

WKYT-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
CREATIVE SERVICES PRODUCER - WKYT	1-7, 9, 11-15, 17-21, 23-26, 28-29, 31-42, 44	7
DIRECTOR OF MARKETING - WKYT	1-15, 17-20, 23-26, 28-29, 31-42, 44	7
ENGINEER - WKYT	1-6, 8-9, 11-15, 17-20, 23-26, 28-29, 31-42, 44	8
NEWS PRODUCER (PRIMARY) - WKYT	1-6, 8-9, 11-15, 17-21, 23-26, 28-29, 31-42, 44	21
MULTIMEDIA CONSULTANT - WKYT	1-6, 8-15, 17-20, 23-26, 28-29, 31-42, 44	10
MULTIMEDIA CONSULTANT - WKYT	1-6, 8-15, 17-20, 23-26, 28-29, 31-42, 44	10
NEWS PRODUCER (PRIMARY) - WKYT	1-6, 8-9, 11-15, 17-21, 23-26, 28-29, 31-42, 44	8
MULTIMEDIA CONSULTANT - WKYT	1-6, 8-15, 17-20, 23-26, 28-29, 31-42, 44	8
MULTIMEDIA CONSULTANT - WKYT	1-6, 8-15, 17-20, 23-26, 28-29, 31-42, 44	8
EXECUTIVE NEWS PRODUCER - WKYT	1-7, 9, 11-15, 17-20, 23-26, 28-29, 31-42, 44	7
PHOTOGRAPHER/ EDITOR - WKYT	1-6, 9-15, 17-21, 23-26, 28-29, 31-42, 44	15
NEWS PRODUCER (ASSO) - WKYT	1-6, 9-15, 17-26, 28-44	21
NEWS PRODUCER (ASSO) - WKYT	1-6, 9-15, 17-26, 28-44	30
NEWS PRODUCER (ASSO) - WKYT	1-6, 9-15, 17-26, 28-44	10
NEWS PRODUCER (ASSO) - WKYT	1-6, 9-15, 17-26, 28-44	21
NEWS PRODUCER (ASSO) - WKYT	1-6, 9-15, 17-26, 28-44	22
MULTIMEDIA CONSULTANT - WKYT	1-6, 9-15, 17-20, 23-29, 31-42, 44	10
MULTIMEDIA CONSULTANT - WKYT	1-6, 9-15, 17-20, 23-29, 31-42, 44	27
ASSISTANT NEWS DIRECTOR - WKYT	1-3, 5-6, 9, 11-20, 23-29, 31-42, 44	16
PHOTOGRAPHER/ EDITOR - WKYT	1-3, 5-6, 9-15, 17-20, 23-26, 28-29, 31-42, 44	13
NEWS PRODUCER (ASSO) - WKYT	1-3, 5-6, 9, 11-15, 17-20, 23-26, 28-29, 31-42, 44	23

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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	Asbury University notified via Handshake, Kentucky College Recruiter Manual Posting	N	0
2	Bethsaida Baptist Church 3700 Old Tates Creek Rd Lexington, Kentucky 40517 Ivy Barksdale Manual Posting	Y	0
3	California Chicano News Media Assoc 725 Arizona Ave STE 404 Santa Monica, California Job Listings Manual Posting	Y	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
5	Central State University Career Services Ctr P O Box 1004 Wilberforce, Ohio 45384 College Recruiter Manual Posting	Y	0
6	Clark Atlanta University Career Planning & Placement 223 James P. Brawley Dr, SW Atlanta, Georgia 30314 College Recruiter Manual Posting	Y	0
7	Current Employee - Transfer/Promotion	N	4
8	Current Employee/Internal Promotion	N	5
9	Eastern Kentucky University notified via Handshake, Kentucky College Recruiter Manual Posting	N	0
10	Employee Referral	N	7

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11	Florida A&M University Division of Journalism Tallahassee, Florida 32307 College Recruiter Manual Posting	Y	0
12	Grambling State University Director of Journalism 100 Main Street Grambling, Louisiana 71245 College Recruiter Manual Posting	Y	0
13	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	9
14	Hampton University Director of Journalism Hampton, Virginia 23668 College Recruiter Manual Posting	Y	0
15	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	16
16	Internal Transfer/Promotion	N	2
17	Jackson State University Director of Journalism 1400 Lynch Street Jackson, Mississippi 39217 College Recruiter Manual Posting	Y	0
18	Kentucky State University notified via Handshake , Kentucky College Recruiter Manual Posting	N	0

