

**WHAS-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2019 - March 20, 2020**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi Skilled Journalist	1, 3-4, 6-7, 11-12, 15-18, 21-22, 24-25, 28-30, 32-39	33
Multi Skilled Journalist	1, 3-4, 6-7, 11-12, 15-18, 21-22, 24-25, 28-30, 32-39	25
Producer	1, 3-4, 6-7, 11-12, 15-18, 21-22, 24, 28- 30, 32, 34-39	7
Account Executive	1, 3-4, 6-8, 11-13, 15-22, 24-26, 28-30, 32, 34-39	8
Digital Sales Coordinator	1, 3-4, 6-7, 11-12, 15-18, 21-22, 24, 28, 30, 32-39	33
Transactional Sales Assistant	1, 3-4, 6-7, 11, 15-18, 21-22, 24, 28, 30, 32-39	33
Investigative Multiskilled Journalist	1, 3-4, 6-7, 10-12, 15-18, 21-22, 24, 28, 30, 32-39	33
Media Operations Specialist - 006650 (2)	1, 3-7, 11-12, 14-18, 21-22, 24, 28, 30, 32-39	33
Media Operations Specialist - 006650 (2)	1, 3-7, 11-12, 14-18, 21-22, 24, 28, 30, 32-39	33
Producer - 006977	1, 3-4, 6-7, 11-12, 15-18, 21-22, 24-25, 28, 30, 32, 34-39	25
Visual Journalist & Storyteller - 006992	1, 3-4, 6-7, 11-13, 15-18, 21-22, 24, 28, 30, 32-39	13
Visual Journalist & Storyteller - 006992	1, 3-4, 6-7, 11-13, 15-18, 21-22, 24, 28, 30, 32-39	33
Visual Journalist & Storyteller - 006992	1, 3-4, 6-7, 11-13, 15-18, 21-22, 24, 28, 30, 32-39	33
Local Sales Manager - 007227	1, 3-4, 6-7, 9-12, 15-18, 21-22, 24, 28, 30, 32, 34, 36, 38-39	10
Transactional Sales Assistant	1, 3-4, 6-7, 11-12, 15-18, 21-22, 24, 28, 30, 32-34, 36, 38-39	33
Multiskilled Journalist - 007237	1, 3-4, 6-7, 11-12, 15-18, 21-22, 24, 28, 30, 32-34, 36, 38-39	33
Multiskilled Journalist - 007237	1, 3-4, 6-7, 11-12, 15-18, 21-22, 24, 28, 30, 32-34, 36, 38-39	33
Account Manager - 007391	27, 31, 33	33
Account Executive	1-4, 6-7, 11-12, 15-18, 21-22, 24, 28, 30, 32-34, 36, 38-39	33
Meteorologist - 007436	1-4, 6-7, 11-12, 15-18, 21-22, 24-25, 28, 30, 32, 34, 36, 38-39	25

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Chief Photojournalist - 007479	1-4, 6-7, 11-12, 15-18, 21-24, 28, 30, 32-34, 36, 38-39	33
Broadcast/IT Technician - 005942	1-4, 6-7, 11-12, 15-18, 21-22, 24, 28, 30, 32-34, 36, 38-39	33
Digital Content Producer - 007705	1-4, 6-7, 11-12, 15-18, 21-22, 24, 28, 30, 32, 34, 36, 38-39	36
Anchor/Multiskilled Journalist - 007951	1-4, 6-7, 11-12, 15-18, 21-22, 24-25, 28, 30, 32-34, 36, 38-39	25

