

WBKO-TV
EEO PUBLIC FILE REPORT
4/1/19-3/31/20

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 |
|-------------------------------------|--|---------------------------|
| Advertising Account Executive | 1-23 | 16 |
| Chief Meteorologist | 1-23 | 17 |
| Multi-Media Journalist | 1-25 | 18 |
| Multi-Media Journalist (Hired 3) | 1-25 | 20,16 |
| Producer-MMJ | 1-25 | 20 |
| Technical Media Producer-Director | 1-25 | 20,16 |
| Creative Service Producer | 1-23 | 17 |
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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 | Western Kentucky University Robert Dietle Interim Director Robert.dietle@wku.edu Mass Media and Technology Bldg. #342 Bowling Green, KY 42101-576 270-745-4144 / | N | |
| 2 | Daymar College Shannon Gottke, Career Svc Coord (sgottke@daymarcollege.edu) 2421 Fitzgerald Industrial Dr. Bowling Green, KY 42101 270-843-6750 | N | |
| 3 | Southcentral Kentucky Community & Technical College Gene Basil, (gene.basil@kctcs.edu) 1845 Loop Drive Bowling Green, KY 42101-3601 270-901-115 | N | |
| 4 | Southcentral Kentucky Community & Technical College Dr. Kim Myers kim.myers@kctcs.edu Director of Workforce Solutions 1127 Morgantown Road Bowling Green, KY 42101 270-901-1032 | N | |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 5 | Michael's Media Michael Bille info@michaelsmedia.com 721 Richardson Pl. Tampa, FL 33606 813-254-969 | N | |
| 6 | Columbia College Chicago David Mason, TV Faculty (damson@colum.edu) 600 S. Michigan, Room 1500 Chicago, IL 312-369-7408 | N | |
| 7 | Lindsey Wilson College Laura K. Burwash (burwashl@lindsey.edu & careerservices@lindsey.edu) 210 Lindsey Wilson St. Columbia, KY 42728 270-384-8065 | N | |
| 8 | Middle Tennessee State University Greg Pitts (media@mtsu.edu) Bragg Media Bldg. Rm 247 Murfreesboro, TN 37312 615-898-8490 | N | |
| 9 | Murray State University Dept. of Journalism and Mass Communications Dr. Debbie Owens dowens@murraystate.edu 114 Wilson Hall Murray, KY 42071 270-809-2390 | N | |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 10 | LDS Employment Resource Center Brian & Iris Tobler (wel-ec-nashville@ldschurch.org) 19 Industrial Park Dr. Nashville, TN 37075 615-822-7046 | N | |
| 11 | University of KY School of Journalism Mel Coffee, Assoc Professor (melcoffee@uky.edu) 107 Grehan Bldg. Lexington, KY 40506-0042 859-257-2839 | N | |
| 12 | Ohio and Illinois Centers for Broadcasting Don Clark (dclark@beonair.com) National Career Services Director 9885 Rockside Rd., Suite 160 Valley View, OH 44125 216-503-5900 | N | |
| 13 | Broadcast Employment Services Mark O. Halloway (jobs@tvjobs.com) P.O. Box 4116 Oceanside, CA 92052 800-374-0119 | N | |
| 14 | Gray Television Careers site www.gray.tv.applynow HR@gray.tv | N | |
| 15 | Indeed.com All postings to Gray Television career website automatically posted to Indeed HR@gray.tv | N | 4 |
| 16 | Referral | N | 5 |
| 17 | Internal Applicant | N | 3 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 18 | Walk-in Candidate/Self-Referral | N | 1 |
| 19 | Job Fair | N | |
| 20 | WBKO website | N | 9 |
| 21 | People Matter | N | 1 |
| 22 | Posting to social media site: Facebook, LinkedIn | N | 3 |
| 23 | RTNDA Post to website: www.rtna.org/channel/find_a_job The National Press Building 529 14 th St. NW, Suite 1240 Washington, DC 20045 770-622-7011 | N | |
| 24 | Campbellsville University Post to website: www.campbellsville.edu/jobs-local 1 University Dr. Campbellsville, KY 42718 | N | |
| 25 | Posting on Handshake: Emerson College, Tennessee State University, Southern Illinois University-Carbondale, Belmont University, University of Central Missouri, Columbia College of Missouri, The University of Texas at San Antonio, Southern Methodist University, Kansas State University,, University of Missouri-Columbia, Bellarmine University, University of Kentucky, University of Louisville, Western Kentucky University | N | |
| 21 | TOTAL INTERVIEWEES OVER REPORTING PERIOD | | 26 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|--|--|
| 1 | Formal Mentoring Program | <p>New employees in news are assigned a senior staff member as a mentor who oversees their training to make sure they are developing the skills necessary to be successful in their new positions. The mentor is their go-to person for answering questions regarding the job.</p> <p>After two to three months, the mentor completes an appraisal designed to show their growth in the job during the first 90 days and identify specific items to work on in the following nine months.</p> <p>Mentoring is continued by periodic one-on-one reviews with the news director.</p> |
| 2 | Internship Program | <p>During the reporting period, the Station hosted interns from Western Kentucky. They interned with the station's News and Weather Department for college credit. The News interns were supervised by the news director while the weather interns were supervised by the weather director. News interns learned about the fundamentals of working in a newsroom as a reporter and producer while weather interns learned how to put together a local newscast.</p> |
| 3 | Participate in Job Fair | <p>WBKO Office Manager and Program Manager attended EEO Training on June 20, 2019.</p> <p>WBKO participated in the WKU College to</p> |

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|--|--|--|
| | | <p>Career Fair at Western Kentucky University on Wednesday, October 23, 2019. News Director and Operations Manager attended.</p> <p>WBKO participated in the Chambers SCK Launch in November that had a presence with about 3500 8th graders.</p> |
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