

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2016 – March 31, 2017

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Receptionist	1-23, 28	22
Meteorologist	1-23, 24, 25, 26, 27	27
News Producer	1-23, 25, 26	22
Anchor/Reporter	1-23, 24, 25, 26, 28	28
Sports Anchor/Reporter	1-23, 24, 25, 26, 27	27
Anchor/Reporter (2)	1-23, 24, 25, 26, 27, 28	25, 27
Account Executive	1-23, 27	27
Promotions/Creative Services Director	1-23, 25	22
Anchor/Reporter (2)	1-23, 24, 25, 26, 27, 28	28, 28
Full-Time TMP	1-23, 24, 27, 28	24

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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 12-month period
1	LKLP C.A.C., INC. Judy Keen, Supervisor 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-439-1362	N	0
2	Lincoln Memorial University Attn: Larry Thacker Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611	N	0
3	Office of Employment & Training Attn: Christopher Ward 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-435-6038	N	0
4	Midway College, Career Placement Attn: Sarah Morgan 512 E. Stephens Street Midway, KY 40347 Telephone #859-846- 5390	N	0
5	NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0
6	National College Tena Varney, Career Ctr. Director 2376 Sir Barton Way Lexington, KY 40509 Telephone # 859-253-0621	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Morehead State University Attn: Julia Hawkins, Career Serv. Dir. 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233	Y	0
8	Hazard Community & Technical College Attn: Renee Back, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721	N	0
9	Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136	Y	0
10	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	Y	0
11	University of the Cumberlands Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259	Y	0
12	Eastern Kentucky University Dept. of Communications Attn: Elizabeth K. Hansen, Ph.D. 317 Combs Building 521 Lancaster Avenue Richmond, KY 40475-3102 Telephone # 859-622-1871	Y	0

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13	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0
14	Pikeville College Brenda Maynard, Dir. of Career Dev. 147 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319	Y	0
15	Southeast Community College Attn: Chris Jones 700 College Road Cumberland, KY 40823 Telephone # 606-633-0279	N	0
16	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	Y	0
17	University of Tennessee- Career Services Attn: Elizabeth Pallardy 100 Dunford Hall 915 Volunteer Blvd. Knoxville, TN 37996-4010 Telephone # 865-974-5435 Fax # 865-974-6497	Y	2
18	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 Telephone # 502-597-5998	N	0

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19	University of Kentucky Career Center Attn: Naitore Kiogora, Employer Relations Team 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746	Y	0
20	Western Kentucky University Attn: Dan Onitsuka, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756	N	0
21	Gray Television Group-website Attn: Jane Ploeger	N	0
22	Posting on WYMT-TV's website	N	12
23	On-Air Announcement on WYMT-TV	N	3
24	Internal Candidate/Internal Transfer	N	4
25	www.TVJobs.com	N	3
26	www.Medialine.com	N	0
27	Employee Referral	N	5
28	Non-Employee Referral	N	7
29	Walk-In/Self-Referral	N	0
30	Ad in <i>Hazard Herald Voice</i> Newspaper Attn: Jenny Jones Fax # 606 436-3140	N	0
31	Ad in <i>Middlesboro Daily News</i> Newspaper Attn: Mary Gordon Fax # 606 248-7614	N	0
32	Ad in <i>Troublesome Creek Times</i> Newspaper Attn: Mike Sexton Fax # 606-785-0105	N	0
33	Ad in <i>The Mountain Eagle</i> Newspaper Attn: Pam Walker Fax # 606-633-2843	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
34	Ad in <i>Harlan Daily Enterprise</i> Newspaper Attn: Wylene Minniard Fax # 606-573-0042	N	0
35	Ad in <i>Sentinel Echo</i> Newspaper Attn: Karen Brummett Fax # 606- 878-7404	N	0
36	Former employee (re-hire)	N	0
37	Collective Talent	N	0
38	FindKYJobs.com website	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			36

