

EEO Public File Report

Station: WTVQ-TV, Lexington, KY
Renewal Filing Deadline: April 1, 2013
Period Covered by Report: May 13, 2010 - March 21, 2011

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source for Hired	Number Interviewed	Recruitment Source(s) to fill vacancy	Number Hired
1	Computer Editor	7/20/2010	9/3/2010	Employee Mention	3	Recruitment Source List (see attached)	1
2	Producer	8/2/2010	9/27/2010	Employee Mention	3	Recruitment Source List (see attached)	1
3	Reporter/Videographer	8/12/2010	9/20/2010	TVJobs.com	5	Recruitment Source List (see attached)	1
4	Assignment Manager	8/17/2010	9/13/2010	Employee Mention	4	Recruitment Source List (see attached)	1

TOTAL: 15

* See Attached List of Recruitment Sources for Contact Information

***Note: All sources on the attached source list were contacted for each position filled during the reporting period.**

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Recruitment Sources Contacted for Each Full-Time Vacancy

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No.	Recruitment Sources	Contact	Total Interviewed	Entitled to Notification
1	Lexington Herald Leader 100 Midland Avenue, Lexington, KY 40508	Alan Clark 859-231-3511	0	N
2	WTVQ website	www.wtvq.com	0	N
3	TV Jobs (website)	www.tvjobs.com	7	N
4	NAB (website)	www.nab.org	0	N
5	Career Builder (website)	www.careerbuilder.com	0	N
6	Transylvania University 300 North Broadway, Lexington, KY 40508	Susan Rayer 859-225-4607	0	N
7	Medialine P.O. Box 51909, Pacific Grove, CA 93950-6909	Mark Shilstone 800-237-8073	2	N
8	Morehead State University 207 Allie Young Hall - MSU, Morehead, KY 40351	Mike Hopper 606-783-2233	0	N
9	Sheffield Institute 13816 Capital Plaza Tower, Phoenix, MD 21131	Victoria Kinnear 800-355-6613	0	N
10	Mayor's Training Center 1055 Industry Road, Lexington, KY 40505	Joe Cavallaro 859-258-3140	0	N
11	Bluegrass Career Services 1165 Centre Parkway, Lexington, KY 40517	Nicole Dummitt 859-266-6053	0	N
12	Ky Department of Education 500 Mero Street, Frankfort, KY 40601	Larry Conner 502-564-4770	0	N
13	Institute of Electronic Technology 509 S. 30th Street #8252, Paducah, KY 42201-4181	Elizabeth Medley 270-444-9676	0	N
14	Colorado Institute of Art	Delana Reilly	0	N

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No.	Recruitment Sources	Contact	Total Interviewed	Entitled to Notification
	1200 Lincoln Street, Denver, CO 80203	303-824-4769		
15	Lexington Community College 103 Oswald Building, Lexington, KY 40506	Judy Johnson 859-257-4872	0	N
16	Community Action Council P.O. Box 11610, Lexington, KY 40576	James Perkins 800-244-2275	0	N
17	National College of Business & Tech. 628 East Main Street, Lexington, KY 40508	Martha Johannides 859-253-0621	0	N
18	Northern Kentucky University University Center, Suite 320, Highland Heights, KY 41076	Marcia Miller 606-572-5709	0	N
19	University of Kentucky 113 Mineral Industries Building, Lexington, KY 40506-0051	Jeff Bradford 859-257-9000	0	N
20	Kentucky State University 400 East Main Street, Frankfort, KY 40601	Valeria Shavers 502-597-6000	0	N
21	Murray State University 110 Curtis Center, Murray, KY 42071	Cami Pierce 270-762-6836	0	N
22	Western Kentucky University Bowling Green, KY 42101	Judy Owen 270-745-3095	0	N
23	Louisville Technical Institute 3901 Atkinson Square Drive, Louisville, KY 40218	April Kendall 502-456-6509 ext. 256	0	N
24	Kentucky Commission on Women 500 Mero Street, CPT 2nd Floor, Frankfort, KY 40601	Leslie Bishop 502-564-6643	0	N
25	Central KY Technical College 308 Vo-Tech Road, Lexington, KY 40511	Ron Pennington 859-246-2400	0	N

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26	Northern Kentucky University - Minority Student Affairs University Center, Suite 203, Highland Heights, KY 41076	Teretha Prioleau 859-572-5220	0	N
27	NAACP 724 Burgoyne Court, Lexington, KY 40505	Anthony Ridgeway 859-252-7336	0	N
28	Native American Public Telecommunications, Inc. P.O. Box 83111, Lincoln, NE 68501	Lynn Warren 402-472-3522	0	N
29	Murray State University Ordway Hall, Murray, KY 42071	Ross Meloan 270-762-6836	0	N
30	Asbury College 1 Macklem Drive, Wilmore, KY 40390-1198	Sally Foster 859-858-3511	0	N
31	Employment Solutions 1165 Centre Parkway	Krista Brown 859-335/1197	0	N
32	Ohio Center for Broadcasting 9000 Sweet Valley Drive, Valley View, OH 44125	Human Resources 216-447-9117	0	N
33	Employee Mention		6	N
34	Eastern Kentucky University 521 Lancaster Avenue, Richmond, KY 40475	Human Resources 859-622-1000	0	N
35	Word of Mouth		0	N
36	Unsolicited		0	N
37	Internal Candidate		0	
38	Talent Dynamics 600 Las Colinas Blvd., Suite 100, Dallas, TX 75039	JJ Davis 214-630-9590	0	N
39	Lexington Fayette Urban County Government	Leslie James-Place	0	N

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No.	Recruitment Sources	Contact	Total Interviewed	Entitled to Notification
	200 East Main Street, Lexington, KY 40507	859-425-2143		
40	University of Missouri	Linda Coats	0	N
	909 Lowry Mall, Columbia, Missouri 65211	573-882-1657		
	Total		15	

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Supplemental Recruitment Initiatives

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	On Going	Internships	Informed colleges and many other area businesses of job openings.	Contacted several colleges via phone and email regarding internships and recent college graduates who may be interested in broadcasting.	Echo Gamel Executive Producer, and Trey Eckerle Production Manager
2	On Going	Training and Cross Training	Training employees to learn the daily process of a position and to give them the opportunity to learn new skills helpful in advancing their careers.	We train employees to work in other departments so they can fill in when an employee is out and to also give them an opportunity to learn new skills for advancement.	Accounting Clerk, National Sales Assistant, Traffic Manager, HR Coordinator & Production Manager
3	On Going	Sales Training	The use of several initiatives to get the sales department trained on day to day business.	Weekly sales meetings, CSS training & One Domain training	Sales Department
4	On Going	"Job Shadow" Program	"Job Shadow" Program for High School Seniors	We have a "Job Shadow" program that was developed for High School Seniors who are looking to get into the Broadcast business.	News and Production Department
5	On Going	Internet Job Banks for WTVQ & TV Jobs	Job postings of all open positions for employment	All open positions are posted on internet web sites specifically to reach and recruit a broad spectrum of qualified broadcasting applicants.	Vanessa Cockrell, Executive Assistant/HR Generalist/Payroll
6	3/3/2011	Kentucky State University	Guest speaker at Kentucky State University to discuss career in journalism.	Met with Kentucky State University College students to discuss career in Broadcast Journalism.	Anchor/Reporter Tom Kenny