

WLKY-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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 Open Date: 11/2/2016 Hire Date: 4/3/2017	2-4, 6-7, 9, 11-15, 17-18, 20-34	6
Account Executive Open Date: 3/10/2017 Hire Date: 5/8/2017	1, 3, 6, 9-12, 16-34	6
News Producer Open Date: 3/14/2017 Hire Date: 6/5/2017	2-4, 6-7, 9-11, 13-15, 17-18, 20-34	6
Digital Producer/Assignment Desk Open Date: 3/28/2017 Hire Date: 6/1/2017	2-4, 6-7, 9-13, 17-34	19
Digital Client Specialist Open Date: 4/11/2017 Hire Date: 5/1/2017	1-9, 11, 13, 16-18, 20-34	8
Assistant Creative Services Director Open Date: 6/29/2017 Hire Date: 9/18/2017	2-4, 6-9, 11-13, 17-34	6
Reporter Open Date: 7/14/2017 Hire Date: 9/11/2017	2-4, 6-7, 9-11, 13, 17-18, 20-34	6
Account Executive Open Date: 8/1/2017 Hire Date: 9/15/2017	1-7, 9-13, 16-18, 20-34	6
Video Editor Open Date: 8/15/2017 Hire Date: 9/14/2017	2-4, 6-9, 11-13, 17-18, 20-34	6
Audio Operator Open Date: 8/22/2017 Hire Date: 9/14/2017	2-4, 6-7, 9-13, 17-34	10
News Producer Open Date: 9/14/2017 Hire Date: 11/6/2017	2-4, 6-7, 9-13, 17-18, 20-34	10
Anchor Reporter Open Date: 10/6/2017 Hire Date: 1/2/2018	2-4, 6-7, 9-11, 13, 17-18, 20-34	10
Reporter Open Date: 10/23/2017 Hire Date: 3/5/2018	2-4, 6-7, 9, 11, 13, 17-18, 21-32, 34	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	Ad Federation of Louisville 200 Distillery Commons Suite 100 Louisville, Kentucky 40206 Phone : 502-895-2500 Url : http://www.louisvilleadfed.org/Default.aspx Monica Harper Manual Posting	N	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
5	CareerBuilder.com 200 N. LaSalle, Suite 1100 Chicago, Illinois Phone : 773.527.3600 Career Services Manual Posting	N	2
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : .704-208-2342 HTV Careers Manual Posting	N	23

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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	Current Employee	N	3
9	Education & Workforce Development Cabinet 600 West Cedar Street Louisville, Kentucky 40202 Phone : 502-595-4173 Email : gina.stevens@ky.gov Fax : 1-502-595-4623 Gina Stevens	Y	0
10	Employee Referral	N	11
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
12	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Career Services Manual Posting	N	10
13	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2333 Email : lefflerd@ius.edu Danielle Leffler	N	0
14	ITT Technical Institute 10509 Timberwood Circle Louisville, Kentucky Phone : 502/327-7424 Email : ARusiloski@itt-tech.edu Tracey Chesser	N	0

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15	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Career Services Manual Posting	N	2
16	Kelley School of Business 1309 E. Tenth Street Bloomington, Indiana 47405 Phone : 812/856-5052 Email : uco@indiana.edu Career Services	N	0
17	Kentucky Broadcasters Assn. 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 502/848-0426 Email : kba@kba.org Henry Lackey	N	0
18	Kentucky State University 400 East Main Street Frankfort, Kentucky 40601 Phone : 502-597-6000 Email : Career.Center@kysu.edu Elizabeth Marcum	N	0
19	LinkedIn.com 2029 Stierlin Court Mountain View, California Phone : . Career Services Manual Posting	N	5
20	Louisville Urban League 1535 W. Broadway Louisville, Kentucky 40203 Phone : 502/561-6830 Fax : 1-502-561-6835 Workforce Director	N	0
21	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 800/237-8073 Email : medialine@medialine.com Mark Shilstone	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
22	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Career Services Manual Posting	N	0
23	Ohio Media School 5330 E Main St. Suite 200 White Hall, Ohio Phone : 614-655-5250 Email : amoore@beonair.com A Moore	Y	0
24	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
25	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
26	Sullivan University 3101 Bardstown Road Louisville, Kentucky 40205 Phone : 502/456-6504 Email : smannino@sullivan.edu Sam Mannino	N	0
27	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
28	TVJobs.com P.O. Box 4116 Oceanside, California Phone : (760) 754-8177 Url : http://tvjobs.com/ Career Services Manual Posting	N	2

