

WLKY-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
WLKY Multimedia Account Executive Open Date: 10/28/2022 Hire Date: 1/1/2024	1-8, 10-20, 24-33	7
WLKY - Reporter Open Date: 11/17/2022 Hire Date: 8/16/2023	1-6, 8, 11-20, 24-33	15
WLKY - Videojournalist Open Date: 12/21/2022 Hire Date: 5/15/2023	1-6, 8, 11-20, 24-33	15
Master Control Operator Open Date: 1/4/2023 Hire Date: 4/2/2023	1-6, 8, 10-14, 16-22, 24-33	10
WLKY - Anchor/Reporter Open Date: 1/12/2023 Hire Date: 2/11/2024	1-6, 8, 11-20, 24-33	5
Building Maintenance Technician Open Date: 3/7/2023 Hire Date: 6/26/2023	1-6, 8, 11-20, 22, 24-33	5
Master Control Operator Open Date: 4/7/2023 Hire Date: 7/19/2023	1-6, 8, 10-20, 22-33	5
WLKY - Morning Reporter Open Date: 5/18/2023 Hire Date: 8/21/2023	1-5, 8, 11-14, 16-20, 25-33	5
WLKY - Reporter Open Date: 5/18/2023 Hire Date: 1/4/2024	1-5, 8, 11-20, 25-33	5
Sales Assistant Open Date: 5/18/2023 Hire Date: 7/10/2023	1-5, 8, 11-20, 25-33	15
WLKY - Videojournalist Open Date: 6/23/2023 Hire Date: 8/21/2023	2-5, 8, 10-20, 23, 25-33	10
WLKY - Videojournalist Open Date: 8/14/2023 Hire Date: 9/18/2023	2-5, 8, 11-20, 25-33	15
Broadcast Audio Operator Open Date: 9/25/2023 Hire Date: 10/30/2023	2-5, 8, 10-20, 22, 25-33	5
WLKY Sales Account Associate Open Date: 10/3/2023 Hire Date: 12/11/2023	1, 3-5, 8, 11-20, 25-33	5

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WLKY - Local News Editor Open Date: 11/1/2023 Hire Date: 12/15/2023	3-5, 7-20, 25-33	10
Client Specialist Open Date: 1/31/2024 Hire Date: 3/20/2024	2-5, 8, 10-20, 25-33	15

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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	602 Communications 4349 East Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : gnewell@602tv.graemenewell.com Graeme Newell	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
3	Bellarmino University 2001 Newburg Road Louisville, Kentucky 40205 Phone : 502-272-7244 Email : lpieper01@bellarmino.edu Lauren Pieper Coffey	Y	0
4	Campbellsville University 1 University Dr Campbellsville, Kentucky 42718 Phone : 800-264-6014 Teresa Elmore Manual Posting	N	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 HTV Careers	N	46
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Url : http://collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
7	Current Employee	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Education & Workforce Development Cabinet 600 West Cedar Street Louisville, Kentucky 40202 Phone : 502-782-3083 Marty Hammons Manual Posting	Y	0
9	Employee Referral	N	1
10	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Career Services Manual Posting	N	16
11	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2333 Danielle Leffler Manual Posting	N	0
12	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com Career Services	N	0
13	Kentucky Broadcasters Assn. 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 502/848-0426 Henry Lackey Manual Posting	N	0
14	Kentucky State University 400 East Main Street Frankfort, Kentucky 40601 Phone : 502-597-6000 Elizabeth Marcum Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	27
16	Louisville Urban League 1535 W. Broadway Louisville, Kentucky 40203 Phone : 502/561-6830 Fax : 1-502-561-6835 Workforce Director	N	0
17	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	1
18	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
19	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
20	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
21	Showbizjobs.com 3579 E Foothill Blvd Pasadena, California 91107 Phone : (626) 798-4533 Url : https://www.showbizjobs.com/ Career Services	N	1

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22	Society of Broadcast Engineers 8601 Woodbrook Ln Chevy Chase, Maryland 20815 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
23	STAA Talent 26101 Del Rey Suite A Mission Viejo, California 92691 Phone : 949-648-7822 Url : https://staatalent.com/ Jon Chelesnick Manual Posting	N	0
24	Sullivan University 3101 Bardstown Road Louisville, Kentucky 40205 Phone : 502/456-6504 Email : smannino@sullivan.edu Sam Mannino	N	0
25	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : http://tvjobs.com/ Career Services Manual Posting	N	0
26	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
27	University of Kentucky 201 Matthews Bldg. Lexington, Kentucky 40506 Phone : 859-259-9000 Career Services Manual Posting	N	0

