

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2022 - March 31, 2023

Station Included in Report: WLEX-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				11
C2	Internal Candidate / WorkLife				10
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			16
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		36
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				2
C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		4
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1883	Berea College - General College/University Career Center Email - 101 Chestnut Street, Berea College (careerdevelopment@bera.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1884	Bluegrass Career Services - Nicole Dummitt - 1165 Centre Parkway, Suite 120 (ndummitt@employmentsolutionsinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1885	Bracken County Public Library - - 310 West Miami Street (vclark15@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1886	Casey County - SCC Center - Liberty, KY 42539 - 3609 North US 127 (leslie@lcadd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1887	Central Kentucky Career Center - - 15 West Lexington Avenue (nathan.church@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1888	Central Kentucky Career Center - - 15 West Lexington Avenue (robert.dalton@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1889	Central Kentucky Career Center - Richmond - - 595 South Keeneland Drive (ajjones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1890	Central Kentucky Career Center - Richmond - - 595 South Keeneland Drive (robert.dalton@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1891	Central Kentucky Job Center - Georgetown - - 1000 West Main Street, Suite 5 (charlest.belljr@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1892	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (nathan.church@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1893	Central Kentucky Job Center - Powell County School Board Annex - Stanton, KY 40380 - 691 Breckenridge St. (susan.watson@powell.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1894	Central Kentucky Job Service Center - - 595 So. Keeneland (robert.dalton@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1895	Central Kentucky Job Service Center - Richmond, KY 40475 - 595 So. Keeneland (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1896	Daniel Boone Community Action Agency Inc. - McKee, KY 40447 - 649 Kentucky Highway 290 (info@danielboonecaa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1897	Eastern Kentucky University (EKU JobLink) Richmond, KY - - 521 Lancaster Ave. (career@eku.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1898	Estill Development Alliance - Joe Crawford - 177 Broadway (info@estillcountyky.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1899	Experience Works Inc. - Jessica Hounshell - 1029 Highway 11 North PO Box A (Jessica_hounshell@experienceworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1900	Fleming County Public Library - - 202 Bypass Blvd. (flemingcountylibrary@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1902	Frenchburg Job Corps Center - Frenchburg, KY 40322 - 6969 Tarr Ridge Road (jcc.frenchburg@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1903	Grant County Career Advancement Center - Kentucky Career Center/Brighton Center - Katrina Harris-Greene - 2020 Taft Highway ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1904	Harry Sparks Vocational School - - 955 West Main Street (Sandy@lcadd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1905	Jackson County Continuing Education - - 654 Education Mountain Drive, P.O. Box 1390 (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1907	Kentucky Career Cente - - 300 Washington Street (ReneaA.houston@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1908	Kentucky Career Center - - 121 East Broadway (wesley.douglas@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1909	Kentucky Career Center - Carroll County - Stephanie Cooper - 1209 Highland Avenue (audram.perkins@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1910	Lebanon Career Center - Robert Shorter - 145 Cemetery Road (robert.shorter@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1913	Lexington VA Medical Center - - 1101 Veterans Drive (dennis.west@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1914	Maysville Career Center - - 201 Government Street, Suite 101 (thomasa.schweinzger@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1915	Middle Kentucky Community Action Partnership, Inc. - Beattyville, KY 41311 - 1970 Old Hwy 11 (cheryl.botner@hazard.