

WLKY-TV
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

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: 10/28/2024 Hire Date: 4/14/2025	1-4, 6, 8-17, 19-27	8
WLKY - Weekend Anchor/Reporter Open Date: 11/4/2024 Hire Date: 4/21/2025	1-4, 6, 9-12, 14-17, 19-27	4
WLKY - Nightside Executive Producer Open Date: 2/7/2025 Hire Date: 8/11/2025	1-6, 9-27	5
WLKY - Photographer Open Date: 6/13/2025 Hire Date: 9/2/2025	1-4, 6, 9-17, 19-27	4
WLKY - Newscast Producer Open Date: 8/5/2025 Hire Date: 9/15/2025	1-4, 6, 9-12, 14-17, 19-27	4
WLKY - Reporter/MMJ Open Date: 8/26/2025 Hire Date: 12/22/2025	1-4, 6-17, 19-27	4
WLKY - Assignment Editor/Digital Producer Open Date: 8/26/2025 Hire Date: 3/11/2026	1-6, 8-17, 19-27	5
WLKY - News Producer Open Date: 10/23/2025 Hire Date: 2/9/2026	1-4, 6, 9-17, 19-27	4

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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	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
2	Bellarmino University 2001 Newburg Road Louisville, Kentucky 40205 Phone : 502-272-7244 Email : lpieper01@bellarmine.edu Lauren Pieper Coffey	Y	0
3	Campbellsville University 1 University Dr Campbellsville, Kentucky 42718 Phone : 800-264-6014 Teresa Elmore Manual Posting	N	0
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 HTV Careers	N	36
5	Current Employee	N	4
6	Education & Workforce Development Cabinet 600 West Cedar Street Louisville, Kentucky 40202 Phone : 502-782-3083 Marty Hammons Manual Posting	Y	0
7	Google 1600 Amphitheatre Parkway Mountain View, California 94043 Phone : 650-253-000 Career Services	N	1
8	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Career Services Manual Posting	N	6

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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	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2333 Danielle Leffler Manual Posting	N	0
10	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com Career Services	N	0
11	Kentucky Broadcasters Assn. 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 502/848-0426 Henry Lackey Manual Posting	N	0
12	Kentucky State University 400 East Main Street Frankfort, Kentucky 40601 Phone : 502-597-6000 Elizabeth Marcum Manual Posting	N	0
13	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	25
14	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
15	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

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16	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
17	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
18	Showbizjobs.com 3579 E Foothill Blvd Pasadena, California 91107 Phone : (626) 798-4533 Url : https://www.showbizjobs.com/ Career Services	N	1
19	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : http://tvjobs.com/ Career Services Manual Posting	N	0
20	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
21	University of Kentucky 201 Matthews Bldg. Lexington, Kentucky 40506 Phone : 859-259-9000 Career Services Manual Posting	N	0

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22	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
23	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
24	Vincennes University 1002 N. First Street Vincennes, Indiana 47591 Phone : 800/742-9198 J. Hitchcock Manual Posting	N	0
25	Western Ky. University 1906 College Heights Blvd. #11001 Bowling Green, Kentucky 42101 Phone : 270-745-0111 Career Services Manual Posting	N	0
26	WorkOne New Albany 2125 State Street New Albany, Indiana 47150 Phone : 812-948-6102 Ron McKulick Manual Posting	Y	0
27	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			73

