

WHAS-TV
EEO PUBLIC FILE REPORT
March 21, 2016 - March 20, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer - WHAS	3, 5-8, 13, 16-17, 19, 21-24, 26, 29-30, 32-36, 42, 44, 46, 48, 51-52, 54-56, 59-61	8
News Producer - WHAS	3, 5-8, 13, 16-17, 19, 21-24, 26, 29-30, 32-36, 42, 44, 46, 48, 51-52, 54-56, 59-61	8
Multi Skilled Journalist	1-9, 13-17, 19, 21-27, 29-36, 39, 42, 44-49, 51-61	14
Multi Skilled Journalist	1-9, 13-17, 19, 21-27, 29-36, 39, 42, 44-49, 51-61	47
Multi Skilled Journalist	1-9, 13-17, 19, 21-27, 29-36, 39, 42, 44-49, 51-61	52
Multi Skilled Journalist	1-9, 13-17, 19, 21-27, 29-36, 39, 42, 44-49, 51-61	1
Account Manager	2-9, 13-17, 19, 21-31, 34-36, 39, 44-46, 48-51, 53-61	8
Multiskilled Video Journalist	3, 5-8, 13, 16-17, 19, 21-24, 26, 29-30, 33-36, 42, 44, 46, 48, 51-52, 54-56, 59-61	8
Multiskilled Video Journalist	3, 5-8, 13, 16-17, 19, 21-24, 26, 29-30, 33-36, 42, 44, 46, 48, 51-52, 54-56, 59-61	8
Digital Sales Coordinator	3, 5-8, 13, 16-17, 19, 21-24, 26, 29-30, 33-36, 42, 44, 46, 48, 51-52, 54-56, 59-61	8
Multi-skilled Meteorologist	3, 5-8, 10, 13, 16-19, 21-24, 26, 29-30, 33-36, 42, 44, 46, 48, 51-52, 54-56, 59-61	18
Marketing Director	3, 5-8, 13, 16-17, 19-24, 26, 29-30, 33-36, 41-42, 44, 46-48, 51-52, 54-56, 59-61	41
Media Operations Specialist	3, 5-8, 12-13, 16-17, 19, 21-24, 26, 29-30, 33-37, 42, 44, 46-48, 51-52, 54-56, 59-61	37
Investigative Multi-Skilled Journalist	3, 5-8, 13-14, 16-19, 22-24, 26, 29-30, 33-36, 42, 44, 46, 48, 51-52, 54-56, 59-61	18
Multi-Skilled News Anchor	1, 3, 5-8, 11, 13, 16-17, 19, 22-24, 26, 29-30, 33-36, 42, 44, 46, 48, 51-52, 54-56, 59-61	1
Executive Producer	3, 5-8, 12-13, 16-17, 19, 22-24, 26, 29-30, 33-36, 42, 44, 46-48, 51-52, 54-56, 59-61	47

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Multi-Platform Producer	3, 5-8, 13, 16-17, 19, 22-24, 26, 29-30, 33-36, 38, 42, 44, 46-48, 51-52, 54-56, 59-61	38
Multi-Platform Producer	3, 5-8, 13, 16-17, 19, 22-24, 26, 29-30, 33-36, 38, 42, 44, 46-48, 51-52, 54-56, 59-61	47
Facilities Technician	3, 5-8, 13, 16-17, 19, 22-24, 26, 29-30, 33-36, 42, 44, 46-48, 51-52, 54-56, 59-61	47
Account Executive	3, 5-8, 12-14, 16-17, 19, 22-24, 26, 29-30, 33-36, 40, 42-44, 46, 48, 51-52, 54-56, 59-61	14
Digital Account Executive	3, 5-8, 13-14, 16-17, 19, 22-24, 26, 29-30, 33-36, 40, 42-44, 46, 48, 51-52, 54-56, 59, 61	14
Multi-Skilled Journalist	3, 5-8, 13-14, 16-17, 19, 22-24, 26, 29-30, 33-36, 40, 42-44, 46-48, 51-52, 54-56, 59, 61	47
Multi-Platform Producer	3, 5-8, 13-14, 16-17, 19, 22-24, 26, 29-30, 33-36, 40, 42-44, 46, 48, 51-52, 54-56, 59, 61	14
Multi-Platform Producer	3, 5-8, 13-14, 16-17, 19, 22-24, 26, 29-30, 33-36, 40, 42-44, 46, 48, 51-52, 54-56, 59, 61	14
Copy Coordinator	3, 5, 7-8, 14, 16-17, 19, 22-24, 26, 29-30, 33, 40, 42-43, 46, 48, 51-52, 55-56, 59, 61	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : janetjohnson@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
3	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-285-1522 Url : http://cms.bsu.edu/ Email : careercenter@bsu.edu Fax : 1-765-285-3757 Career Center Career Center	N	0
4	Bellarmino College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Email : mba@mbaweb.org Fax : 1-502-452-8050 Ann Zenan	N	0
5	Bellarmino College 2001 Newberg Road Louisville, Kentucky 40205 Phone : 502-272-7242 Url : http://www.bellarmino.edu/ Email : mreal@bellarmino.edu Matt Real	N	0
6	Brown Mackie College 3605 Fern Valley Road Louisville, Kentucky 40219 Phone : 502-810-6113 Url : https://www.brownmackie.edu/locations/louisville Email : eartman@brownmackie.edu Fax : 1-502-962-2791 Liz Artman	N	0