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1916	Middle Kentucky Community Action Partnership, Inc. - Booneville, KY 41314 - Owsley Courthouse, Room 104 (cheryl.botner@hazard.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1917	Mt. Sterling Department for Employment Services - Mt. Sterling, KY 40353 - 108 Locust Street, 2nd Floor (jason.slone@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1918	Nicholas County Center Community Action Council - - 149 Scrubgrass Road (contactus@commaction.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1919	Nicholas County Schools Family Resource Center - Carlisle, KY 40311 - 105 School Drive (paula.hunter@nicholas.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1920	Office of Employment and Training - - 1121 Louisville Road, Suite 6 (charlest.belljr@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1921	Office of Vocational Rehabilitation - David Beach - 275 East Main Street, Mail Drop 2-EK (david.t.beach@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1922	One Stop of Northern Kentucky - - 1209 Highland Avenue, Suite E (audram.perkins@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1923	One Stop of Northern Kentucky - Carrollton, KY 41008 - 400A 4th Street (audram.perkins@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1924	Owsley County Adult Education and Family Literacy - Booneville, KY 41314 - Sheppard Lane (larry.campbell@kentuckyvalley.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1925	Powell County Adult Education - - 691 Breckenridge Street (j.hendrix@moreheadstate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1926	Powell County Adult Education - Stanton, KY 40380 - 691 Breckenridge St. (susan.watson@powell.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1927	Roberston County Library - - 207 North Main Street, P.O. Box 282 (robertsoncountylibrary@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1928	Robertson County Library - - 207 North Main Street (robertsoncountylibrary@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1929	Transylvania University Lexington, KY - Jill Warfield - 300 N Broadway Rd (jwarfield@transy.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	University of Kentucky	James W. Stuckert Career Center 408 Rose Street Lexington, KY 40506	Meghan Pippenger meghan.pippenger@uky.edu https://www.uky.edu/careercenter/	859-257-0550	
L2	Western Kentucky University	Career Development Center 1906 College Heights Blvd Bowling Green, KY 42101	Becky Tinker becky.tinker@wku.edu http://www.wku.edu	270-745-3095	
L3	University of the Cumberlands	Career Services 6191 College Station Drive Williamsburg, KY 40769	Jamirae Holbrook jamirae.holbrook@ucumberlands.edu https://www.ucumberlands.edu/	606-539-4120	
L4	Asbury University	1 Macklem Drive Wilmore, KY 40390	Michelle Kratzer careerandcaalling@asbury.edu https://www.asbury.edu/	859-858-3511	
L5	Berea College	101 Chestnut Street Berea, KY	Michaela Berry internships@bera.edu http://www.berea.edu/icd	859-985-3656	
L6	Eastern Kentucky University	521 Lancaster Avenue Richmond, KY 40475	Mindy Connelly career-coop@eku.edu http://career-coop.eku.edu/	859-662-1296	
L7	University of Louisville	2301 S 3rd Street Louisville, KY 40292	Karen Boston mailto:kebost01@louisville.edu http://louisville.edu/career	502-852-3758	
L8	Kentucky Broadcasters Association	101 Enterprise Drive Frankfort, KY 40601	kba@kba.org www.kba.org	888-843-5221	
L9	Georgetown College	W. Peyton Thurman Meetinghouse 400 East College Street Georgetown, KY 40324	Holly James mailto:GravesCenter@georgetowncollege.edu?subject=Career%20Exploration https://www.georgetowncollege.edu/	502-863-8383	
L10	Medialine Talent	2515 Sparrow Crest Drive Katy, TX 77494	rick@medialinetalent.com medialinetalent.com	913-217-0685	
L11	Transylvania University	30 North Broadway Lexington, KY 40507	Jill Warfield gg-careerdevelopment@transy.edu http://www.transy.edu/	859-223-8785	
L14	Centre College	600 W Walnut St Danville, KY 40422	Bryana Miracle bryana.miracle@centre.edu https://www.centre.edu/offices/career-professional-development	859-238-5949	
Total Number of Interviewees Referred:				89	

