

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

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
Digital/Desk Editor Open Date: 2/7/2020 Hire Date: 6/22/2020	1-4, 6-7, 9-10, 12, 15-17, 19-20, 22-27, 31, 33-42	9
Reporter Open Date: 2/11/2020 Hire Date: 1/25/2021	2-4, 6-7, 10, 12, 16-17, 19-20, 22-27, 30-31, 33-39, 41-42	30
Photographer Editor Open Date: 2/11/2020 Hire Date: 8/3/2020	2-4, 6-7, 10, 12, 16-17, 19-20, 22-27, 31, 33-42	6
News Producer Open Date: 2/11/2020 Hire Date: 6/1/2020	2-4, 6-7, 10-12, 15-17, 19-20, 22-27, 31, 33-39, 41-42	11
Photographer Editor Open Date: 2/11/2020 Hire Date: 2/3/2021	2-7, 10, 12, 15-17, 19-20, 22-27, 31, 33 -42	6
IT Specialist/Maintenance Engineer Open Date: 2/14/2020 Hire Date: 6/1/2020	2-4, 6-7, 9-10, 12, 16-20, 22-27, 29, 31, 33-39, 41-42	9
Writer Producer Open Date: 2/21/2020 Hire Date: 4/5/2020	1-4, 6-7, 9-10, 12, 15-17, 19-20, 22-28, 31, 33-39, 41-42	9
Audio/Camera Operator Open Date: 5/20/2020 Hire Date: 7/16/2020	2-4, 6-7, 9-12, 14-17, 19-20, 22-27, 31, 33-39, 41-42	11
News Editor Open Date: 5/22/2020 Hire Date: 7/12/2020	1-4, 6-7, 10, 12, 16-17, 19-20, 23-27, 31, 33-39, 41-42	6
Assignment Editor/Digital Editor Open Date: 7/13/2020 Hire Date: 11/17/2020	1-2, 4, 6-7, 10, 12-13, 16-17, 19-27, 31, 33-39, 41-42	6
News Editor Open Date: 7/20/2020 Hire Date: 10/20/2020	1-4, 6-7, 10-12, 15-17, 19-20, 22-27, 31, 33-39, 41-42	6
Reporter Open Date: 9/17/2020 Hire Date: 11/9/2020	1-2, 4, 6-8, 10, 12, 16-17, 19-20, 22-27, 31, 33-39, 41-42	8
Reporter Open Date: 11/13/2020 Hire Date: 1/4/2021	1-4, 6-8, 10, 16-20, 22-27, 30-39, 41-42	30
Audio Operator Open Date: 12/3/2020 Hire Date: 2/2/2021	3-4, 6-7, 10, 15-16, 19-20, 22-27, 29, 31, 33, 35-39, 41-42	6

WLKY-TV
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News Editor Open Date: 12/7/2020 Hire Date: 2/17/2021	1-4, 6-7, 10, 15-20, 23-28, 31, 33-39, 41-42	15
Studio Camera/Audio Operator Open Date: 12/28/2020 Hire Date: 2/8/2021	3-4, 6-7, 10, 15-20, 22-27, 29, 31, 33, 35-39, 41-42	15

WLKY-TV
EEO PUBLIC FILE REPORT

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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	602 Communications 4349 East Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	AAJA 5th 3rd Street San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
4	Bellarmino University 2001 Newburg Road Louisville, Kentucky 40205 Phone : 502-272-7244 Email : lpieper01@bellarmine.edu Lauren Pieper Coffey	Y	0
5	CareerBuilder.com 200 N. LaSalle, Suite 1100 Chicago, Illinois 60601 Phone : 773.527.3600 Career Services Manual Posting	N	1
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 HTV Careers	N	30
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Url : http://collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
8	Corporate Recruiter	N	2

WLKY-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Current Employee	N	5
10	Education & Workforce Development Cabinet 600 West Cedar Street Louisville, Kentucky 40202 Phone : 502-782-3083 Email : marty.Hammons@ky.gov Fax : 1-502-595-4623 Marty Hammons	Y	0
11	Employee Referral	N	5
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	Former Employee	N	1
14	Glassdoor 353 Sacramento St San Fransisco, California 94111 Career Services	N	1
15	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Career Services Manual Posting	N	18
16	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2333 Email : lefflerd@ius.edu Danielle Leffler	N	0
17	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com Career Services	N	2

WLKY-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Kelley School of Business 1309 E. Tenth Street Bloomington, Indiana 47405 Phone : 812/856-5052 Email : ucso@indiana.edu Career Services	N	0
19	Kentucky Broadcasters Assn. 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 502/848-0426 Email : kba@kba.org Henry Lackey	N	0
20	Kentucky State University 400 East Main Street Frankfort, Kentucky 40601 Phone : 502-597-6000 Elizabeth Marcum Manual Posting	N	0
21	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	1
22	Louisville Urban League 1535 W. Broadway Louisville, Kentucky 40203 Phone : 502/561-6830 Fax : 1-502-561-6835 Workforce Director	N	0
23	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
24	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 800/237-8073 Email : medialine@medialine.com Mark Shilstone	N	0

WLKY-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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25	Ohio Media School 5330 E Main St. Suite 200 White Hall, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com A Moore	Y	0
26	Ohio/Illinois Centers for Broadcasting 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : 513/271-6060 Email : dshook@beonair.com Don Shook	Y	0
27	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
28	Simply Hired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Phone : 1 (408) 400-4700 Career Services Manual Posting	N	2
29	Society of Broadcast Engineers 8601 Woodbrook Ln Chevy Chase, Maryland 20815 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
30	Sound of Life Media . Tampa, Florida Email : tracey@soundoflifemedia.com Tracey Early	N	2
31	Sullivan University 3101 Bardstown Road Louisville, Kentucky 40205 Phone : 502/456-6504 Email : smannino@sullivan.edu Sam Mannino	N	0

