organization. The event accommodated approximately 42 organizations. Representing Gray Television was the WKYT-TV VP-News, and WKYT-TV Executive Producer.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Management EEO training	On June 20, 2019, WKYT's Office Manager participated in the FCC's Equal Employment Opportunity Rules training presented by Joan Stewart of Wiley Rein, LLP. The training included proper recruitment, recordkeeping, and reporting for EEO compliance..

	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, 10 interns participated at WKYT as follows:</p> <ol style="list-style-type: none"> 1. In the Summer of 2019, two students participated in the News and Sports Departments. Both students were attending the University of Kentucky. 2. During the Spring of 2020, eight students participated in the internship program. Three students were assigned to the Sales Department and two of the students attended the University of Kentucky, while the other student attended Eastern Kentucky University. One student was assigned to the Digital Sales Department and that student attended the University of Kentucky. One student was assigned to the Sports Department and attended the University of Kentucky. Three students were assigned to the News Department and two of the students attended the University of Kentucky, while the other participant was a senior at Frederick Douglas High School. <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. Digital Sales Manager 5. Sports Director