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<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 Reporting Period</b>
1	American Advertising Federation 130 St. Matthews Avenue Suite 302 Louisville , Kentucky 40207 Phone : 5028952500 Url : <a href="http://aaflouisville.org/index.php">http://aaflouisville.org/index.php</a> Email : <a href="mailto:allison@aaflouisville.org">allison@aaflouisville.org</a> Allison Deely	N	0
2	American Advertising Federation of Louisville 130 St. Matthews Avenue, Suite 302 Louisville, Kentucky 40207 Phone : 5028952500 Url : <a href="http://aaflouisville.org">aaflouisville.org</a> Email : <a href="mailto:info@aaflouisville.org">info@aaflouisville.org</a> Eric Gurevich	N	0
3	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-285-1522 Url : <a href="http://cms.bsu.edu/">http://cms.bsu.edu/</a> Career Center Career Center Manual Posting	N	0
4	Bellarmino College 2001 Newberg Road Louisville, Kentucky 40205 Phone : 502-272-7242 Url : <a href="http://www.bellarmino.edu/">http://www.bellarmino.edu/</a> Email : <a href="mailto:mreal@bellarmine.edu">mreal@bellarmine.edu</a> Matt Real	N	0
5	Brown Mackie College 3605 Fern Valley Road Louisville, Kentucky 40219 Phone : 502-810-6113 Url : <a href="https://www.brownmackie.edu/locations/louisville">https://www.brownmackie.edu/locations/louisville</a> Email : <a href="mailto:eartman@brownmackie.edu">eartman@brownmackie.edu</a> Fax : 1-502-962-2791 Liz Artman	N	0
6	Campbellsville University 1 University Drive Campbellsville, Kentucky 42718 Phone : 270-789-5000 Url : <a href="http://www.campbellsville.edu/">http://www.campbellsville.edu/</a> Email : <a href="mailto:tmelmore@campbellsville.edu">tmelmore@campbellsville.edu</a> Teresa Elmore	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
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	11
8	Corporate Recruiter	N	21
9	Current Employee/Internal Promotion	N	1
10	Employee Referral	N	2
11	Glassdoor.com 100 Shoreline Highway Mill Valley , California Alison Markenson Manual Posting	N	0
12	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : <a href="http://www.vault.com">www.vault.com</a> . Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Career Services	N	0
13	Indeed.com	N	2
14	Jefferson Community College 109 East Broadway Louisville, Kentucky 40202 Phone : 502-213-2208 Url : <a href="http://www.jefferson.kctcs.edu/">http://www.jefferson.kctcs.edu/</a> Email : <a href="mailto:fran.white@kctcs.com">fran.white@kctcs.com</a> Fran White	N	0
15	juju.com New York New York , New York Alison Markenson Manual Posting	N	0
16	Kentucky Broadcasters Association 101 Enterprise Dr Frankfort, Kentucky 40601 Phone : 1-502-848-0426 Url : <a href="http://www.kba.org/">http://www.kba.org/</a> Email : <a href="mailto:Karen@kba.org">Karen@kba.org</a> 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
17	Kentucky Career Center 2900 W Broadway Suite 100 Louisville, Kentucky 40211 Phone : 502-574-1173 Url : <a href="http://kentuckycareercenter.ky.gov/Home.aspx">http://kentuckycareercenter.ky.gov/Home.aspx</a> Email : <a href="mailto:natasha.cummings@kentuckianaworks.org">natasha.cummings@kentuckianaworks.org</a> Natasha Cummings	N	0
18	Kentucky State University 400 East Main St. Frankfort, Kentucky 40601 Phone : 502-597-5948 Url : <a href="http://kysu.edu/">http://kysu.edu/</a> Email : <a href="mailto:annette.bruce@kysu.edu">annette.bruce@kysu.edu</a> Fax : 1-502-597-6699 Annette Bruce	N	0
19	Linked In	N	6
20	LinkedIn / Word of Mouth	N	2
21	Louisville Urban League 1535 West Broadway Louisville, Kentucky 40203 Phone : 502-566-3377 Url : <a href="http://www.lul.org/home">http://www.lul.org/home</a> Email : <a href="mailto:chaley@lul.org">chaley@lul.org</a> Fax : 1-502-561-6835 Colin Haley	N	0
22	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : <a href="http://www.medialine.com">www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
23	NAACP Louisville Branch 1245 Catalpa Ct Louisville, Kentucky 40211 Phone : 502-776-7608 Url : <a href="http://lounaACP.org/">http://lounaACP.org/</a> Email : <a href="mailto:rcunnin3@bellsouth.net">rcunnin3@bellsouth.net</a> Raul Cunningham	N	0

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<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 Reporting Period</b>
24	Ohio Center for Broadcasting 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis Moore	N	0
25	Other Source	N	7
26	Re-hire	N	1
27	Self Referral	N	1
28	Simply Hired 525 Almanor Avenue, 1000 Sunnyvale, California 94085 Phone : 3144445157 Alison Markenson Manual Posting	N	0
29	Society of Broadcast Engineers 9102 Meridian Street Suite 150 Indianapolis, Indiana 462260 Phone : 317-846-9000 Url : sbe.org Email : jporay@sbe.org John Poray	N	0
30	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
31	Station Website	N	2
32	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