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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	Ongoing Event	Participation in events or programs sponsored by educational institutions	Academies of Louisville-Atherton High School. WLKY is a partner with Atherton High School in this Media Arts Program. Business professionals serve on an advisory board and assist with curriculum development, speaking to classes and tours. The station participated in meetings and tours. On Sept. 18th, 2025 and February 5th, 2026 Troy Middaugh attended an advisory board meeting.	2	EEO Administrator Production Manager
2	Ongoing Event	Participation in events or programs sponsored by educational institutions	Academies of Louisville-Ballard High School. WLKY is a partner with Ballard High School in this Media Arts Program. Business professionals serve on an advisory board and assist with curriculum development, speaking to classes and tours. The station participated in meetings and tours.	2	EEO Administrator Production Manager
3	Ongoing Event	Participation in events sponsored by organizations representing the community	Youth Ambassadors Leading Louisville (YALL Program). WLKY partnered with this program established by the Office of the Mayor aimed to nurture and enhance leadership potential of high school students. 70 students were selected by their respective schools to participate in this program. WLKY assists with the orientation of the new incoming class of students, hosted a graduation party for the outgoing class at the station on April 17, 2025, and invited students to volunteer at our annual Wednesday's Child Adopt-a-thon on December 8th, 2025. In addition, we covered events where YALL students were volunteering at other community events. Anchor Caray Grace emceed the orientation meeting on May 17, 2025 at City Hall.	4	EEO Administrator News Director Creative Services Director Anchor
4	Ongoing Event	Establishment of a mentoring program	WLKY MENTORSHIP PROGRAM. For this reporting period, four (4) WLKY employees were mentored by Hearst colleagues. In addition, ten (10) WLKY employees served as mentors for Hearst colleagues.	14	AE CSD Research Director Director

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5	Ongoing Event	Establishment of an intern program designed to assist members of the community	WLKY INTERNSHIP PROGRAM. For the summer of 2025, WLKY had 3 students participate in the Internship Program. One (1) was an Emma Bowen Fellow and the other two (2) were Interns. All were in CN Content Production Coordinator, working closely with news and production on our daily operations.	2	Production Manager News Director
6	Ongoing Event	Establishment of training programs for station personnel	HTV VARIOUS TRAINING PROGRAMS - During the reporting period for this report, fourteen (14) employees participated in training programs: Unlocking Generative AI From Basics to Breakthrough, Build Your Own Custom GPT Panel + Workshop, AI Google Veo Image Training, Delegating to Maximize Team Results, Contracts & Certificates Refresher, Leading Your Team Through Conflict, Growing Through Resilience and Adaptability, People Leadership Essentials, Building a Thriving Team Culture, Leading Your Team Through Change, Hearst Know Your Key Metrics When Problem Solving	14	Business Manager CSD Research Director Asst CSD
7	4/10/2025	Participation in events or programs sponsored by educational institutions	WLKY SCHOOL OUTREACH. On April 10, 2025, Production Manager Troy Middaugh visited John Paul Academy and assisted their classroom with setting up their new media studio. He provided important tips and instructions to get their studio set up.	1	Production Manager
8	4/10/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU: On April 10, 2025, Anchor/Reporter Jennifer Baileys attended an American Lung Association Board Meeting, representing the station in partnership activities throughout the year.	2	EEO Administrator Anchor/Reporter
9	4/13/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On April 13, 2025, Anchor/Reporter Jennifer Baileys emceed the Animal Care Society's Rescue on the Runways event. Jennifer spoke about her career path and daily duties.	2	EEO Administrator Anchor/Reporter

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10	4/17/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On April 17, 2025, Anchor Jennifer Baileys emceed the Family & Children's Place 2025 Champions Luncheon. She spoke about her career path and daily duties.	1	Anchor
11	4/23/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On April 23, 2025, Anchor Jennifer Baileys emceed the Cedar Lake breakfast. She shared her career path and daily duties.	2	EEO Administrator Anchor
12	5/2/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU: On May 2, 2025, Anchor/Reporter Jennifer Baileys emceed the ALA Derby Eve Gala as part of our year-round partnership with the organization. Jennifer shared her career path and summary of her daily duties at the event.	2	EEO Administrator Anchor/Reporter
13	5/7/2025	Participation in events or programs sponsored by educational institutions	WLKY SCHOOL TOURS. On May 7, 2025, we hosted students from Kentucky Country Day for a station tour. Troy Middaugh conducted the tour and answered questions about our daily operations.	2	EEO Administrator Production Manager
14	5/8/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On May 8, 2025, Anchor Alex Durham emceed the annual Maryhurst Journey of Hope Luncheon. She talked about her career path and daily duties.	2	EEO Administrator Anchor
15	5/9/2025	Participation in events or programs sponsored by educational institutions	WLKY SCHOOL TOURS. On May 9, 2025 the station hosted a group of students from Owen County High School. Troy Middaugh conducted the tour and answered questions about our operations.	2	EEO Administrator Production Manager
16	5/10/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On May 10, 2025, Anchor Jennifer Baileys emceed the annual Brain Injury of Kentuckiana's Walk and Stroll event. She shared her career path and daily duties.	2	EEO Administrator Anchor
17	5/16/2025	Participation in events sponsored by organizations representing the community	WLKY STATION TOURS. On May 16, 2025, we hosted a group from Cedar Lake for a tour. Anchor Jennifer Baileys spoke with the group and Troy Middaugh conducted the tour.	3	EEO Administrator Anchor Production Manager

