

WKYT-TV
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

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
Technical Media Producer	1-34	34
Multimedia Reporter	1-34, 41	41
Producer	1-34, 41	41
Multimedia Reporter	1-34, 41	41
Meteorologist/Multimedia Reporter	1-34, 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: 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	Y	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	Y	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	Y	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	HANDSHAKE Online Recruitment Site used by: <i>Kentucky State University</i> <i>Eastern Kentucky University</i> <i>Asbury College</i>	Y	0
12	Rust College Director of Journalism 150 Rust Avenue Holly Springs, MS 38635 (662)252-8000	N	0
13	Specs Howard School of Broadcast Arts 26700 Lasher Road, STE 100 Southfield, MI 40833 (248)358-9000	N	0
14	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
15	California Chicano News Media Association 725 Arizona Avenue, STE 102 Santa Monica, CA 90401-1734 (213)437-4408	Y	0
16	Society of Professional Journalists 3909 N. Meridian Street Indianapolis, IN 46208-4045 (317)927-8000	N	0
17	TV Jobs.com Broadcast Employment Services P O Box 4116 Oceanside, CA 92052	Y	0
18	Central State University Career Services Center P.O. Box 1004 Wilberforce, OH 45384 (937)376-6383	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	The Leadership Institute Employment Placement Services 1101 N. Highland Street Arlington, VA 22201-2854 (703)247-2000	N	0
20	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	Y	0
21	Career Planning & Placement Center Clark Atlanta University 223 James P. Brawley Drive, SW Atlanta, GA 30314 (404)880-6701	N	0
22	Grambling State University Director of Journalism 100 Main Street Grambling, LA 71245 (800)569-4714	N	0
23	Hampton University Director of Journalism Hampton, VA 23668 (757)727-5000	N	0
24	Jackson State University Director of Journalism 1400 Lynch Street Jackson, MS 39217 (800)848-6817	N	0
25	Southern University and A & M College Career Services P.O. Box 10980 Baton Rouge, LA 70813 (225)771-4500	N	0
26	Florida A & M University Division of Journalism Tallahassee, FL 32307 (850)599-3000	N	0
27	Virginia State University-Career Services Joseph Lyons Johnston Memorial Library P.O. Box 9410 Petersburg, VA 23806 (804)524-5211	N	0
28	NAACP Placement Offices INFO@ullexfay.org 498 Georgetown Street Lexington, KY 40508 (859)252-7336	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	Specerian College Ms. Toni Webb-Dir. Graduate Employee Office 2355 Harrodsburg Road Lexington, KY 405054-3307 (859)223-9608	Y	0
30	Ivy Barksdale, Church Secretary Bethsaida Baptist Church 3700 Old Tates Creek Rd. Lexington, KY 40517	Y	0
31	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	2
32	WKYT Web Site www.wkyt.com	N	1
33	Walk In	N	0
34	WKYT Internal Candidate	N	3
35	WKYT Employee Referral	N	4
36	Gray Television Employee Referral	N	7
37	WKYT Commercial	N	0
38	Client Referral	N	0
39	Jobnetwork.com	N	0
40	tvspy.com	N	0
41	Gray Television Internal Candidate (from #31)	N	1
42	WKYT Internship Program	N	0
43	Kentucky Associated Press Broadcasters	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			18

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Activity designed to help disseminate broadcasting employment opportunity information	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, we did not have any students participate due to COVID restrictions and guidelines.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Job Fairs / Virtual Campus Visits	<p>WKYT participates in job/career fairs during the EEO reporting period. From April 1, 2020 through March 31, 2021 WKYT participated in the following events:</p> <ul style="list-style-type: none"> • February 19, 2021 - University of Tennessee virtual campus recruiting with instructor Darina Emilova Sarelska's. News Director represented. • February 22, 2021 – Western Kentucky University virtual campus recruiting with instructors Andrew Dawson at 10AM and Bradley Pfranger at 3PM. News Director represented at both. • March 3, 2021 – University of Maryland virtual campus recruiting with instructor Mel Coffee. News Director represented WKYT. • March 5, 2021 – Pennsylvania State University 18th Annual Success in the City virtual internship/career fair. News Director represented WKYT. • March 17, 2021 – University of Morehead's Spring 2021 virtual Communications & Creative Career & Internship Fair. This fair was for students and alumni interested in communications, art, graphic design and other creative fields. Local & Digital Sales Manager represented WKYT. • March 28, 2021 – University of South Carolina virtual internship/career fair. News Director represented WKYT. • March 28, 2021 – Indiana University virtual internship/career fair. News Director represented WKYT.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Management EEO training	On November 19, 2020, 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.
4	Internship program	WKYT offers internships with several different universities. During this reporting period, we did not have any internships at WKYT due to COVID guidelines and restrictions.
5	Diversity and Inclusion Training	July 9 - August 4, 2020 – our General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.