

**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Morning Traffic Anchor/News Reporter Open Date: 10/20/2015 Hire Date: 4/18/2016	2-7, 9, 11, 14-16, 19-20, 22-25, 27-28, 30-38	32
Sports Anchor/Reporter/Photographer Open Date: 12/22/2015 Hire Date: 4/13/2016	2-11, 13, 15, 19-20, 22-24, 27-28, 30- 38	6
Account Executive Open Date: 1/28/2016 Hire Date: 6/14/2016	2-7, 9, 11, 14-16, 18-24, 27-28, 30-38	34
Nightside Executive Producer Open Date: 3/30/2016 Hire Date: 6/1/2016	1-3, 5-7, 9, 11, 15, 19-20, 22-24, 27-28, 30-38	32
Photographer Open Date: 4/13/2016 Hire Date: 5/2/2016	2-3, 5-7, 9-11, 14-16, 19-20, 22-24, 27- 28, 30-38	10
Anchor/Reporter Open Date: 4/22/2016 Hire Date: 9/15/2016	2-3, 6-9, 11, 15, 19-20, 22-24, 27-28, 30-38	6
Reporter Open Date: 4/29/2016 Hire Date: 8/22/2016	2-3, 6-9, 11, 15, 17, 19-20, 22-24, 27- 28, 30-38	8
Newscast Director Open Date: 5/31/2016 Hire Date: 9/16/2016	2-4, 6-9, 11, 14-16, 19-20, 22-24, 27-38	32
Account Executive Open Date: 6/27/2016 Hire Date: 11/28/2016	1-4, 6-11, 14-16, 18-24, 27-28, 30-38	8
Assignment Editor Open Date: 7/5/2016 Hire Date: 8/8/2016	2-4, 6-7, 9, 11, 15-17, 19-20, 22-24, 27- 28, 30-38	6
Master Control Operator Open Date: 8/16/2016 Hire Date: 10/11/2016	2-4, 6-7, 9, 11, 14-16, 19-20, 22-24, 27- 38	14
Executive Producer Open Date: 8/29/2016 Hire Date: 10/17/2016	2-4, 6-7, 9, 11, 15-16, 19-20, 22-24, 27- 28, 30-38	6
National Sales Assistant Open Date: 9/21/2016 Hire Date: 11/28/2016	1-4, 6-7, 9, 11, 14-16, 18-20, 22-24, 26- 28, 30-38	6
Anchor/Reporter Open Date: 9/30/2016 Hire Date: 1/3/2017	12	12

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Photographer Open Date: 1/10/2017 Hire Date: 1/30/2017	2-4, 6-7, 9, 11, 14-16, 19-20, 22-24, 26-28, 30-38	6

**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 : <a href="http://www.louisvilleadfed.org/Default.aspx">http://www.louisvilleadfed.org/Default.aspx</a> Monica Harper Manual Posting	N	2
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	Brown Mackie College 3621 Fern Valley Road Louisville, Kentucky 40219 Phone : 219-878-6411 Email : rkrepp@brownmackie.edu Ryan Krepp  Prong 2 Ended Date: 4/19/2016	N	0
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : .704-208-2342 HTV Careers Manual Posting	N	25

**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Url : <a href="http://collectivetalent.com/">http://collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille  Prong 2 Ended Date: 10/5/2016	N	0
8	Current Employee	N	7
9	Education & Workforce Development Cabinet 600 West Cedar Street Louisville, Kentucky 40202 Phone : 502-595-4173 Email : <a href="mailto:gina.stevens@ky.gov">gina.stevens@ky.gov</a> Fax : 1-502-595-4623 Gina Stevens	Y	0
10	Employee Referral	N	4
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
12	Exigent Circumstances	N	1
13	Former Employee	N	1
14	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Career Services Manual Posting	N	20
15	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2333 Email : <a href="mailto:mprinz@ius.edu">mprinz@ius.edu</a> Lynn Prinz	N	0

**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
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16	ITT Technical Institute 10509 Timberwood Circle Louisville, Kentucky Phone : 502/327-7424 Email : ARusiloski@itt-tech.edu Tracey Chesser	N	0
17	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Career Services Manual Posting	N	2
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 Email : annette.bruce@kysu.edu Annette Bruce	N	0
21	LinkedIn.com 2029 Stierlin Court Mountain View, California Phone : . Career Services Manual Posting	N	2
22	Louisville Urban League 1535 W. Broadway Louisville, Kentucky 40203 Phone : 502/561-6830 Fax : 1-502-561-6835 Workforce Director	N	1