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18	5/18/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On May 18, 2025, Anchor Jennifer Baileys emceed the annual Oldham County Humane Society's Fashion and FURiends Fashion Show. She talked about her career path and daily duties.	2	EEO Administrator Anchor
19	5/21/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On May 21, 2025 Anchor Jennifer Baileys attended the Ky Nonprofit Forum, representing the station on the panel. She talked about her career path and daily duties.	2	EEO Administrator Anchor
20	6/11/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On June 11, 2025, Anchor Jennifer Baileys emceed the Network of Entrepreneurial Women (NEW) event. She talked about her career path and daily duties.	2	EEO Administrator Anchor
21	6/16/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On June 16, 2025, Anchor Rick Van Hoose emceed the annual Honorable Order of Ky Colonels Grant Event. Monetary grants to local non-profits are awarded each year at this event. Rick Van Hoose shared his career path and daily duties.	2	EEO Administrator Anchor
22	6/26/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU: Anchor/Reporter Alexis Mathews moderated a panel for the local AARP organization with health and business experts providing information for the senior community. She shared her career path and summary of her daily duties.	2	EEO Administrator Anchor/Reporter
23	7/11/2025	Participation in events sponsored by organizations representing the community	WLKY STATION TOURS. On July 11, 2025, we hosted a group from Cedar Lake for a tour. Anchor Jennifer Baileys spoke with the group and Troy Middaugh conducted the tour.	3	EEO Administrator Anchor Production Manager
24	9/18/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On Sept. 18, 2025, Anchor Jennifer Baileys emceed the Harbor House Fundraising Breakfast. She talked about her career path and daily duties.	2	EEO Administrator Anchor

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25	9/25/2025	Participation in events or programs sponsored by educational institutions	WLKY SCHOOL TOURS. On Sept. 25, 2025, the station hosted a group of students from Indiana University Southeast. Sports Director Kent Taylor hosted the students and Troy Middaugh conducted the tour.	3	EEO Administrator Production Manager Sports Director
26	9/26/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On Sept. 26, 2025, Anchor Vicki Dortch emceed the Family Scholar House E-town Wine Women & Shoes. She spoke about her career path and daily duties.	2	EEO Administrator Anchor
27	10/23/2025	Participation in events or programs sponsored by educational institutions	ACADAMIES OF LOUISVILLE PARTNERSHIP. On Oct. 23, 2025, Troy Middaugh participated in a virtual meeting with Jefferson County Public School representatives along with other Academy partners to discuss current and future curriculum for their career and technical education departments. This activity is part of our partnership with the Academies of Louisville partnership.	1	Production Manager
28	10/23/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On October 23, 2025, Anchor/Reporter Alexis Mathews emceed the annual March of Dimes Signature Chefs. She talked about her career path and daily duties.	2	EEO Administrator Anchor/Reporter
29	11/14/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On November 14, 2025 Anchor Rick VAN Hoose emceed the annual Honorable Honor of Ky Colonels Homecoming Event.. He shared his career path and daily duties.	2	EEO Administrator Anchor
30	12/4/2025	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On December 4, 2025, Anchor/Reporter Alexis Mathews emceed the March of Dimes REACH Awards Breakfast. She talked about her career path and daily duties.	2	EEO Administrator Anchor/Reporter

