WDRB-TV/WMYO-TV

ANNUAL EEO PUBLIC FILE REPORT

This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC’s 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WMYO-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2015 to and including March 31, 2016.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;

3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@wdrb.com.

It is the policy of WDRB-TV and WMYO-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.
### WDRB-TV/WMYO-TV

**APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM APRIL 1, 2015 TO MARCH 31, 2016**

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 1: Vacancy Information

<table>
<thead>
<tr>
<th>Full-time Positions</th>
<th>RS Notified</th>
<th>Recruitment Source of Hiree</th>
<th>Total Number of Interviewees From All Sources For This Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Filled By Job Title (Dates indicate posting of position.)</td>
<td></td>
<td>(Dates indicate date filled)</td>
<td></td>
</tr>
<tr>
<td>1. Administrative Assistant 11/07/2014</td>
<td>1-27</td>
<td>Employee/client referral</td>
<td>1</td>
</tr>
<tr>
<td>2. Corporate Director of Digital Sales 12/03/2014</td>
<td>1-27, 30</td>
<td>Employee/client referral</td>
<td>7</td>
</tr>
<tr>
<td>4. Master Control Operator #1 03/17/2015</td>
<td>1-27</td>
<td>wrdrb.com</td>
<td>1</td>
</tr>
<tr>
<td>5. Photographer #1, #2 03/31/2015</td>
<td>1-28</td>
<td>TVJobs.com</td>
<td>5</td>
</tr>
<tr>
<td>7. Account Executive #1, #2, #3 04/10/2015</td>
<td>1-27</td>
<td>In-house Employee, Employee/client referral</td>
<td>4</td>
</tr>
<tr>
<td>8. Morning News Producer #1 04/16/2015</td>
<td>1-28</td>
<td>Employee/client referral</td>
<td>2</td>
</tr>
<tr>
<td>9. Production Assistant 04/20/2015</td>
<td>1-27</td>
<td>In-house Employee</td>
<td>2</td>
</tr>
<tr>
<td>10. Account Manager #1, #2, #3 05/07/2015</td>
<td>1-27, 31</td>
<td>Employee/client referral</td>
<td>8</td>
</tr>
</tbody>
</table>

**Dates indicate date filled**
<table>
<thead>
<tr>
<th>Position</th>
<th>Dates</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>11. Digital Media Ad Specialist</td>
<td>05/20/15</td>
<td>LinkedIn</td>
</tr>
<tr>
<td>12. Creative Director</td>
<td>06/11/15</td>
<td>Employee/client referral</td>
</tr>
<tr>
<td>13. Credit Manager</td>
<td>07/17/15</td>
<td>Louisvilledfed.org</td>
</tr>
<tr>
<td>14. WBK1 Account Manager #1, #2</td>
<td>07/24/15</td>
<td>wdrb.com</td>
</tr>
<tr>
<td>15. Weekend Morning News Reporter</td>
<td>08/10/15</td>
<td>TVJobs.com</td>
</tr>
<tr>
<td>16. Morning News Producer #2</td>
<td>08/25/15</td>
<td>In-house Employee</td>
</tr>
<tr>
<td>17. Anchor/Reporter</td>
<td>09/01/15</td>
<td>Employee/client referral</td>
</tr>
<tr>
<td>18. Meteorologist</td>
<td>09/17/15</td>
<td>TVJobs.com</td>
</tr>
<tr>
<td>19. Accounts Receivable Specialist #1</td>
<td>09/29/15</td>
<td>Employee/client referral</td>
</tr>
<tr>
<td>20. Evening Producer #1, #2</td>
<td>09/30/15</td>
<td>wdrb.com, Employee/client referral</td>
</tr>
<tr>
<td>21. Associate Producer</td>
<td>09/30/15</td>
<td>TVJobs.com, Employee/client referral</td>
</tr>
<tr>
<td>22. Reporter #1, #2</td>
<td>10/30/15</td>
<td>TVJobs.com, Employee/client referral</td>
</tr>
<tr>
<td>23. Morning News Reporter</td>
<td>11/04/15</td>
<td>TVJobs.com</td>
</tr>
<tr>
<td>25. Photographer #3</td>
<td>12/07/15</td>
<td>wdrb.com</td>
</tr>
<tr>
<td>26. Accounts Receivable Specialist #2</td>
<td>01/06/16</td>
<td>Indiana University Southeast</td>
</tr>
<tr>
<td>27. Photographer #4</td>
<td>01/12/16</td>
<td>TVJobs.com</td>
</tr>
</tbody>
</table>

Total Number of Persons Interviewed During Applicable Period: 92
## Appendix 2 - RECRUITMENT SOURCE LIST