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7	Campbellsville University 1 University Drive Campbellsville, Kentucky 42718 Phone : 270-789-5000 Url : http://www.campbellsville.edu/ Email : tmelmore@campbellsville.edu Teresa Elmore	N	0
8	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	13
9	Careerbuilder 999 18th Street Denver, Colorado Alison Markenson Manual Posting	N	0
10	Corporate Office	N	1
11	Current Employee	N	2
12	Current Employee - Transfer/Promotion	N	5
13	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
14	Employee Referral	N	10
15	Georgetown College 400 East College Street Georgetown , Kentucky 40324 Phone : 502-863-8122 Email : mba@mbaweb.org Fax : 1-502-868-7742 Jim Tussey	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Glassdoor.com 100 Shoreline Highway Mill Valley , California Alison Markenson Manual Posting	N	0
17	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
18	Indeed.com	N	2
19	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2389 Url : https://www.ius.edu/ Email : ckummer@ius.edu Fax : 1-812-941-2557 Michelle Clements	N	0
20	Internal Hire	N	2
21	Jefferson Community College 109 East Broadway Louisville, Kentucky 40202 Phone : 502-213-2208 Url : http://www.jefferson.kctcs.edu/ Email : fran.white@kctcs.com Fran White	N	0
22	juju.com New York New York , New York Alison Markenson Manual Posting	N	0
23	Kentucky Broadcasters Association 101 Enterprise Dr Frankfort, Kentucky 40601 Phone : 1-502-848-0426 Url : http://www.kba.org/ Email : Karen@kba.org Karen Blackwell Mucci	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Kentucky Career Center 2900 W Broadway Suite 100 Louisville, Kentucky 40211 Phone : 502-574-1173 Url : http://kentuckycareercenter.ky.gov/Home.aspx Email : natasha.cummings@kentuckianaworks.org Natasha Cummings	N	0
25	Kentucky State University 400 East Main Street Frankfort , Kentucky 40601 Phone : 502-597-5948 Email : mba@mbaweb.org Fax : 1-502-597-6699 Veleria Shavers	N	0
26	Kentucky State University 400 East Main St. Frankfort, Kentucky 40601 Phone : 502-597-5948 Url : http://kysu.edu/ Email : annette.bruce@kysu.edu Fax : 1-502-597-6699 Annette Bruce	N	0
27	Lindsey Wilson College 210 Lidsey Wilson Street Columbia , Kentucky 42728 Phone : 270-384-8065 Email : careerservices@lindsey.edu Fax : 1-270-384-8434 Amy Wells	N	0
28	Linked In	N	1
29	Louisville Urban League 1535 West Broadway Louisville, Kentucky 40203 Phone : 502-566-3377 Url : http://www.lul.org/home Email : chaley@lul.org Fax : 1-502-561-6835 Colin Haley	N	0

