

WKYT-TV
EEO PUBLIC FILE REPORT
April 1, 2016 – March 31, 2017

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
Marketing Consultant	1 – 40, 44, 45, 46, 47, 48	48
News Anchor / Multimedia Reporter	1 – 40, 44, 45, 46, 47	47
Digital Content Producer	1 – 40, 44, 45, 46, 47	39
News Producer	1 – 40, 44, 45, 46, 47, 48	48
Multimedia Reporter	1 – 40, 44, 45, 46, 47	47
News Producer	1 – 40, 44, 45, 46, 47	46
Meteorologist / Multimedia Reporter	1 – 40, 44, 45, 46, 47	46
News Producer	1 – 40, 44, 45, 46, 47	46
News Video Editor	1 – 40, 44, 45, 46, 47	47
Multimedia Reporter	1 – 40, 44, 45, 46, 47	47
Digital Account Executive	1 – 40, 44, 45, 46, 47	40
Marketing Consultant	1 – 40, 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: 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 www.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 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	1
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 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	1
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 Kerns – 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 th 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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

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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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	WKYT Web Site www.wkyt.com	N	16
38	Walk In	N	0
39	WKYT Internal Candidate	N	1
40	WKYT Employee Referral	N	6
41	WKYT Commercial	N	0
42	Client Referral	N	4
43	Lexington Herald Leader Newspaper Advertisement Classified Advertising 100 Midland Avenue Lexington, KY 40508 (859)233-7878	N	0
44	Jobnetwork.com	N	0
45	tvspy.com	N	0
46	TVJobs.com	N	1
47	Gray Television Internal Candidate	N	63
48	WKYT Internship Program	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			94

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 January of 2017, 1 student from Lafayette High School participated in the News department.</p>

period:

1. Morehead State University in October 4, 2016, where more than 400 students and alumni attended and 98 businesses organizations were set up at the fair. Representing Gray Television were the SVP – Operations Manager and a Senior Marketing Consultant from WKYT-TV as well as the Sales Manager & Digital Sales Manager from WYMT-TV.
2. Western Kentucky University on October 26, 2016 – approximately 430 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. Western Kentucky University in March 22, 2017 – approximately 275 students and alumni attended the job fair that had 75 employers on site. Representing Gray Television were the Business and Human Resources Manager, Production Manager, and the News Director at WBKO-TV.
4. Morehead State University in March 7, 2017, where approximately 400 students and alumni attended and 106 organizations were set up at the job 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.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Management EEO training	<p>On March 15, 2017, WKYT's SVP-Broadcast Operations 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> <p>On March 23, 2017, WKYT's General Manager, Operations Manager, News Director, Human Resources Manager, General Sales Manager, and Creative Services Director participated in a webinar provided by our FCC Counsel on complying with the FCC's EEO Rules and Regulations.</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 2016, eight students participated in the News Department. Four of these students were attending the University of Kentucky; one from Eastern Kentucky University; one was attending UNC/Charlotte; one from Morehead State University, and one from Asbury University. One student from the University of Kentucky participated in the Sales & Marketing department, and three students from the University of Kentucky participated in the Sports department. 2. During the Fall Semester of 2016, five students took part in the internship program in the Sales, News, and Sports departments. Four of the students were from the University of Kentucky and one was from Eastern Kentucky University. 3. During the Spring of 2017, six students participated in the internship program in the News, Creative Services, and Sales and Marketing Departments. Five of the students were from the University of Kentucky and one was 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