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31	12/17/2025	Participation in events or programs sponsored by educational institutions	WLKY SCHOOL TOURS. On December 17, 2025, the station hosted a tour with the Ballard High School Media Arts class. Troy Middaugh conducted the tour and answered questions about our operations. This activity is part of our partnership with the Academies of Louisville.	2	EEO Administrator Production Manager
32	1/30/2026	Participation in events or programs sponsored by educational institutions	WLKY STUDENT SHADOW PROGRAM. On January 30, 2026 WLKY hosted a high school student, who spent 4 hours with Anchor Jennifer Baileys learning about her career path and daily duties.	1	Anchor
33	2/9/2026	Participation in events or programs sponsored by educational institutions	WLKY SCHOOL TOURS. On February 9, 2026, the station hosted a group of Home School students with Home for Glory School. Troy Middaugh conducted the tour and answered questions from the students.	2	EEO Administrator Production Manager
34	2/13/2026	Participation in events or programs sponsored by educational institutions	WLKY SPEAKERS BUREAU. On February 13, 2026, Anchor Caray Grace read to a group of students at Dunn Elementary School. She talked about her career path and daily duties.	1	Anchor
35	2/15/2026	Participation in events or programs sponsored by educational institutions	WLKY STUDENT SHADOW PROGRAM. On February 15, 2026 a high school student shadowed with Meteorologist Susanne Horgan. She learned about her career path and daily duties.	1	Meteorologist
36	2/27/2026	Participation in events or programs sponsored by educational institutions	WLKY SPEAKERS BUREAU. On February 27, 2026 Reporter Joyce Ogirri spoke to a class at Simmons College of Kentucky, a HBCU. She talked about her career path and daily duties.	1	Reporter
37	3/5/2026	Participation in events or programs sponsored by educational institutions	UNIVERSITY OF KENTUCKY CAREER FAIR. On March 5th, Production Manager Troy Middaugh attended the UK Career Fair at the campus. He spent the day speaking with students about career opportunities in the broadcast industry.	1	Production Manager

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38	3/6/2026	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On March 6, 2026, Anchor Vicki Dortch emceed the Family Scholar House's annual Wine Women & Shoes event. She spoke about her career path and daily duties.	2	EEO Administrator Anchor
39	3/7/2026	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On March 7, 2026, Anchor Caray Grace emceed the I Rise Gala for New Directions Housing Corp. She talked about her career path and daily duties.	1	Anchor
40	3/11/2026	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On March 11, 2026 Anchor Jennifer Baileys emceed the annual Wednesday's Child Shining Star Luncheon. She spoke about her career path and daily duties.	2	EEO Administrator Anchor
41	3/14/2026	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On March 14, 2026, Reporter Joyce Ogirri emceed the annual Fillies Fashion Show. She talked about her career path and daily duties.	1	Reporter
42	3/14/2026	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On March 14, 2026 Anchor Caray Grace emceed the Boys and Girls Club of Kentuckiana Sneaker Ball. She shared her career path and daily duties.	2	EEO Administrator Anchor
43	3/15/2026	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On March 15, 2026 Anchor Blakely McHugh emceed the Carriage House Benefit Auction. She spoke about her career path and shared her daily duties.	1	Anchor
44	3/18/2026	Participation in events or programs sponsored by educational institutions	WLKY SCHOOL TOURS. On March 18, 2026, twenty-five students from Valley High School visited the station. Production Manager, Troy Middaugh conducted the tour and answered questions. The students also had an opportunity to see staff prepare for the noon newscast.	2	EEO Administrator Production Manager
45	3/21/2026	Participation in events sponsored by organizations representing the community	WLKY SPEAKERS BUREAU. On March 21, 2026, Anchor Rick Van Hoose emceed the Harbor House Feathers & Friends Fundraising event. He spoke about his career path and daily duties.	2	EEO Administrator Anchor