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30	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
31	Morehead State University 220 Allie Young Hall Morehead, Kentucky 40351 Phone : 606-783-2233 Email : mba@mbaweb.org Fax : 1-606-783-5018 Mike Hopper	N	0
32	Murray State University 102 Curris Center Murray, Kentucky 42071 Phone : 270-809-3117 Url : http://www.murraystate.edu/ Email : rkarraker@murraystate.edu Fax : 1-270-809-3516 Ray Karraker	N	0
33	NAACP Louisville Branch 1245 Catalpa Ct Louisville, Kentucky 40211 Phone : 502-776-7608 Url : http://lounaACP.org/ Email : rcunnin3@bellsouth.net Raul Cunningham	N	0
34	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
35	National Black Media Coalition 1738 Elton Rd. #314 Silver Spring, Maryland Phone : (301) 445-2600 Email : nbmc2000@aol.com Pluria W. Marshall	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0
37	Non-Employee Referral	N	1
38	None indicated (Source Unknown)	N	1
39	Notthern Kentucky University UC 230, Nunn Drive Highland Height, Kentucky 41099 Phone : 859-572-5680 Email : cdc@nku.edu Fax : 1-859-572-6996 Karen Chinetti	N	0
40	Ohio Center for Broadcasting 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis Moore	N	0
41	Recruiter	N	2
42	Simply Hired 525 Almanor Avenue, 1000 Sunnyvale, California 94085 Phone : 3144445157 Alison Markenson Manual Posting	N	0
43	Society of Broadcast Engineers 9102 Meridian Street Suite 150 Indianapolis, Indiana 462260 Url : sbe.org Email : jporay@sbe.org Alison Markenson	N	0
44	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0

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45	Spalding University 851 South Fourth Street Louisville, Kentucky 40203 Phone : 502-585-9911 Email : mba@mbaweb.org Fax : 1-502-588-7170 Connie Holland	N	0
46	Spalding University 845 South Third St. Louisville, Kentucky 40203 Phone : 502-873-4162 Url : https://spalding.edu/ Email : careers@spalding.edu Nikki Shedlestsky	N	0
47	Station Website	N	9
48	Sullivan University 3101 Bardstown Rd Louisville, Kentucky 40205 Phone : 502-413-8600 Url : http://sullivan.edu/ Email : smannino@sullivan.edu Fax : 1-502-458-7467 Sam Mannino	N	0
49	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-341-5800 Email : mba@mbaweb.org Fax : 1-859-344-3607 Renee Noel	N	0
50	Transylvania University 300 North Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Email : mba@mbaweb.org Fax : 1-859-233-8785 Susan Rayer	N	0

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51	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
52	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holoway	N	1
53	Union College 310 College Street Barbourville, Kentucky 40906 Phone : 606-546-1258 Email : mba@mbaweb.org Fax : 1-606-546-1522 Amanda Spencer	N	0
54	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
55	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859-257-0550 Url : http://www.uky.edu/ Email : hireblue@uky.edu Meghan Pippenger	N	0

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56	University of Louisville 2211 South Brook Street Louisville, Kentucky 40202 Phone : 502-852-7363 Url : http://louisville.edu/ Email : Caroline.houchins@louisville.edu Fax : 1-502-852-7007 Caroline Houchins	N	0
57	University of the Cumberlands 7528 College Station Williamsburg, Kentucky 40769 Phone : 606-589-4259 Url : www.cumberlandcollege.edu Email : dharp@ucumberlands.edu Fax : 1-606-539-4136 Debbie Harp	N	0
58	Western Kentucky University One Big Red Way Bowling Green , Kentucky 42101 Phone : 270-745-3095 Email : dan.onitsuka@wku.edu Dan Onitsuka	N	0
59	Western Kentucky University 1906 College Heights Blvd. #11051 Bowling Green, Kentucky 42101 Phone : 270-745-3095 Url : https://wku-csm.symplicity.com/employers/ Email : employeerelations@wku.edu Fax : 1-270-745-3094 Rachel Jones	N	0
60	Women in Communications 3337 Duke Street Alexandria, Virginia Phone : 410-647-5002 Url : www.womcom.org Fax : 1-703-342-4311 Career Service	N	0

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61	WorkOne New Albany 2125 State Street Ste. 16 New Albany, Indiana 47150 Phone : 812-941-6451 Url : http://www.1si.org Email : jwebb@dwd.in.gov Jim Webb	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			52