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19	Lexington Community College 408 Rose Street Lexington, Kentucky College Recruiter Manual Posting	Y	0
20	Lexington Urban League Job Development Coordinator 148 Deweese St Lexington, Kentucky 40507 Job Placement Manual Posting	Y	0
21	Linked In - Not Directly Contacted by SEU	N	7
22	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	1
23	Morehead State University notified via Handshake , Kentucky College Recruiter Manual Posting	N	1
24	NAACP Placement Offices 498 Georgetown St Lexington, Kentucky 40508 Email : info@ullexfay.org Careers Department	N	0
25	NAB 1771 N. Street, NW Washington, District of Columbia 20036 Careers Department Manual Posting	N	0
26	National Assoc of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Url : http://nabjcareers.org Email : eric@nabjcareers.org Job Coordinator	Y	0
27	Non-Employee Referral	N	2

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28	Norfolk State University/Career Svcs Goodwin Student Center 700 Park Avenue Norfolk, Virginia 23504 College Recruiter Manual Posting	Y	0
29	Northern Kentucky University Career Services UC 225, Nunn Drive Highland Heights, Kentucky 41099 Bill Froude Manual Posting	Y	0
30	Recruiter	N	1
31	RTDNA 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Url : https://www.rtdna.org Job Listings Manual Posting	N	0
32	Rust College Director of Journalism 150 Rust Avenue Holly Springs, Mississippi 38635 College Recruiter Manual Posting	Y	0
33	Society of Professional Ntl Journalists 3909 N. Meridian Street Indianapolis, Indiana Job Listings Manual Posting	Y	0
34	Southern University & A&M College Career Services P O Box 10980 Baton Rouge, Louisiana 70813 College Recruiter Manual Posting	Y	0
35	Specs Howard School of Broadcast Arts 26700 Lasher Road STE 100 Southfield, Michigan 48033 College Recruiter Manual Posting	Y	0

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36	Spencerian College Dir Graduate Employment Office 2355 Harrodsburg Road Lexington, Kentucky College Recruiter Manual Posting	Y	0
37	The Leadership Institute Employment Placement Svcs 1101 N. Highland St. Arlington, Virginia Careers Center Manual Posting	Y	0
38	TV Jobs.com Career Services P O Box 4116 Oceanside, California 92052 Job Board Manual Posting	N	0
39	University of Kentucky James W. Stuckert Career Center 408 Rose St Lexington, Kentucky College Recruiter Manual Posting	Y	0
40	Virginia State University-Career Svcs Johnston Memorial Library P O Box 9410 Petersburg, Virginia 23806 College Recruiter Manual Posting	Y	0
41	Western Kentucky University Career Services Center 1 Big Red Way Bowling Green, Kentucky College Recruiter Manual Posting	Y	0
42	WI8AN-TV P O Box 2025 Harrogate, Tennessee 37752 Denton Loving Manual Posting	Y	0
43	Word of Mouth Referral	N	1

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44	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:			56

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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	4/20/2023	Provision of training to management	WKYT Office Manager participated in training on the FCC's EEO Rules and Regulations provided by Wiley Rein LLP.	1	Office Manager
2	5/25/2023	Participation in scholarship programs	Kentucky Broadcasting Association awards 14 scholarships valued at \$2,100 each to children of individuals employed at active KBA member radio or television stations. WKYT is a member, our GM is board chair, and our Assistant Chief Engineer is a member of the scholarship committee. The Assistant Chief Engineer was involved with reviewing and recommendation of scholarship award recipients.	2	General Manager Asst. Chief Engineer
3	9/21/2023	Participation in other activities designed by the station employment unit	Represented the Gray Television team at Radio-Television News Directors' annual conference to recruit digital professionals and student journalists from across the country.	1	News Director
4	2/28/2024	Participation in events or programs sponsored by educational institutions	Morehead State University Spring 2024 Career & Internship Fair.	2	Account Executive Multimedia Reporter
5	3/8/2024	Participation in events or programs sponsored by educational institutions	University of Maryland journalism class speaker.	1	News Director
6	3/20/2024	Participation in events or programs sponsored by educational institutions	University of Kentucky College of Communication and Information Spring 2024 Career and Internship Fair.	2	General Manager General Sales Manager