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>WYMT-TV general internships are available to college students who exhibit an interest in, or are pursuing a career in broadcasting or a related field.</p> <p>During this reporting period, the station hosted five interns. The students were interested in broadcast journalism and graphic design and interned in the News and Promotions Departments during the summer and winter of 2016.</p>
2	Participate in job fair	<p>WYMT's Sales Manager, Digital Sales Manager, Night-side Executive Producer and Satellite Truck Operator attended Morehead State University's Fall Job Fair on October 4, 2016. They spoke with graduating seniors and college juniors about careers in broadcasting and current and future job openings with WYMT and Gray Television. 98 business organizations and more than 400 job seekers attended the fair.</p>
3	Participate in job fair	<p>WYMT and sister station WBKO participated jointly in the Western Kentucky University College to Career Job Fair (Bowling Green, Kentucky) on October 26, 2016. Gray Television managers were on hand to discuss job openings with WYMT and Gray Television.</p>
4	Participate in job fair	<p>WYMT-TV and sister station WNDU participated jointly in the Northwestern University Spring Job Fair (Evanston, Illinois) on January 26, 2017. Gray Television Managers were on hand to discuss job openings with WYMT and Gray Television.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participate in job Fair	WYMT's Sales Manager, National/Regional Sales Manager and Satellite Truck Operator attended Morehead State University's Spring Job Fair on March 7, 2017. They spoke with graduating seniors and college juniors about careers in broadcasting and current and future job openings with WYMT and Gray Television. 106 business organizations and nearly 400 job seekers attended the fair.
6	Participate in job Fair	WYMT and sister station WBKO participated jointly in the Western Kentucky University College to Career Job Fair (Bowling Green, Kentucky) on March 22, 2017. Gray Television managers were on hand to discuss job openings with WYMT and Gray Television.
7	Host a college and career fair	<p>WYMT hosted two regional Eastern Kentucky colleges (University of the Cumberlands, and Alice Lloyd College) at the annual WYMT Mountain Basketball Classic Scholarship awards night on January 2, 2017. The event was held at Perry County Central High School (Hazard, Kentucky). Several other local colleges were invited to attend.</p> <p>College recruiters, scholarships donors and the WYMT management team interacted with more than 100 high school seniors who were receiving WYMT-TV's Mountain Classic Basketball Scholarships (both general academic scholarships and broadcasting academic scholarships). WYMT's General Manager, Sales Manager, 6pm Co-anchor and several other WYMT employees attended the event and were on hand to talk to the scholarship recipients and their parents about broadcasting careers and potential openings and internships with WYMT-TV.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Event or program sponsored by educational institution relating to career opportunities in broadcasting	<p>WYMT-TV continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, and to introduce and demonstrate various career opportunities in the broadcast field.</p> <p>During the school year, WYMT-TV partners with local schools to present the WYMT Sky Alert Weather Class. This program provides the opportunity for teachers to request the WYMT Sky Alert weather team to visit their classrooms and discuss weather, how it is forecast and how the weather affects our daily lives. Our weather team also discusses broadcasting careers with the students.</p> <p>The station promotes the availability of the Weather Class program on air, and on the station's website.</p> <p>During this reporting period, our weather team and news anchors visited more than 50 local elementary and high school classrooms.</p>
9	Other activities. Training of management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>All WYMT-TV Department Heads, the EEO Administrative Assistant and the General Manager attend in-house training meetings to review the importance and implementation of our EEO procedures and hiring practices. In-house EEO meetings took place on May 16, 2016 and March 15, 2017.</p> <p>On March 23, 2017, the General Manager, Sales Manager, Office Manager, Operations Manager, News Director, and Chief Engineer participated in a webinar provided by our FCC Counsel on compliance with the FCC's EEO Rules and Regulations.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	<p>The Ralph Gabbard Memorial Broadcast / Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project.</p> <p>WYMT-TV appointed an independent Committee (of which the station's General Manager, General Sales Manager and Sports Director are non-voting, active members) to oversee the scholarship selection process.</p> <p>The WYMT-TV staff handles the majority of the scholarship program, including the planning and implementation of the Awards Reception and Ceremony, all year-round financial reports, all paperwork and correspondence, generating / securing scholarship funds by securing business donations, and soliciting Kentucky colleges and universities to match awards.</p> <p>In conjunction with the Committee, the WYMT-TV staff solicits scholarship nominees from area high schools. WYMT-TV also films, edits and airs features highlighting the scholarship recipients and prints a tournament program book highlighting current nominees and past recipients. The station also publicizes the scholarship opportunities annually in Kentucky's "Affording Higher Education" publication.</p> <p>During this reporting period, the WYMT-TV Mountain Basketball Classic scholarship program awarded 105 scholarships to local high school seniors.</p> <p>In addition, a total of three (3) high school seniors were awarded Ralph Gabbard scholarships in the amount of \$1,000 (each) on January 2, 2017, to assist in their continued education. The three recipient students were from Bell County High School (Pineville, KY), Owsley County High School (Owsley County, KY) and Betsy Layne High School (Floyd County, KY)</p>

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11	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting.	<p>The Tony Turner Memorial Broadcast Scholarship program is a spin-off of the annual WYMT-TV Golf Classic project. WYMT established a perpetual endowment fund with the Bluegrass Foundation of Lexington, Kentucky in order to provide scholarships for aspiring broadcasters from the Eastern Kentucky mountains. WYMT-TV solicits the nominees from area high school guidance counselors. A scholarship committee, which includes three station employees, selects the winners. Collected entry fees for a station event, the annual WYMT Golf Classic, as well as donations from the general public, fund these scholarships. WYMT films, edits and airs a feature news package on the recipient(s) within the 6pm newscasts and also lists the scholarship nominee(s) and winner(s) in the WYMT annual Mountain Classic event program book. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication.</p> <p>During this reporting period, this WYMT-TV scholarship program selected a total of three (3) high school seniors to receive \$1,000 (each) in academic scholarships, on June 6, 2014 to assist in their continued education. The three (3) recipient students were from Clay County High School (Manchester, Kentucky), Hazard High School (Hazard, Kentucky), and Letcher County Central High School (Whitesburg, Kentucky).</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
12	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting.	The Coach Wayne Martin Leadership Scholarship is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project. The scholarship goes to a selected senior from the participating boys and girls teams. Participating coaches nominate one of their senior players for this \$1,000 scholarship. Applicants should demonstrate strong leadership skills on the court, in the classroom and in the community through volunteering and mentoring programs. Members of the WYMT staff and Classic Committee select the scholarship winners. The two recipients were from Harlan County High School (Harlan, KY).