

EEO PUBLIC FILE REPORT

Covering the period from

4/1/2017 - 3/31/2018

Station Comprising Station Employment Unit: WLEX-TV

Section 1 Vacancy Information

	Full Time Position Filled by Job Title	Date Opened	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this Position
1	Interactive AE	2/20/2017	5/15/2017	See Recruitment List Attached	lex18.com	4
2	MMJ	2/23/2017	5/1/2017	See Recruitment List Attached	You Tube	3
3	Reporter	2/27/2017	6/5/2017	See Recruitment List Attached	lex18.com	4
4	Associate Producer	3/21/2017	4/10/2017	See Recruitment List Attached	lex18.com	6
5	Producer	3/21/2017	4/20/2017	See Recruitment List Attached	Former Employee	6
6	Web Content Producer	4/12/2017	4/26/2017	See Recruitment List Attached	lex18.com	6
7	Graphic Designer	5/16/2017	7/5/2017	See Recruitment List Attached	Employee Referral	7
8	Director	5/19/2017	7/17/2017	See Recruitment List Attached	Indeed	5
9	MMJ	7/10/2017	9/21/2017	See Recruitment List Attached	TV Jobs	3
10	MMJ	7/10/2017	10/30/2017	See Recruitment List Attached	TV Jobs	3
11	Traffic Coordinator	8/29/2017	10/16/2017	See Recruitment List Attached	lex18.com	5

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12	Producer	9/12/2017	10/16/2017	See Recruitment List Attached	Employee Referral	3
13	Digital MMJ	9/14/2017	11/13/2017	See Recruitment List Attached	TV Jobs	1
14	Marketing Producer	9/20/2017	10/30/2017	See Recruitment List Attached	Former Employee	6
15	Marketing Producer	9/20/2017	10/31/2017	See Recruitment List Attached	Employee Referral	6
16	Production Assistant	9/25/2017	10/30/2017	See Recruitment List Attached	lex18.com	5
17	Assignment Editor/Web Content Producer	10/16/2017	11/2/2017	See Recruitment List Attached	lex18.com	4
18	Morning Producer	11/2/2017	1/15/2018	See Recruitment List Attached	TV Jobs	4
19	Morning Producer	11/2/2017	1/22/2018	See Recruitment List Attached	TV Jobs	4
20	Morning Assoc Producer	11/2/2017	2/5/2018	See Recruitment List Attached	lex18.com	4
21	Sports Anchor/Reporter	11/6/2017	11/30/2017	See Recruitment List Attached	TV Jobs	2
22	Digital Sales Specialist	12/14/2017	1/29/2018	See Recruitment List Attached	lex18.com	5

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Total Number of Persons Interviewed During Applicable Period:

96

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Asbury University 1 Macklem Drive Wilmore, KY 40390	Don Mink and Donna Flannigan 859- 858-3511	1	Y
2	Eastern KY University SSB 463 CPO 62 Richmond, KY 40475	Jim Gleason, Ed Davis, Career Center 859-622-1568		Y
3	Georgetown College 400 E. College St Georgetown, KY 40324	Holly James 502-863-8122		Y
4	ITT-Tech 3020 Old Todds Road Lexington, KY 40509	Brooke Keller 859-246-3300		Y
5	Transylvania University 300 N Broadway Lexington, KY 40507	Susan Rayer 859-233-8785		Y
6	Univ of KY Career Center Stuckert Bldg Lexington, KY 40506	Lars Willnat, Richard Lebunski 859-233-8785		Y
7	Web Page, LEX18.COM www.lex18.com	Job Opportunities	39	N
8	Employee Referrals		7	N
9	KRISTV.COM P.O. Box 840 Corpus Christi, TX 78403			N
10	KOAA TV Colorado Springs, Colorado			N
11	KATC Lafayette, LA			N
12	KPAX.COM Missoula, Montana			N
13	KRTV.COM Great Falls, Montana			N
14	KTVQ.COM Billings, Montana			N

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
15	KVOA.COM Tucson, Arizona			N
16	KXLF.COM Butte, Montana			N
17	Current employees of WLEX-TV 1065 Russell Cave Road Lexington, KY 40505		18	N
18	Internship Program	In-house		N
19	Word of Mouth			N
20	You Tube		6	N
21	Indeed.com		4	N

Information Regarding Recruitment Sources Contacted for Select Full-Time Vacancies				
22	TVJOBS.COM		14	N
23	Graeme Newell gnewell@staff.vault.com	Graeme Newell		N
24	MediaLine Box 51909 Pacific Grove, CA 93950	Mark Shilstone 800-237-8073		N
25	TV Spy tvspy.com			N
26	Former employees of WLEX-TV 1065 Russell Cave Road Lexington, KY 40505		6	N
27	AR&D consultants			N
28	Linkedin		1	N
29	Murray State University P.O. Box 9 Murray, KY 42071	Gina Winchester and Anne Johnson 270-762-2907		N
30	Morehead St. University Morehead, KY dgreer@mis.net	Dale Greer 606-776-1990		N
31	WALK INS 1065 Russell Cave Road Lexington, KY 40505	Sandy Byron 859-259-1818		N
32	The Lexington Herald Leader 100 Midland Ave Lexington, KY 40508	Janice Thomas 859-233-7878		N

Total from all recruitment sources

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Section 2 Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WLEX-TV

Description of activities:

WLEX-TV has offered an internship program for numerous years. The program is geared toward college junior or seniors who will receive college credit for their internship. The students are typically communications or telecommunications majors who are interested in working in the television industry. We are continuing on with this program as of the date of this report.

WLEX utilized its website along with other media outlets job banks to post our jobs.

WLEX established a mentor program for station personnel. This program began in Feb. 2004. The management teams identifies employees who we believe could benefit from learning from the experience of other managers in the station. We believe these employees could be the next leaders of our station. We are working with them to enhance their skill sets to make them better suited to management roles. We attempt to give them projects and tasks to help them grow.

WLEX has worked on providing its management team training to ensure equal opportunity and preventing discrimination. We discuss equal opportunity and discriminatory issues at least annually. This is done in our manager meetings.

WLEX provides training to its staff members who are interested in moving to higher and better paying positions within the company. Over the last two years, we have been able to hire many of our current staff for higher level jobs based upon their ability to train and prove their abilities in-house.

One of WLEX's main anchors teaches a class in Journalism at the University of Kentucky entitled Diversity in Journalism. She has taught the class for about 14 years.

Our Chief Meteorologist provides training to elementary school children on weather. His Bill's 101 has been in place since 1999. This is well received by teachers and students alike. In addition, we give tours of our station to scout groups and others upon request.

In 2017, we opened an LEX 18 mini set in the Junior Achievement Biztown. This program allows 5th grade students in our DMA to actively work in our store front to learn about different jobs in our company. This program is being well received by the students and JA staff.