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28	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
29	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
30	Vincennes University 1002 N. First Street Vincennes, Indiana 47591 Phone : 800/742-9198 J. Hitchcock Manual Posting	N	0
31	Western Ky. University 1906 College Heights Blvd. #11001 Bowling Green, Kentucky 42101 Phone : 270-745-0111 Career Services Manual Posting	N	0
32	WorkOne New Albany 2125 State Street New Albany, Indiana 47150 Phone : 812-948-6102 Ron McKulick Manual Posting	Y	0
33	www.mediagignow.com 550 W. Jackson Blvd Suite 200 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:			94

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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	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10–12-month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	3	EEO Administrator GSM Account Executive
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	Summer 2023, WLKY welcomed an Emma Bowen Foundation Fellow to join their news department for eight (8) weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media.	3	EEO Administrator News Director Fellow

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3	Ongoing Event	Establishment of training programs for station personnel	The Harvard Leadership Program - designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14-week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	2	EEO Administrator Asst. DOE
4	Ongoing Event	Establishment of a mentoring program	HTV Mentoring Program - Hearst Television offers a formal mentorship program across the company. The goal of this program is to build productive relationships across the company to support career development, foster a diverse and inclusive environment, and adopt HTVs leadership value of helping others succeed. WLKY had six (6) mentors/mentees participate this year.	6	GM Anchor Comm. Production Mgr. AE
5	Ongoing Event	Establishment of training programs for station personnel	HTV Various Training Programs - During the reporting period for this report, eleven (11) new employees participated in Diversity & Inclusion Training. Participants in the Diversity, Equity, and Inclusion (DEI) workshop learned the definition of diversity, equity, and inclusion, how to understand and articulate why DEI matters and how to recognize unconscious bias to effectively manage blind spots. Various activities were completed throughout the workshop to provide further understanding of these learning objectives. Included in the takeaways are various ways hiring managers can implement their learnings into the hiring process and into their current management style to foster an inclusive workplace culture.	11	EEO Administrator Reporter News Producer Anchor/Reporter

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6	Ongoing Event	Establishment of training programs for station personnel	HTV Various Training Programs - During the period covered in this report, News Director Andrea Stahlman participated in three (3) training courses with a focus on being a more effective leader.	1	News Director
7	Ongoing Event	Establishment of training programs for station personnel	HTV Various Training Programs - During the period covered in this report, two (2) managers participated in various training programs aimed at furthering their career advancement at the station.	2	Asst DOE Asst. CSD
8	4/7/2023	Establishment of training programs for station personnel	HTV Recruitment and Retention Training - The HTV Human Resources team reviewed the stations recruitment trends over the last year and presented the information to the General Manager, Business Manager and EEO Administrator. The in-depth information presented analyzed the stations job postings and candidate source data, data on time to fill open roles, suggested diverse sources for posting your jobs, suggested outreach activities, social media presence, retention strategies and more. The intention of reviewing this information was to give the station the data and tools to further strengthen your recruitment and retention efforts.	3	EEO Administrator General Manager Business Manager
9	4/26/2023	Participation in events or programs sponsored by educational institutions	JCPS Atherton High School Advisory Board Meeting. Operations Manager Troy Middaugh participated at this meeting along with other professionals to discuss projects for students in the media arts program. They discussed the students class work and a specific commercial project they completed. Troy encouraged the students to submit entries in the high school category of our regional Emmy Awards.	2	EEO Administrator Operations Manager

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10	5/20/2023	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - Girls on the Run Annual Event. Morning Anchor Alex Durham emceed the annual Girls on the Run event at EP Tom Sawyer Park. The organization is designed to encourage young girls to achieve their best and celebrate the differences in aspirations. In addition to supporting this event, the station airs a PSA announcement promoting participation in the organization.	2	EEO Administrator Anchor
11	5/20/2023	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - March of Dimes Walk for Babies. Morning Anchor Caray Grace emceed this annual event designed to fundraise and bring awareness to prenatal care and help prevent premature births. Anchor Caray Gracee emceed the event and WLKY serves as their Media Partner.	2	EEO Administrator Anchor
12	5/25/2023	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - Animal Care Society Pet Gala. Anchor/Reporter Madeline Carter emceed this event designed to fundraise and encourage adoption of animals needing permanent homes.	2	EEO Administrator Anchor
13	5/25/2023	Establishment of training programs for station personnel	HTV Training Program - During the period covered in this report, Account Executive Evan Storck participated in one (1) training course designed to further his skills and future advancement at the station.	1	Account Executive
14	6/4/2023	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - Down Syndrome of Louisville Banquet. Sports anchor Kent Taylor emceed this event, which is held to fundraise and support the organization's mission.	2	EEO Administrator Sports Anchor
15	6/26/2023	Participation in events or programs sponsored by educational institutions	WLKY Speakers Bureau - Western Library Storytime. Reporter Alexis Mathews participated in the Western Library Storytime, reading to kids and doing news activities with them.	2	EEO Administrator Reporter

