

WAVE-TV

EEO PUBLIC FILE REPORT April 1, 2023 to March 31, 2024

II. MASTER RECRUITMENT SOURCES

<u>RS #</u>	<u>RS Information</u>	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
COMMUNITY SOURCES			
1	Handshake handshake.com WAVE posts to the following colleges thru Handshake Bellarmine, University of KY., University of Louisville, Western KY. University, Berea College, Univ. of the Cumberland, Transylvania University, Indiana State University, Franklin College, IN. Wesleyan University, Marian University-Indianapolis, Valparaiso University, Belmont University, East Tennessee State, Purdue University-Fort Wayne, University-St. Francis-Ft. Wayne, Maryville College, Tennessee Tech. University, TN. State University, University of TN-Knoxville, Trevecca Nazarene University, University of Cincinnati, Central State University, Kent State, all colleges on Handshake	No	
2	Eastern KY. University (859) 622-2765 career@eku.edu	No	
3	Lindsey Wilson College-Ashley Miller 210 Lindsey Wilson St Columbia, KY 42728 * (270)-384-8164 careerservices@lindsey.edu	No	
4	Presbyterian Church-Cathy Holland cathy.holland@pcusa.org * (502) 569-5999 www.louisville.edu/careers	No	
5	Louisville Urban League ewoods@lul.org (502) 585-4622	No	

6	UofK School of Journalism Elizabeth Ryan "Scoobie" * (859) 257-4362 scoobie@uky.edu	No	
7	Campbellsville University Keith Spears * (502)-753-0264 hkspears@campbellsville.edu	No	
8	No. KY. University Juliane Stockman UC 225-Highland Heights KY 41099 * (859)-572-5900 careerservices@nku.edu	No	
9	<u>Spalding University</u> Kelly Cogar (502) 585-9911 kcogar@spalding.edu Careers@spalding.edu nshedletsky@spalding.edu	No	
10	University of Missouri Kent Collins * (573)-882-1957 collinsks@missouri.edu	No	
11	Presbyterian Theological Seminary Kysten Gray * (502) 895-3411 kgray@lpts.edu	No	
12	Morehead University Megan Boone * (606)783-2221 ccareerservices@moreheadstate.edu https://morehead-csm.symplicity.com/employers/	No	
13	Medialine TalentPaul Brewer * (706)-364-7564 jobs@medialinetalent.com http://www.medialine.com/jobsubmit.htm	No	
14	Murray State University Regina Hudspeth * (270)-809-3375 msu.hirearacer@murraystate.edu	No	
15	Specs Howard School of Broadcasting Jessica Poxson * (248) 358-9000 jpoxson@specshoward.edu	No	
16	Gray website www.gray.tv/careers	No	14
17	WAVE TV website www.wave3.com	No	
18	WAVE TV On-Air Announcement 725 S Floyd St Louisville, KY 40203 502-561-4140	No	

19	Advertising Federation of Lou. Liz Floore 200 Distillery Commons, Louisville, KY (502)-895 2500 www.aafloouisville.org	No	
20	TV Jobs.com Mark Holloway P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177 * 800-374-0119 admin@tvjobs.com www.tvjobs.com	No	
21	Indeed.com	No	20
22	CareerBuilder.com	No	1
23	Black Achievers Office Lynn Johnson * (502)-587-7405 ljohnson@ymcalouisville.org	No	
24	Ky Broadcasters Assoc. KBA@KBA.org	No	
25	WorkOne 1613 E. 8th St. Jeffersonville, IN 47130 (812) 283-6595 FX: 812 948-6118	No	
26	University of Kentucky Minority Affairs 408 Rose Street, Lexington, KY. FAX: 859-323-1085	No	
27	WAVE-TV/Gray Employee Referral	No	16
28	WAVE/Gray current employee	No	21
29	Previous Employee/Intern	No	4
30	Gray Recruiter	No	1
31	Various external sources/scaped postings	No	6
32	Spots n Dots spotsndots.com	No	
33	Talent Agent	No	

34	Society of Broadcast Engineers www.sbe.org	No	
35	Rick Gevers Newsletter 317-769-7900 rick@rickgevers.com	No	
36	LinkedIn LinkedIn.com	No	13
37	Investigative Reporters & Editors Ire.org/post-a-job/	No	
38	Sullivan University smannino@sullivan.edu	No	
39	Illinois School of Broadcasting fmuller@beonair.com	No	
		TOTAL	96

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Listing of each Upper-Level category opening in online job banks whose membership includes substantial participation by women & minorities.	Ongoing-U of L, UK Minority Affairs, Louisville Urban League, Black Achievers Office EEO Coordinator
2	Applicant Outreach to Community Sources	<p>Ongoing WAVE airs the following :45 spot approximately 15 times per month, "WAVE, a Gray Television station is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of our full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each job opening and ask you to refer individuals to us for consideration. Send your request in writing to: WAVE Personnel 725 South Floyd St. Louisville, Kentucky 40203."</p> <p>Ongoing WAVE airs the following :10 spot approximately 15 times per month, "WAVE is an equal opportunity employer and from time to time has open positions at the station. If you're interested in additional details or to apply for an opening, please visit the website on the screen".</p>
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (2)	During this reporting period, employees of WAVE spoke to students at the following schools about the broadcasting industry and careers in broadcasting: 2/2/2024-Elizabethtown High School Career Talk 3/4/24-Moore High School Career Day
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (3)	During this reporting period, WAVE hosted three different students for job shadow opportunities. 6/19/23-Silver Creek High School 7/25/23-Western Kentucky University 11/24/23-Virginia Tech

5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (2)	<p>WAVE has an on-going partnership with Pleasure Ridge High School. We host tours for students at the station. We hosted a tour on February 13, 2024. We also visit the school at various times throughout the year to speak and partner with for future Careers in Broadcasting. During this reporting year, we hosted one tour with Pleasure Ridge Park High School.</p> <p>WAVE also hosted a tour with Hanover College on 5/22/2023.</p>
6	Internship Program (1)	<p>WAVE offers paid internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university, and by receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the stations, including News, Marketing/On-Air Promotions, Programming, Sales, and Production. Hours can be flexible, to accommodate class schedules and school requirements; however, most interns are usually required to attend a minimum of 15-20 hours per week.</p> <p>During this reporting period, WAVE had one Intern from Indiana University who was with WAVE from 6/26/2023 through 8/16/2023.</p>
7	Provide EEO Training to Management Level Personnel (1)	<p>On April 20, 2023, Station Office Manager participated in training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.</p>
8	Training Program for Station Employees that Teaches Skills Needed for Promotion to a Higher-Level Position (2)	<p>During this reporting period:</p> <p>WAVE Assistant News Director was chosen to participate in the Gray Media Group 2024 Advanced Leadership Class which is a yearlong training program. News Directors, Assistant News Directors, and Executive Producers are nominated by their station to participate. This course is designed to develop newsroom leadership for further career advancement.</p> <p>WAVE Digital Content Manager was chosen to participate in the Gray Media Group 2024 Emerging Leadership Class which is a yearlong training program. These employees are nominated by their station to participate. This course is designed to help new managers develop in their new leadership roles.</p>
9	Formal Mentoring Program for Station Personnel (5)	<p>During this reporting period, WAVE hosted a Regional Training Workshop 3/27-3/28/2024. This training was offered to other stations in our region who traveled to our station for the training. Five WAVE employees participated in this training program which include various topics including advanced producing, investigative reporting, photography skills and reporting,</p>

		Reporter/MMJ (3) News Producer (2)
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