

EEO Public File Report
KET-The Kentucky Network
WKPC-TV & WKMJ-TV, Louisville, KY
April 1 2016-March 31, 2017
Full-Time Positions Filled

Full-Time Job	Position Title	Date Open	Date Filed	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Development Officer	10/16/2015	6/14/2016	KET Website		
				Louisville Courier Journal		
				CareerBuilder Web Site		
				Internal Posting		
				Center for Nonprofit Excellence		
				Referral	6	1
				Unknown	1	
				Urban League of Lexington		
				Kentucky State University		
				Asbury College		
				Kentucky Broadcasters Association		
				Transylvania University		
				University of Kentucky		
				Kentucky Career Center		
				Northern Kentucky University		
				Morehead State University		
				Office of Vocational Rehabilitation		
				KentuckianaWorks		
				Dreams With Wings		
					7	1

FCC/EE0 Public File Report
 KET - WKMJ-WKPC, Louisville
 4/1/16 -3/31/17
 Prong 3 - Longer Term Recruitment Initiatives

#	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Various training opportunities for current employees to advance their expertise in their subject area: 3 employees attended trainings during the year.	Training of current employees to advance skills in their work area through local educational facilities and other professional development sources; training of supervisors to increase their management skills	Ronald Brown
2	Ongoing	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	HR Director attended 2 EEOC training sessions; 3 newly hired managers were given discrimination prevention training as part of the orientation process; 8 newly hired/ promoted managers were given diversity training; and our Board of Directors & Senior Staff received diversity training during reporting period.	Diversity, anti-discrimination & sexual harassment training for supervisors and managers	Ronald Brown
3	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Professional Development Workshops: Conducted 25 workshops involving 306 teachers & staff.	Professional development presentations to Kentucky teachers and pre-service teachers to provide tools and strategies for using KET resources effectively to meet curriculum needs. KET also provides training for adult and early childhood educators, and staff present at education conferences throughout the year.	K-12 -- KET education consultants (Brian Spellman, Amy Bradshaw), and other Education staff; Adult Ed -- Sarah Wilkins, Rudy Rhoades; Early Childhood -- Amanda Wright, Eamonn FitzGerald.

FCC/EE0 Public File Report
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4	Ongoing	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Expose college students to broadcasting careers / environment through internship opportunities: We have established 2 internship opportunities at the Louisville station. We are working with university contacts in the area to find an internship placement.	Host interns from state colleges who are majoring in areas that relate to broadcasting & business for credit hours.	Ron Brown and Jill Fitzpatrick; Laura Krueger, Health Producer/Outreach Manager; Fred Johnson, Development Officer
5	Ongoing	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Expose high school & college students to broadcasting careers / environment through job shadowing/co-op/volunteer opportunities: We hosted 1 student co-op/volunteer at this location during reporting period.	Host students from local high schools & colleges who are interested in broadcasting for Job Shadowing/Volunteering opportunities.	Ron Brown, Jill Fitzpatrick and Area Supervisors

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 Recruitment Sources

Number	Recruitment Source	Contact	Entitled	# Interviewed
1	KET - The Kentucky Network Web Site (www.ket.org/jobs) 600 Cooper Drive Lexington, KY 40502 (859) 258-7255	Ellen Dotson webeditor@ket.org	No	0
2	The Courier-Journal 525 W. Broadway Louisville, KY 40201-7431 (888) 986-9818	Kari O'Gara kogara@gannett.com	No	0
3	CareerBuilder Web Site (www.careerbuilder.com) C/O Courier-Journal 525 W. Broadway Louisville, KY 40201-7431 (888) 986-9818	Tammy McConnell	No	0
4	KET - Internal Posting 600 Cooper Drive Lexington, KY 40502 (859) 258-7103	HR Department	No	0
5	Referral	Various Contacts		6
6	Unknown	Resume/Application did not indicate source		1

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Number	Recruitment Source	Contact	Entitled	# Interviewed
7	Urban League of Lexington 167 West Main St., Rm. 405 Lexington, KY 40507 (859) 233-1561	Annissa Franklin annissa@ullexfky.org	No	0
8	Kentucky State University Placement Office 400 East Main Street Frankfort, KY 40601 Phone: (502) 597-6886	Sikitia Lanier sikitia.lanier@kysu.edu	No	0
9	Asbury Career Services 1 Macklem Drive Wilmore, KY 40390 (859) 858-3511	careerandcalling@asbury.edu	No	0
10	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, KY 40601 (502) 848-0426	Gary White, President & CEO kba@kba.org	No	0
11	Transylvania Career Development Center 300 N. Broadway Lexington, KY 40508 (859) 233-8193	Susan Rayer srayer@transy.edu	No	0
12	University of Kentucky 116 Stuckert Building 40506-0494 Lexington KY 40506 (859) 257-2746	Danitra Wallace Danitra.Wallace@uky.edu	No	0

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Number	Recruitment Source	Contact	Entitled	# Interviewed
13	Kentucky Career Center 275 E. Main St., 2wb Frankfort, KY 40601 502-782-3320, Ext. 23320	Susan Riddell Susan.Riddell@ky.gov	Yes	0
14	Northern Kentucky University Nunn Drive Highland Heights, KY 41099 (859) 572-1426	Chris Strobel strobelc@nku.edu *Associate Professor, Electronic Media & Broadcasting	No	0
15	Morehead State University Career Center 428 University Blvd. Morehead, KY 40351 (606) 783-5458	careerservices@moreheadstate.edu Megan Boone	Yes	0
16	Office of Vocational Rehabilitation 229 W. Main St., Suite 302 Frankfort, KY 40601 502-564-7629	Kari Skaggs WFD.VOCREHAB@ky.gov	Yes	0
17	KentuckianaWorks 502-574-3159	Rider Rodriguez, Jr. Rider.Rodriguez@KentuckianaWorks.org	Yes	0
18	Dreams With Wings 1579 Bardstown Rd. Louisville, KY 40205 502-238-4820 502-345-8907 (cell)	Jessica Elliott jelliott@dreamswithwings.org	Yes	0

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Number	Recruitment Source	Contact	Entitled	# Interviewed
19	Jewish Family & Career Services	Shontai Tudor	Yes	0
	2821 Klempner Way	studor@jfcslouisville.org		
	Louisville, KY 40205			
	502-452-6341, ext. 150			
20	Robley Rex VA Medical Center	Bernard Hayward	Yes	0
	800 Zorn Ave.	Bernard.Hayward@va.gov		
	Louisville, KY 40206			
	503-566-4333			
21	Center for Nonprofit Excellence	Hannah E. Clore	No	0
	323 West Broadway, Suite 501	hclore@cnpe.org		
	Louisville, KY 40202			
	(502) 315-2673 Ext. 108			

KET-The Kentucky Network WKPC-TV & WKMJ-TV, Louisville, KY April 1 2016-March 31, 2017 Total Number of Interviewees Referred By Each Recruitment Source	
Total Number of Persons Interviewed for Full-Time Vacancies:	7
Referring Recruitment Source	Total Number of Interviewees
KET Website	0
The Courier Journal	0
CareerBuilder Web Site	0
KET Internal Posting	0
Referral	6
Unknown	1
Urban League of Lexington	0
Urban League of Louisville	0
Kentucky State University	0
Berea College	0
Asbury College	0
Kentucky Broadcasters Association	0
Transylvania University	0
University of Kentucky	0
University of Louisville	0
Kentucky Career Center	0
KY State Government Personnel Website	0
Northern Kentucky University	0
Morehead State University	0
Office of Vocational Rehabilitation	0
KentuckianaWorks	0
Dreams With Wings	0