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16	7/24/2023	Participation in events or programs sponsored by educational institutions	WLKY Student Shadow Program. On July 24th, Operations Manager Troy Middaugh hosted a student shadow for 4 hours. He spent time discussing his daily duties in preparation for our newscasts.	2	EEO Administrator Operations Manager
17	7/27/2023	Participation in events or programs sponsored by educational institutions	WLKY Student Shadow Program. On July 27th, WLKY hosted a student shadow for 4 hours. The student spent time with Anchor Jennifer Baileys learning of her duties and how she prepares for a newscast.	2	EEO Administrator Anchor
18	8/7/2023	Participation in events or programs sponsored by educational institutions	WLKY Student Shadow Program. On August 7, 2023, a student shadowed with reporter Alexis Mathews. She observed the noon newscast and learned about some of the duties involved with preparing the newscast.	2	EEO Administrator Reporter
19	8/17/2023	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - On August 17, Anchor Jennifer Baileys emceed the Harbor House Building the Future breakfast. She spoke with the attendees about her daily job duties and the career path that led her to the station.	2	EEO Administrator Anchor
20	9/5/2023	Participation in events or programs sponsored by educational institutions	HTV Connect - Indiana University. On September 5th, News Director Andrea Stahlman and Operations Manager, Troy Middaugh participated in a HTV Info Session & Presentation, along with HTV representatives and WLWT/Cincinnati managers. They spoke with 60 students, discussed careers in the company and offered career paths and curriculum ideas.	3	EEO Administrator News Director Operations Manager
21	10/7/2023	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - On Oct. 7, 2023, Jennifer Baileys emceed the Oldham County Paws in the Park event. She spoke about her career and the pathway that led her to her current position.	2	EEO Administrator Anchor
22	10/12/2023	Participation in events or programs sponsored by educational institutions	University of Louisville Business Career Fair - On October 12, 2023 representatives from the WLKY Sales Department attended this event and spoke with students about careers in media sales.	3	EEO Administrator Account Executive Sales Service Manager

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23	10/17/2023	Participation in events or programs sponsored by educational institutions	University of Kentucky Internship and Career Fair - on October 17, 2023 News Director Andrea Stahlman and Operations Manager Troy Middaugh participated in this event, speaking with students about careers in the industry.	3	EEO Administrator Operations Manager News Director
24	10/26/2023	Participation in events or programs sponsored by educational institutions	WLKY School Tour - On October 26, 2023, Operations Manager Troy Middaugh hosted 20 students from Newburg Middle School. They toured the station and learned about the daily operations and observed the preparations for a live newscast.	3	EEO Administrator Operations Manager
25	11/8/2023	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - on Nov. 8, 2023, Reporter Alexis Mathews emceed the Salute to Women awards event. She spoke about her career at WLKY and the pathway that led her to her current position.	2	EEO Administrator Reporter
26	11/16/2023	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - on Nov. 16th, anchor Shaquille Lord emceed the Harbor House Appreciation Dinner and Open House. He spoke to attendees about his career and daily job duties.	2	EEO Administrator Anchor
27	1/8/2024	Participation in events or programs sponsored by educational institutions	WLKY Speakers Bureau - on January 8, 2024, Reporter Alexis Matthews participated in a career outreach event at J. Graham Brown School as part of Black History Month. Students K-12 went to tables that featured a minority in various industries.	2	EEO Administrator Reporter
28	1/8/2024	Participation in events or programs sponsored by educational institutions	WLKY Speakers Bureau - On January 8, 2024, Reporter Alexis Mathews spoke to a group of students at Fern Creek High School as part of a mentorship program at the school. She spoke about her career, daily job duties and pathway that led to her present position.	2	EEO Administrator Reporter