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR028078]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L14	Code Number: C97 Start Date: 2022-06-06
Account Exec, Local [JR028384]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L14	Code Number: C134 Start Date: 2022-07-12
Account Exec, Local [JR029591]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C1 Start Date: 2022-08-01
Account Exec, Local [JR029884]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C1 Start Date: 2022-11-14

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Digital Content Producer [JR029694]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L11, L14	Code Number: C97 Start Date: 2022-08-15
Digital Content Producer [JR030166]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C1 Start Date: 2022-09-26
Meteorologist [JR029087]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C2 Start Date: 2022-09-01
Multimedia Journalist [JR028129]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L14	Code Number: C3 Start Date: 2022-06-13

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR028663]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C97 Start Date: 2022-05-16
Photographer II [JR028664]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C97 Start Date: 2022-05-16
Producer [JR027778]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L11, L14	Code Number: C3 Start Date: 2022-05-11
Producer [JR028885]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C130 Start Date: 2022-07-11

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer, Creative Services [JR028948]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C1 Start Date: 2022-05-16
Reporter [JR026487]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L11, L14	Code Number: C234 Start Date: 2022-04-13
Reporter [JR028128]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L8, L9, L11, L14	Code Number: C2 Start Date: 2022-07-27
Reporter [JR030768]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L14	Code Number: C97 Start Date: 2023-03-13

EEO PUBLIC FILE REPORT**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	March 1, 2023: The Assistant News Director and Producer attended University of Kentucky's College of Communications Career and Internship Fair. General info sessions were held and candidates were provided with information on current openings and how to apply.
	March 1, 2023: HRBP and Local Sales Manager attend Morehead State University's Spring 2023 Career & Internship Fair. General information sessions were held and candidates were provided information on current openings and how to apply.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WLEX Internship Program is offered to college juniors, seniors and graduate students interested in a career in broadcasting. Internships are available during the Spring & Fall and include aspects of news, promotions, production and sales. During this reporting period, we had 5 interns; 1 from Western Kentucky University, 1 from Asbury University and 3 from the University of Kentucky.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The company provides an Educational Assistance Program to enable all employees the opportunity to pursue higher education. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$4000 per year.
	All Studio Techs and Directors were given training on Production Automation in March & April, 2022 which resulted in multiple promotions to a higher level Director role.
	The company has partnered with Google to offer Google Career Certificate Programs in Project Management, Google UX Design, Google Analytics and Google IT Support to employees.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	February 22, 2023: Representatives from Creative Services, News and Engineering provided a career curriculum, which discussed different career paths in broadcasting, to 6th grade students at Ewing Elementary in Ewing, KY.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Participated in an advisory role for the 2022 Spring (April 21, 2022) and fall (November 21, 2022) sessions of the Academies of Frederick Douglass High School in Lexington, KY. These sessions educated on digital media and video production. Demographics for these session were: 91 females: 3 Asian, 34 Black, 15 Hispanic, 2 Two or more, 37 White; 234 males: 10 Asian, 73 Black, 48 Hispanic, 2 Indian, 1 Islamic, 12 Two or more, 88 White.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	May 13, 2022 Scripps provided The Welcome Table (a companywide webinar series, focuses on having conversations about the importance of equity, diversity, & inclusion.) featuring Command Chief Master Sergeant Gregory A. Smith in observance of National Military Appreciation Month.
	June 15, 2022 Scripps provided The Welcome Table (a companywide webinar series, focuses on having conversations about the importance of equity, diversity, & inclusion.) featuring Barbara Simon, GLAAD's senior director of news and campaigns, and Raquel Willis, a transgender activist, writer and GLAAD consultant in celebration of Pride 2022. This event was moderated by Marcus Riley, senior director of content strategy and inclusive journalism.
	Station employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.
	Scripps provided virtual classroom training for all new station employees for unconscious bias, equity and inclusion training. Training was facilitated by Scripps employees and representatives of BRBS, SEEK Research, and the Kneeland Institute for training on Inclusive Journalism.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	On February 2, 2023, HR participated in an Employer Internal Investigation Training. This training focused on equitable treatment when conducting investigations and performance assessments. The training also addressed the need for employers to follow all applicable laws and capture factual data when addressing an employee issue.