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**EEO PUBLIC FILE REPORT**  
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23	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 800/237-8073 Email : medialine@medialine.com Mark Shilstone  Prong 2 Ended Date: 10/5/2016	N	0
24	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Career Services Manual Posting	N	0
25	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland Phone : (301) 445-7100 Url : www.nabj.org Veronique Dodson Manual Posting	N	1
26	Ohio Media School 5330 E Main St. Suite 200 White Hall, Ohio Phone : 614-655-5250 Email : amoore@beonair.com A Moore	Y	0
27	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
28	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
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29	Society of Broadcast Engineers 8601 Woodbrook Ln Chevy Chase, Maryland 20815 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">www.sbe.org</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Scott Jones	N	0
30	Sullivan University 3101 Bardstown Road Louisville, Kentucky 40205 Phone : 502/456-6504 Email : <a href="mailto:smannino@sullivan.edu">smannino@sullivan.edu</a> Sam Mannino	N	0
31	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
32	TVJobs.com P.O. Box 4116 Oceanside, California Phone : (760) 754-8177 Url : <a href="http://tvjobs.com/">http://tvjobs.com/</a> Career Services Manual Posting	N	7
33	University of Kentucky 201 Matthews Bldg. Lexington, Kentucky 40506 Phone : 859-259-9000 Career Services Manual Posting	N	0
34	University of Louisville Grawemeyer Hall Louisville, Kentucky 40292 Phone : 502/852-5555 Email : <a href="mailto:Caroline.houchins@louisville.edu">Caroline.houchins@louisville.edu</a> Caroline Houchins	N	1

**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

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35	Vincennes University 1002 N. First Street Vincennes, Indiana 47591 Phone : 800/742-9198 J. Hitchcock Manual Posting	N	0
36	Western Ky. University 1906 College Heights Blvd. #11001 Bowling Green, Kentucky Phone : 270-745-0111 Career Services Manual Posting	N	0
37	Workforce Development- Veterans 6201 Preston Highway Louisville, Kentucky 40219 Phone : -502-564-2367 Fax : 1-502-595-4623 Career Services	N	0
38	WorkOne New Albany 3310 Grant Line Road New Albany, Indiana Phone : 812/948-6102 Email : voberhausen@dwb.in.gov Fax : 1-812-948-6118 Vic Oberhausen	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>74</b>



**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2016	Participation in job banks, internet programs and other programs designed to promote outreach	WLKY/Kentucky Science Center Partnership: WLKY partnered with the Kentucky Science Center to offer several educational outreach programs and interactive exhibits to connect with students young and old across Kentucky and Indiana. WLKY has installed an exhibit within the KSC that allows museum-goers to simulate becoming a WLKY meteorologist. Participants can stand in front of the camera and green screen to deliver a severe weather forecast in the same manner of a real-life meteorologist. This attraction has been the cornerstone of a high traffic area within the museum and received numerous upgrades in Q1 of 2017. In addition, WLKY partnered with the science center to bring a 3D, i-max styled movie, National Geographic's Extreme Weather to Louisville. We have promoted the feature film through several on air and digital avenues, including live broadcasts and a hefty promotional schedule. Meteorologist Matt Milosevich has made numerous in-person appearances, and when not available we've produced a "traveling video" featuring Matt that teaches students about the weather incident Hurricane Ike and it's impacts on Greater Louisville and the country.	4	Creative Services Director Meteorologist Community Affairs Director Chief Meteorologist
2	4/1/2016	Establishment of an intern program designed to assist members of the community	For the period April 1, 2016-March 31, 2017, ten (10) college students interned in the news, sports and production departments for at least three months to learn hands on knowledge in the broadcasting field and receive academic accreditation for their studies.	4	Community Affairs Coord. Executive Producer Asst, Operations Mgr. Sports Director
3	4/12/2016	Participation in events or programs sponsored by educational institutions	WLKY Weather Class-On April 12, 2016 Meteorologist Matt Milosevich visited Coral Ridge Elementary School to present a Weather Class. He talked about his career and weathercasting.	1	Meteorologist