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29	University of Kentucky 201 Matthews Bldg. Lexington, Kentucky 40506 Phone : 859-259-9000 Career Services Manual Posting	N	0
30	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
31	Vincennes University 1002 N. First Street Vincennes, Indiana 47591 Phone : 800/742-9198 J. Hitchcock Manual Posting	N	0
32	Western Ky. University 1906 College Heights Blvd. #11001 Bowling Green, Kentucky 42101 Phone : 270-745-0111 Career Services Manual Posting	N	0
33	Workforce Development- Veterans 6201 Preston Highway Louisville, Kentucky 40219 Phone : -502-564-2367 Fax : 1-502-595-4623 Career Services	N	0
34	WorkOne New Albany 3310 Grant Line Road New Albany, Indiana 47150 Phone : 812/948-6102 Email : voberhausen@dwb.in.gov Fax : 1-812-948-6118 Vic Oberhausen	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			58

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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	4/2/2017	Establishment of an intern program designed to assist members of the community	From April 1, 2017 to present, WLKY has had eight college students participate in our internship program in the news, sports, production, and creative services departments. Each student participated for a semester, learning first hand skills in the daily operation of these departments. In addition on 2/8/18, a student from CAL High School participated in WLKY's Student Shadow program, spending an afternoon with our sports director to learn about his daily duties.	4	EEO Director News Director Cr. Services Director Production Manager
2	4/17/2017	Participation in events or programs sponsored by educational institutions	WLKY Tour - On 4-17-17, WLKY hosted eight members of the Bellarmine Veritas group. Troy Middaugh conducted the tour and Q&A session.	2	EEO Director Production Manager
3	4/20/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - On April 20, 2017 Meteorologist Matt Milosevich visited Brandeis Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
4	5/18/2017	Participation in events sponsored by community groups	WLKY Weather Class - On May 18, 2017 Meteorologist Matt Milosevich conducted a weather class with the Boys Scouts in WLKY's studios. He talked about weathercasting and his career.	1	Meteorologist
5	5/24/2017	Participation in events or programs sponsored by educational institutions	Bardstown HS Academic Awards - On May 24, 2017, WLKY Anchor Eric King emceed the school's annual awards event. He addressed students in grades 9-12 about his daily job duties and what led to his career path.	1	WLKY Anchor
6	6/6/2017	Participation in events sponsored by community groups	WLKY Tour - On June 6, 2017, WLKY hosted three participants from Home of the Innocents for a tour and Q&A session. Troy Middaugh conducted the tour, pointing out employment opportunities at WLKY and the media industry in general.	2	EEO Director Production Manager

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7	6/6/2017	Provision of training to management	On June 6, 2017 Hearst's Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	9	General Manager Business Manager Director of Engineering General Sales Manager
8	6/20/2017	Participation in events sponsored by community groups	WLKY Tour - On June 20, 2017, WLKY hosted eleven Girl Scouts for a tour and Q&A session. Troy Middaugh conducted the tour and answered questions about employment opportunities at WLKY and the media industry in general.	2	EEO Director Production Manager
9	7/6/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich conducted a weather class in WLKY studios with Anchorage School. He talked about weathercasting and his career.	1	Meteorologist
10	7/13/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited St. Gabriel School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
11	8/22/2017	Participation in events sponsored by community groups	WLKY Tour - WLKY hosted 20 people from Kentucky Farm Bureau for a tour and Q&A session. News Director Andrea Stahlman and Production Manager Troy Middaugh pointed out the general operations of the station and employment opportunities in the industry.	3	EEO Director Production Manager News Director