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<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 Reporting Period</b>
33	TEGNA Careers Website 8350 Broad St. McLean, Virginia 22102 Phone : 703-873-6600 Url : www.TEGNA.com Job Board Manual Posting	N	22
34	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
35	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
36	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	1
37	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

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<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 Reporting Period</b>
38	WorkOne New Albany 2125 State Street Ste. 16 New Albany, Indiana 47150 Phone : 812-941-6451 Url : <a href="http://www.lsi.org">http://www.lsi.org</a> Email : <a href="mailto:jwebb@dwd.in.gov">jwebb@dwd.in.gov</a> Jim Webb	N	0
39	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>79</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/10/2019	Participation in events or programs sponsored by educational institutions	Conducted a station tour for Martha Lane Collins High school's career day. Spoke about career opportunities in the broadcast/journalism field and provided information about what educational requirements they need to obtain for a career in the field.	1	IT Specialist
2	4/24/2019	Participation in events or programs sponsored by educational institutions	Station tour for classical conversations, a group studying meteorology. Students had the opportunity to explore the career options available in the broadcast communications field, and primarily focused on careers in meteorology.	1	IT specialist
3	5/7/2019	Participation in events or programs sponsored by educational institutions	Station tour for Desales High School media broadcasting students. Students had the opportunity to tour the station and learn about the various aspects of broadcasting operations and career options in the field.	1	Assistant Director of Marketing
4	6/11/2019	Establishment of training programs for station personnel	Prospect to Pay workshop. Designed to address salesforce workflow and salesforce CNA workflow challenges.	1	Digital Sales Coordinator
5	6/11/2019	Establishment of training programs for station personnel	New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	1	Account Executive
6	6/13/2019	Establishment of training programs for station personnel	Investigative Reporters and Editors conference designed to reboot your skills, recharge your watchdog batteries and reconnect with the world's largest network of investigative journalists during this year's gathering in Houston. Choose from more than 175 panels, hands-on classes and special presentations. Learn how to improve reporting and storytelling across all platforms. Celebrate the best of investigative reporting during our IRE Awards luncheon. Mix and mingle with the best in the business. Learn. Share. Connect.	2	Investigative Journalist Investigative researcher

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	6/23/2019	Establishment of training programs for station personnel	News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	3	General Manager Marketing Director News Director
8	6/27/2019	Participation in events or programs sponsored by educational institutions	Station Tour for JCPS Media Camp. Their Diversity, Equity and Poverty department is planning a Literacy & Media camp for this summer that included about 20 JCPS elementary students exploring the world of media while growing their reading skills in the process. The students learned about various aspects of media – television, social media, video editing, promotions, sales, etc.	2	MMJ MMJ
9	7/15/2019	Establishment of training programs for station personnel	<p>Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities.</p> <p>Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards.</p> <p>Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete “Conflicts of Interest: Protecting Company Interests” training as well as a brief survey on ethics.</p>	120	All Staff

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
10	8/13/2019	Establishment of training programs for station personnel	Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	1	Investigative Journalist
11	8/29/2019	Participation in Job Fairs	The Bellarmine University Part-Time Job and Community Connection Fair is focused on part-time, seasonal, internship, and volunteer opportunities for all current students and alumni. Priority registration approval will be given to companies and organizations who have active part-time and internship postings in Handshake, and meet the industry needs of our campus.	2	News Director Assistant Director of Marketing
12	9/22/2019	Participation in events sponsored by community groups	The Hunger Walk - a 2 mile walk around Louisville waterfront park, benefiting Dare to Care.  Talent discussed personal career path and careers in the news industry.	1	Investigative Reporter
13	10/10/2019	Participation in events or programs sponsored by educational institutions	Weather presentation to Minors Lane Elementary, 3rd grade students.  Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Chief Meteorologist
14	10/17/2019	Participation in other activities designed by the station employment unit	School visit to Bates Elementary to discuss careers in meteorology.  Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Chief Meteorologist
15	11/19/2019	Participation in other activities designed by the station employment unit	School visit to East Washington Elementary school to discuss careers in meteorology.	1	Chief Meteorologist

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16	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched in annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	120	All Staff
17	1/28/2020	Participation in events or programs sponsored by educational institutions	Career day visit/weather presentation to JCPS Bates Elementary.  Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Chief Meteorologist
18	2/24/2020	Participation in events sponsored by community groups	Read-a-thon at Bowman Elementary. They had various community figures read to classes, and learned some of the basic information about meteorology.  Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Meteorologist