**WLKY-TV**  
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4	4/14/2016	Participation in events or programs sponsored by educational institutions	WLKY Weather Class-On April 14, 2016 Meteorologist Matt Milosevich visited Tully Elementary School to present a Weather Class. He talked about his career and weathercasting.	1	Meteorologist
5	4/19/2016	Participation in events or programs sponsored by educational institutions	WLKY Weather Class-On April 19, 2016 Meteorologist Matt Milosevich visited Klondike Elementary School to conduct a weather class. He spoke about weathercasting and his career.	1	Meteorologist
6	4/27/2016	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - On April 27, 2016 Meteorologist Matt Milosevich visited Blue Lick Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
7	4/27/2016	Participation in events or programs sponsored by educational institutions	WLKY Tour - News Director Andrea Stahlman and Troy Middaugh hosted 40 students from St. Mary Academy. Troy conducted a tour of the station facilities and Andrea Stahlman answered questions from the students about the broadcast industry and her career.	2	News Director Asst. Operations Mgr.
8	5/11/2016	Participation in events or programs sponsored by educational institutions	WLKY Tour - Troy Middaugh hosted students from the University of Louisville's News Writing & Communication class. He conducted a tour of the station facilities and answered questions about the station operations and careers in the industry.	1	Asst. Operations Mgr.

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9	5/12/2016	Participation in job banks, internet programs and other programs designed to promote outreach	For the sixth year, WLKY was invited to serve on the Jefferson County Public Schools Communication/Media/Arts School Advisory Board, following our prior participation with their Design Team Program. This advisory board makes recommendations to keep the CMA program fresh and sustainable to better prepare student for post-secondary studies and preparation in their career field. The board met on May 12, 2016 and November 16, 2016. As part of our commitment, we are partnered with Ballard High School Broadcast Class to assist with preparing students for a career in the broadcast field. On October 25, 2016 we hosted 20 students in this class for a tour and Q&A session. On January 26, 2017 we hosted a student from this class for an afternoon Student Shadow experience.	4	Community Affairs Coord. Asst. Operations Mgr. News Director Executive Producer
10	6/15/2016	Participation in events sponsored by community groups	WLKY Tour - Troy Middaugh conducted a tour with the Jewish Community Center Summer Camp group. Twenty-one participants toured the station facilities and Troy answered questions about his career and the station operations.	1	Asst. Operations Mgr.
11	6/23/2016	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - on June 23, 2016 Meteorologist Matt Milosevich visited Sacred Heart Academy and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
12	6/23/2016	Participation in events sponsored by community groups	Young Professionals Association of Louisville: Excelerate-Communication for the Digital Age. WLKY Anchor Eric King participated in a panel discussion for this community group. He shared his experience as a journalist and the importance of effective communication.	1	Anchor
13	6/29/2016	Co Sponsoring Job Fair	WLKY co-sponsored the annual Louisville Urban League Jeffersontown Career Expo, held on June 26, 2016 at the Jeffersontown Community Center.	2	Community Affairs Coord. CSD

**WLKY-TV**  
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14	7/12/2016	Participation in events sponsored by community groups	WLKY Tour - Southern Police Institute Managing the Media in Law Enforcement Meeting. News Director Andrea Stahlman conducted a Q&A session and Troy Middaugh conducted a tour of the station facilities.	2	News Director Asst. Operations Mgr.
15	7/22/2016	Participation in events or programs sponsored by educational institutions	Breckinridge-Franklin Communications Program - As part of our ongoing partnership with this school, WLKY Anchor Colin Mayfield visited the school on July 22nd and spoke with the teachers as part of their professional development day. He spoke about his daily duties at the station and how he can effectively address the students about his career.	1	Anchor
16	7/22/2016	Participation in events or programs sponsored by educational institutions	Speaking Engagement-Breckinridge Franklin Elementary School. As part of WLKY's ongoing partnership with this Communications Magnet school, WLKY Anchor Colin Mayfield visited the school and spoke with the students about his career in broadcasting.	1	Anchor
17	8/19/2016	Participation in events or programs sponsored by educational institutions	On Aug. 19th, Meteorologist Matt Milosevich spoke to a group of 120 students at Christian Academy South West Campus to close out their summer reading program that was focused on weather. Matt spoke about his career and duties associated with weather forecasting.,	2	Community Affairs Coord. Meteorologist
18	10/20/2016	Provision of training to management	Training with HTV Director of Veteran Recruiting, Dave Kaylor. On October 20, 2016 WLKY Director of Engineering, Don Engelhardt, attended the HTV Technology Summit. During this summit, a training session was held regarding the recruitment of US Armed Services veterans.	1	Director of Engineering