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12	9/6/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Eminence Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
13	10/16/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Shacklette Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
14	11/1/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Wright Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
15	11/2/2017	Participation in other activities designed by the station employment unit	WLKY-Maryhurst Enrichment Program - WLKY has a partnership with Maryhurst, a local organization with an on-site campus and residential treatment programs to serve neglected and/or abused youth. WLKY Anchor Julie Dolan has met every Thursday, beginning 11-2-17 through 3-29-17 with 5-10 high school aged girls for 40 minutes (total 22 meetings). They review 5 stories that Julie has reported on the prior week followed by open discussion. The organization was so impressed with this mentoring program that they invited another local media talent to establish a similar program.	1	WLKY Anchor
16	11/14/2017	Participation in events or programs sponsored by educational institutions	Jefferson County Public School Advisory Board - Debbie Roberson attended the JCPS Advisory Board Meeting at Ballard HS to review the school's media program and offer input for further mentorship of their students in the program.	1	EEO Director
17	11/14/2017	Participation in events sponsored by community groups	WLKY Tour - WLKY hosted eight participants at New Hope Services for a station tour. Production Mgr. Troy Middaugh conducted the tour and Q&A session, pointing out employment opportunities at WLKY and the media industry in general.	2	EEO Director Production Manager

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18	11/21/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Crums Lane Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
19	12/14/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Slate Run Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
20	12/14/2017	Participation in events or programs sponsored by educational institutions	WLKY Tour - WLKY hosted 19 students from Southern High School for a tour of our studios. Production supervisor McGee Wathen conducted the tour and Q&A session, outlining the various employment opportunities at WLKY and in the media industry in general.	2	EEO Director Production Supervisor
21	12/14/2017	Participation in events or programs sponsored by educational institutions	WLKY Tour - WLKY hosted 16 students from North Hardin High School. Production Supervisor McGee Wathen conducted the tour and Q&A session, pointing out employment opportunities at WLKY and within the media industry in general.	2	EEO Director Production Supervisor
22	1/10/2018	Participation in events or programs sponsored by educational institutions	WLKY Tour - WLKY hosted 12 students from Roosevelt Perry Elementary School. Troy Middaugh conducted the tour and Q&A session, pointing out employment opportunities at WLKY and the media industry in general.	2	EEO Director Production Manager
23	1/11/2018	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Goshen Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
24	2/10/2018	Participation in events or programs sponsored by educational institutions	Mercy Academy Benefit on Broadway - WLKY Anchor Julie Dolan emceed the all-girl school's annual fundraising event. Among Julie's duties, she spoke about her duties at WLKY and employment opportunities in the media industry.	1	WLKY Anchor

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25	3/7/2018	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Slate Run Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
26	3/13/2018	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Goshen Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
27	3/16/2018	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - Meteorologist Matt Milosevich visited Lanesville HS and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
28	3/21/2018	Participation in events or programs sponsored by educational institutions	WLKY Tour/View Live Newscast - As part of WLKY's partnership with the JCPS Media/Ballard HS, the station hosted 20 of the school's broadcast students for a tour and viewing of the noon newscast. Broadcast teachers Don and Donna Evans accompanied these students for a Q&A session along with the tour and live viewing. Troy Middaugh conducted the tour and on-air news staff answered questions.	3	EEO Director Production Manager Anchor
29	3/30/2018	Participation in events or programs sponsored by educational institutions	WLKY Emcee Event - JCPS SAVE DAY - WLKY Anchor Stephon Dingle emceed this program, designed to encourage young men to stand against violence. Stephon shared about his upbringing/childhood and the career path that brought him to his current position.	2	EEO Director WLKY Anchor