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2016	Participation in other activities designed by the station employment unit	50 students and teachers from St. Thomas of Aquinas Home School Group toured the station on Friday 4/1 and Friday 4/8. Two Meteorologists gave tours and spoke about Earth Science and Weather Prediction.	2	Meteorologist Meteorologist
2	6/1/2016	Establishment of an intern program designed to assist members of the community	WHAS11 actively recruits students attending accredited colleges and universities. Our program offers the student/intern active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that can not be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships are primarily news based. During the reporting period, hired and trained one Meteorology Intern from the University of Louisville from June 6 - August 2016 and September 26 - December 2016. Station is considering hiring intern as a full-time employee.	3	Chief Meteorologist Meteorologist Meteorologist
3	6/28/2016	Establishment of training programs for station personnel	Creative Director attended Promax Convention in Las Vegas. Multiple training sessions offered and opportunity to work with syndicators and others in the field.	1	Creative Services Director
4	7/26/2016	Provision of training to management	Department Head strategic planning, included training on Fair Labor Standards Act and 12/1/2016 change to exempt status compensation.	13	Director of Sales General Manager Director of Technology News Director
5	8/4/2016	Establishment of a mentoring program	Executive Assistant is receiving HR training from HR Business Partner. Also, attended Human Resources in the Law workshop, hosted by National Seminars Training on August 4th and 5th from 9am – 4pm both days.	2	Executive Assistant HR Business Partner
6	9/1/2016	Establishment of training programs for station personnel	Director of Sales attended "Clarity in Chaos" leadership/management training held at TEGNA HQ.	1	Director of Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/19/2016	Participation in events sponsored by community groups	Junior Achievement of Kentuckiana visited the station to tour Great Day Live and for a career focused Q&A with news staff. 25 media/communications high school students from Ballard, Fern Creek, New Washington and Charleston High Schools attended.	4	Anchor Producer Producer Producer
8	9/26/2016	Establishment of training programs for station personnel	News, Digital and Marketing Directors attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms, and hiring of diverse talent representative of the viewing community.	3	News Director Marketing Director Digital Director
9	10/6/2016	Establishment of training programs for station personnel	Multi-Skilled Journalist (MSJ) from KSDK and Anchor/MSJ from WGRZ provided 6 hours of TEGNA Multi-Skilled Journalist storytelling training on Thursday and Friday over a two day period.	18	Multiskilled Journalists
10	10/31/2016	Establishment of training programs for station personnel	Station leaders participated in TEGNA Workplace Violence and Situational Awareness Training	15	Leaders
11	11/22/2016	Participation in events or programs sponsored by educational institutions	Multi-Skilled Journalist spoke at Crumbs Lane Elementary School Career Day to educate students about careers in journalism.	1	Multiskilled Journalists
12	1/2/2017	Provision of training to personnel of unaffiliated non-profit organizations	Twice a month, Anchor profiles a mentor and a mentee in our viewing area on WHAS11 newscasts. The intention is to recruit new mentor volunteers to the program. The program has been quite successful and since 1988 has produced thousands of new mentors to help steer young people to better lives.	1	Anchor
13	2/21/2017	Establishment of training programs for station personnel	Break Through to Excellence Digital Summit held in Phoenix, AZ for Digital and Local Sales Managers. Focus was leadership development, enhancing web sales including social media/brand building.	2	Local Sales Manager Digital Sales Manager

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14	2/23/2017	Participation in events or programs sponsored by educational institutions	Multi-Skilled Journalist (MSJ) talked to a Political Science class about Laura's Law. MSJ and a community member (who was fighting for the law to pass) discussed the law passage process with the class. Discussion centered around how community members can use journalists to find answers and then how journalists/careers in journalism can lead to serious change (like a law) through reporting.	1	Multi-Skilled Journalist
15	2/24/2017	Participation in events or programs sponsored by educational institutions	Anchor and MSJ visited Breckenridge Elementary in Franklin, KY (the state's only communication magnet elementary school). Visited the school "news set" and discussed prerequisites to enter the journalism field from discussion of necessary internships, to suggested course of study. Geared towards 4th/5th graders.	2	Anchor MSM
16	2/28/2017	Participation in Job Fairs	WHAS11 attended and staffed a booth at YUM job fair - Yum Center, Louisville, KY	2	Executive Assistant Consumer Insights Strategist