**WLKY-TV**  
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**April 1, 2016 - March 31, 2017**

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19	10/25/2016	Participation in events or programs sponsored by educational institutions	WLKY Tour - Ballard High School. As part of our on-gong partnership through the JCPS Communications Team, we hosted 25 broadcast students for a tour of the station facilities. Troy Middaugh conducted the tour and answered questions about his career and the station operations.	2	Community Affairs Coord. Asst. Operations Mgr.
20	10/26/2016	Participation in events or programs sponsored by educational institutions	Weather Class - on October 26, 2016 Meteorologist Matt Milosevich visited the Chance School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
21	11/9/2016	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - on November 9, 2016 Meteorologist Matt Milosevich visited Kenwood Station Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
22	11/11/2016	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - on November 11, 2016 Meteorologist Matt Milosevich visited JCTC and conducted a weather class with the middle school students. He talked about weathercasting and his career.	1	Meteorologist
23	11/16/2016	Participation in events or programs sponsored by educational institutions	Student Shadow: On November 16, 2016 a Western Kentucky University Broadcasting major shadowed with a WLKY anchor for two hours. Anchor Erica Fox discussed her career and daily duties at the station.	2	Community Affairs Coord. Anchor
24	11/16/2016	Participation in events or programs sponsored by educational institutions	Career Day at Sacred Heart High School - WLKY Producers Abby Blandford and Jenny Simon, both alumni of the school, participated in their annual Career Day. They spoke one-on-one with students about their career paths.	2	Producer Producer
25	11/18/2016	Participation in job banks, internet programs and other programs designed to promote outreach	Taylorsville Elementary School Career Fair - On November 18, 2016, WLKY participated in this career fair. Research Director, Rhonda Dockery, addressed the third grade students about her career in broadcasting.	1	Research Director

**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

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26	11/22/2016	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - On November 22, 2016 Meteorologist Matt Milosevich visited Crums Lane Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
27	12/1/2016	Participation in events or programs sponsored by educational institutions	Breckinridge-Franklin Elementary Communications Program - as part of an ongoing partnership with WLKY, Anchor Colin Mayfield visited the school and spoke with the broadcasting students.	1	Anchor
28	12/15/2016	Participation in job banks, internet programs and other programs designed to promote outreach	WLKY Weather Class - On December 15, 2016 Meteorologist Matt Milosevich visited New Hope Services and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
29	1/11/2017	Participation in events sponsored by community groups	WLKY Tour - Rauch, Inc. WLKY conducted a tour with a group from Rausch, a facility that empowers adults with disabilities. Troy Middaugh conducted a tour and answered questions about his duties.	1	Asst. Operations Mgr.
30	1/14/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - on January 14, 2016 Meteorologist Matt Milosevich visited the Ky Science Center for their teacher open house and conducted a weather class. He spoke about weathercasting and his career.	1	Meteorologist
31	1/27/2017	Participation in events or programs sponsored by educational institutions	WLKY Anchor Jennifer Baileys and Meteorologist Matt Milosevich spoke with students at Christian Academy/English Station. They spoke about their careers and what a typical day at the station is like for them.	2	Meteorologist Anchor
32	2/9/2017	Participation in events sponsored by community groups	WLKY Tour with Police Officers/Managing the Media in Law Enforcement Meeting. WLKY hosted a group of police officers; News Director Andrea Stahlman held a Q&A session and Troy Middaugh conducted a tour of the station facility.	2	News Director Asst. Operations Mgr.

**WLKY-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

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33	2/21/2017	Participation in events or programs sponsored by educational institutions	Student Shadow - on February 21, 2017, A Henry County High School student shadowed in the news department for 3 hours. They attended the morning news meeting, met with news management and observed the noon newscast.	3	Community Affairs Coord. News Director Executive Producer
34	3/1/2017	Participation in events or programs sponsored by educational institutions	Student Shadow - On March 1, 2017 a high school student shadowed with WLKY Anchor Jennifer Baileys for 3 hours. Jennifer Baileys answered questions about her career and daily duties in the newsroom.	1	Anchor
35	3/14/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - On March 14, 2017 Meteorologist Matt Milosevich visited Shacklette Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
36	3/14/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - on March 14, 2017 Meteorologist Matt Milosevich visited Lowe Elementary School and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist
37	3/21/2017	Participation in events or programs sponsored by educational institutions	WLKY Weather Class - on March 21, 2017 Meteorologist Matt Milosevich visited the Charlestown Boy Scouts and conducted a weather class. He talked about weathercasting and his career.	1	Meteorologist