WLKY-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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32	TV Talent . North Augusta, South Carolina Phone : 706-836-5290 Email : paul.brewer11@comcast.net Paul Brewer	N	1
33	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
34	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : http://tvjobs.com/ Career Services Manual Posting	N	0
35	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
36	University of Kentucky 201 Matthews Bldg. Lexington, Kentucky 40506 Phone : 859-259-9000 Career Services Manual Posting	N	0
37	University of Louisville Grawemeyer Hall 2301 S. Third Street Louisville, Kentucky 40292 Phone : 502/852-5555 Email : Caroline.houchins@louisville.edu Caroline Houchins	N	0

WLKY-TV
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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38	Vincennes University 1002 N. First Street Vincennes, Indiana 47591 Phone : 800/742-9198 J. Hitchcock Manual Posting	N	0
39	Western Ky. University 1906 College Heights Blvd. #11001 Bowling Green, Kentucky 42101 Phone : 270-745-0111 Career Services Manual Posting	N	0
40	Workforce Development- Veterans 6201 Preston Highway Louisville, Kentucky 40219 Phone : -502-564-2367 Fax : 1-502-595-4623 Career Services	N	0
41	WorkOne New Albany 2125 State Street New Albany, Indiana 47150 Phone : 812-948-6102 Email : info@workoneregion10.com Fax : 1-812-948-6118 Ron McKulick	Y	0
42	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

WLKY-TV
EEO PUBLIC FILE REPORT
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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	4/1/2020	Establishment of training programs for station personnel	SAA Training Program - The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. The sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	1	Sales Account Associate
2	Ongoing Event	Establishment of training programs for station personnel	Hearst Edge - For this period being reported, 22 employees participated in an on-line Education Series in topics ranging from Time Management, Leadership Development, Managing in a Remote Environment and more.	22	Pres & General Manager News Director Creative Services Director Operations Manager
3	9/14/2020	Establishment of training programs for station personnel	The Harvard Leadership Program - designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14-week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	2	Local Sales Manager Asst News Director

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4	10/1/2020	Participation in events sponsored by community groups	WLKY Speakers Bureau - Maryhurst Journey of Hope; this annual event highlights the work of Maryhurst, offering help to youth and families in emergency crises. WLKY Anchor Julie Dolan virtually emceed this annual event. She shared about her role at the station.	1	Anchor
5	Ongoing Event	Participation in events or programs sponsored by educational institutions	YEAR-ROUND PARTNERSHIP WITH AND SERVICE ON ADVISORY BOARD FOR LOCAL SCHOOL SYSTEM'S BROADCAST PROGRAM. Jefferson County Public School Advisory Board Meeting - Debbie Roberson attended the JCPS Advisory Board Meeting for Ballard HS via Zoom on 10/20/20 to review the school's media program and offer input for further mentorship of their students in the program, particularly in the challenging environment of NTI learning due to the pandemic.	1	EEO Director
6	Ongoing Event	Participation in events or programs sponsored by educational institutions	YEAR-ROUND PARTNERSHIP WITH AND SERVICE ON ADVISORY BOARD FOR LOCAL SCHOOL SYSTEM'S BROADCAST PROGRAM. Jefferson County Public School Advisory Board - WLKY Anchor Julie Dolan provided a report on a Ballard HS Student who is a member of the media/communications class study. The young lady is battling a form of non-Hodgkin's lymphoma and used her communications/editing skills to chronicle her journey from treatment to the day she rang the bell symbolizing her final treatment. WLKY aired the feature on her and posted her documentary video on line.	2	EEO Director WLKY Anchor
7	11/12/2020	Participation in events sponsored by community groups	WLKY Speakers Bureau - Bates Community Development's "Beyond the Bricks" breakfast. WLKY Anchor Caray Grace virtually emceed this event. Caray Grace shared her role at the station.	1	Anchor

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8	11/20/2020	Participation in events or programs sponsored by educational institutions	Jefferson County Public Schools (JCPS) Educators of Color Event - WLKY Anchor Caray Grace virtually emceed this event. Ms. Grace shared about her role at the station.	1	Anchor
9	2/28/2021	Participation in events sponsored by community groups	WLKY Speakers Bureau - WLKY Anchor Jennifer Baileys virtually emceed an annual event for Carriage House, an educational preschool for young children that may need developmental assistance or therapy sessions. Ms. Baileys shared about her role at the station.	1	Anchor
10	3/1/2021	Provision of training to management	EEO-Conscious Inclusion Training. In the 1st quarter of 2021, six members of WLKY management completed a four-hour training session	6	Pres & General Manager News Director General Sales Manager Creative Services Director
11	3/5/2021	Participation in events sponsored by community groups	WLKY Speakers Bureau - Family Scholar House Wine Women & Shoes Event. WLKY Anchor Vicki Dortch virtually emceed this annual fundraising event. The Family Scholar House mission is to end the cycle of poverty by empowering families and youth to succeed through education and achieve life-long self sufficiency. Vicki Dortch shared her role at the station. In addition, WLKY produced a vignette highlighting the success stories of two of their program participants.	1	Anchor
12	3/13/2021	Participation in events sponsored by community groups	WLKY Speakers Bureau - Harbor House Feathers & Friends Virtual Gala. WLKY Anchor Monica Hardin virtually emceed this annual event to raise funds for Harbor House, which serves adults with disabilities and their families to lead fulfilled lives. Monica Hardin shared her role at the station.	1	Anchor

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