

EEO PUBLIC FILE REPORT

Covering the period from 04/01/18 to 03/31/19

Station Comprising Station Employment Unit: WLEX-TV

Section I 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	Director of Sales	1/15/2018	5/14/2018	See Recruitment List Attached	Word of Mouth	6
2	Multi-Media Journalist	2/28/2018	6/18/2018	See Recruitment List Attached	Medialine	2
3	Account Executive	4/9/2018	7/2/2018	See Recruitment List Attached	lex18.com	9
4	Account Executive	4/9/2018	7/9/2018	See Recruitment List Attached	Employee Referral	9
5	Account Executive	4/9/2018	7/30/2018	See Recruitment List Attached	lex18.com	9
6	Sports Reporter	4/9/2018	8/6/2018	See Recruitment List Attached	TV Jobs	4
7	Reporter	4/9/2018	8/27/2018	See Recruitment List Attached	You Tube	3
8	Associate Producer	4/23/2018	5/21/2018	See Recruitment List Attached	Former Employee	4
9	Photographer	5/3/2018	5/29/2018	See Recruitment List Attached	Employee Referral	1
10	Photographer	5/3/2018	7/9/2018	See Recruitment List Attached	lex18.com	1
11	Producer	5/15/2018	8/2/2018	See Recruitment List Attached	Word of Mouth	1
12	Reporter	7/13/2018	8/27/2018	See Recruitment List Attached	TV Jobs	2
13	Photographer	7/16/2018	8/14/2018	See Recruitment List Attached	lex18.com	1
14	Director	7/23/2018	9/4/2018	See Recruitment List Attached	Word of Mouth	4
15	Production Assistant	8/23/2018	9/25/2018	See Recruitment List Attached	lex18.com	4
16	Marketing Producer	8/27/2018	10/29/2018	See Recruitment List Attached	Employee Referral	5
17	Engineer	11/5/2018	1/14/2019	See Recruitment List Attached	Asbury University	4
18	Director	11/9/2018	1/3/2019	See Recruitment List Attached	lex18.com	5

Total Number of Persons Interviewed During Applicable Period:

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Asbury University	Don Mink	1	Y
	1 Macklem Drive Wilmore, KY 40390	and Donna Flannigan 859- 858-3511		
2	Eastern KY University	Jim Gleason, Ed Davis, Career Center		Y
	SSB 463 CPO 62 Richmond, KY 40475	859-622-1568		
3	Georgetown College	Holly James		Y
	400 E. College St Georgetown, KY 40324	502-863-8122		
4	ITT-Tech	Brooke Keller		Y
	3020 Old Todds Road Lexington, KY 40509	859-246-3300		
5	Transylvania University	Susan Rayer		Y
	300 N Broadway Lexington, KY 40507	859-233-8785		
6	Univ of KY Career Center	Lars Willnat, Richard Lebunski		Y
	Stuckert Bldg Lexington, KY 40506	859-233-8785		
7	Web Page, LEX18.COM	Job Opportunities		N
	www.lex18.com		21	

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
8	Employee Referrals		12	N
9	KRISTV.COM			N
	P.O. Box 840 Corpus Christi, TX 78403			
10	KOAA TV			N
	Colorado Springs, Colorado			
11	KATC			N
	Lafayette, LA			
12	KPAX.COM			N
	Missoula, Montana			
13	KRTV.COM			N
	Great Falls, Montana			
14	KTVQ.COM			N
	Billings, Montana			
15	KVOA.COM			N
	Tucson, Arizona			
16	KXLF.COM		1	N
	Butte, Montana			
17	Current employees of WLEX-TV		12	N
	1065 Russell Cave Road Lexington, KY 40505			
18	Internship Program	In-house	1	N
19	Word of Mouth		7	N
20	You Tube		3	N
21	Indeed.com		5	N

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification

Information Regarding Recruitment Sources Contacted for Select Full-Time Vacancies				
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22	TVJOBS.COM		5	N
23	Graeme Newell	Graeme Newell		N
	gnewell@staff.vault.com			
24	MediaLine	Mark Shilstone	2	N
	Box 51909 Pacific Grove, CA 93950	800-237-8073		
25	TV Spy			N
	tvspy.com			
26	Former employees of WLEX-TV		4	N
	1065 Russell Cave Road Lexington, KY 40505			
27	AR&D consultants			N
28	Linkedin			N
29	Murray State University	Gina Winchester and Anne Johnson 270-762-2907		N
	P.O. Box 9 Murray, KY 42071			
30	Morehead St. University	Dale Greer		N

Information Regarding Recruitment Sources Contacted for All Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	Morehead, KY dgreer@mis.net	606-776-1990		
31	WALK INS	Sandy Byron		N
	1065 Russell Cave Road Lexington, KY 40505	859-259-1818		
32	The Lexington Herald Leader	Janice Thomas		N
	100 Midland Ave Lexington, KY 40508	859-233-7878		

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Total from all recruitment sources

74

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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. For this reporting period, the station had 13 interns.

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.