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29	Ongoing Event	Participation in events or programs sponsored by educational institutions	WLKY - Jefferson County Public School Advisory Board - On January 19th, Operations Manager Troy Middaugh participated in a call with Ballard High School to discuss WLKY hosting an externship with one of their media communications teacher. WLKY has had an ongoing relationship with this high school for several years, with Debbie Roberson and Troy Middaugh serving on their Advisory Board.	2	EEO Administrator Operations Manager
30	1/23/2024	Participation in events or programs sponsored by educational institutions	BIG TEN VIRTUAL ENGINEERING CAREER FAIR - On January 23, DOE Don Englehardt participated in this HTV initiative with Indiana University.	3	EEO Administrator HTV Early Career Recruiter DOE
31	2/7/2024	Participation in events or programs sponsored by educational institutions	University Career Fair - On February 7, 2024, Asst. News Director Jen Osburne and Operations Manager Troy Middaugh attended a career fair at the University of Louisville. They spoke with students about internships at the station and answered general questions.	3	EEO Administrator Asst. News Director Operations Manager
32	2/8/2024	Participation in events or programs sponsored by educational institutions	WLKY School Tour - On February 8, 2024, fifteen students from IU Business School toured the WLKY facility. They met with sales staff to discuss careers in media sales and observed the live newscast. WLKY Sports Director Fred Cowgill conducted the tour.	2	EEO Administrator Sports Director
33	2/15/2024	Participation in events or programs sponsored by educational institutions	WLKY Speakers Bureau - On February 15, 2024 Operations Manager Troy Middaugh and Sports Reporter Kent Taylor addressed the Ky Derby Media Class at the University of Louisville. They discussed storytelling, shot composition, writing and other topics relevant to executing a large TV production project.	3	EEO Administrator Operations Manager Sports Reporter
34	2/20/2024	Participation in events or programs sponsored by educational institutions	WLKY Station Tours - On February 20th, Sports Director Fred Cowgill hosted 7 students from the University of Louisville's "Producing Kentucky Derby Stories" class. They toured the facility and observed part of a live newscasting, seeing the operation from both the news studio to the control room.	3	EEO Administrator Sports Director Operations Manager

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35	2/20/2024	Provision of training to management	HTV Training Programs - On Feb. 20th, HTV Counsel Howard Davis spoke with the WLKY Management Team on current legal practices as it relates to hiring and HR matters.	8	GM ND GSM Operations Manager
36	2/27/2024	Participation in events sponsored by organizations representing the community	WLKY Speakers Bureau - On February 27, morning anchors Madeline Carter and Shaquille Lord emceed the Kentucky Derby Museum's Horsing Around with Art Award Ceremony. Local students were invited to submit their artwork as part of this year's Kentucky Derby festivities with the award-winner being announced at this event.	3	EEO Administrator Anchor/Reporter Anchor/Reporter
37	3/5/2024	Participation in events or programs sponsored by educational institutions	Indiana University Media Career Fair - Andrea Stahlman, News Director and Troy Middaugh, Operations Manager participated in this media career fair along with HTV's Jen Harringer. They spoke with students and careers and internship opportunities throughout the HTV properties.	3	EEO Administrator News Director Operations Manager
38	3/8/2024	Participation in events or programs sponsored by educational institutions	WLKY Shadow Program - on March 8, 2024 Operations Manager Troy Middaugh spent time with a college junior, discussing the station operations and giving her a tour of our facility.	2	EEO Administrator Operations Manager
39	3/8/2024	Participation in events sponsored by organizations representing the community	WLKY Station Tour - on March 8th, News Director Andrea Stahlman hosted a group of international military officers from 30 countries who were taking a masterclass. They toured the station, learned about our operations and how news is gathered and produced.	2	EEO Administrator News Director
40	Ongoing Event	Participation in events or programs sponsored by educational institutions	WLKY Partnership-JCPS Academies of Louisville - Operations Manager Troy Middaugh participated in a virtual call to discuss curriculum and speak with students about their ongoing projects. Through this on-going partnership, WLKY staff offer input and guidelines for curriculum, offer tours and speaking engagements.	2	EEO Administrator Operations Manager

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41	3/13/2024	Participation in events or programs sponsored by educational institutions	WLKY Station Tours - On Wednesday, March 13th, 2024, WLKY hosted 22 students from Atherton High School's media program. They toured the facility, had a Q&A session with the assistant news director and observed a live newscast.	2	EEO Administrator Operations Manager
42	3/20/2024	Participation in events or programs sponsored by educational institutions	University of Kentucky Career Fair - On March 20th, 2024, News Director Andrea Stahlman and Operations Manager Troy Middaugh participated in the UK Career Fair. They spoke with students about internship and opportunities at the station.	3	EEO :Administrator News Director Operations Manager