<table>
<thead>
<tr>
<th>RS #</th>
<th>RS INFORMATION</th>
<th># OF INTERVIEWEES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>* Entitled to receive notification of job openings</td>
<td></td>
</tr>
</tbody>
</table>
| 1    | * Nikki Shedletsky and Michelle Reiss  
Spalding University  
851 S. 4th Street  
Louisville, KY 40203  
(502)585-9911 | 1 |
| 2    | Kate Dunn  
Lou. Metro Dept. of Human Resources  
517 Court Place, Suite 301  
Louisville, KY 40202  
(502)754-3601 | |
| 3    | * KY Dept. of Employment Services  
c/o Order Taking Unit  
600 W. Cedar Street  
Louisville, KY 40203  
(502)574-3601 | |
| 4    | * I.D.E.T.S.  
Indiana State Employment Services  
2125 State St. Suite 16  
New Albany, IN 47151-1287  
(812)948-6102 | |
| 5    | Workforce Development Specialist  
Louisville Urban League  
1535 West Broadway  
Louisville, KY 40203  
(502)585-4622 | |
| 6    | University of Louisville  
Cards Career Link  
Floyd Street/Cardinal Blvd.  
Louisville, KY 40292  
(502)852-5555 | |
| 7    | * Center for Accessible Living  
Keith Hosey and A. Jones  
305 W. Broadway, Suite 200  
Louisville, KY 40202  
(502)589-6620 | |
| 8    | * Franeisha Jones  
Bellarmine University | |
2001 Newburg Road  
Louisville, KY 40205-0871  
(502)452-8000

9  Gina Stephen  
KY Dept. of Vocational Rehab.  
200 Juneau Dr., Suite 2  
Louisville, KY 40243  
(502)254-3195

10  Jo Frye and/or Sherry Klein  
Sullivan College  
3101 Bardstown Road  
Louisville, KY 40205  
(502)456-6507 or (502) 456-6504

11  Debra Eberle or Lynn Prinz  
Indiana University Southeast  
4201 Grantline Road  
New Albany, IN 47150  
(812)941-2265

12  Michelle Pruitt  
Center for Women & Families  
P.O. Box 2048  
226 West Breckinridge Street  
Louisville, KY 40201  
(502)753-3204

13  Jennifer Harris  
Lincoln Foundation  
233 West Broadway, Suite 400  
Louisville, KY 40202  
(502)585-4733

14  WDRB.com  
624 W. Muhammad Ali Blvd.  
Louisville, KY 40203  
(502)584-6441

15  Harbor House-Kay Dalton  
2231 Lower Hunters Trace  
Louisville, KY 40216  
(502)719-0072

16  * American National University (formerly National College)  
Tammy Southerling  
4205 Dixie Highway  
Louisville, KY 40216  
(902)447-7834
17 Southwest Center
Attn: Brenda Tierney
8009 Terry Road
Louisville, KY 40258
(502) 935-1848

18 * Collective Talent
1721 Richardson Place
Tampa, FL 33606
(813)254-9695

19 WDRB-TV In-house Employees

20 WDRB-TV Employee/Client Referrals/Walk-Ins

21 Daymar College
Amy Whillatch
4112 Fern Valley Road
Louisville, KY 40219
(502)495-1040

22 Brown Mackie College
Chastity Trzop
3605 Fern Valley Road
Louisville, KY 40219
(502)810-6113

23 Goodwill Industries of KY
Elvin Stampley and Sonya Ragland
332 W. Broadway, Suite 1000
Louisville, KY 40202
(502)574-4069

24 * St. Stephen Church
Attn: Human Resources
1018 S. 15th Street
Louisville, KY 40210

25 ITT Technical Institute
9500 Ormsby Station Rd. Suite 100
Louisville, KY 40223-5392
tsmitchell@it-tech.edu
(502) 327-7424

26 * Campbellsville University
Teresa Elmore, Director of Career Services
1 University Drive UPO 917
Campbellsville, KY 42718
(270)789-5192
tmelmore@cAMPbellsville.edu
27 crew.cc
Jefferson Community & Technical College

28 TVJobs.com
Broadcast Employment Services
P.O. Box 4116
Oceanside, CA 92052
(800)374-0119

29 Louisvilleadfed.org
Robin Miller
200 Distillery Commons, Suite 100
Louisville, KY 40203
(502) 582-2444

30 Spots n Dots Ads
Emily McKay
ads@spotsndots.com
(888) 884-2630

31 Career Builder
13047 Collection Center Drive
Chicago, IL 60693-0130
(800) 891-8880

32 WBKI.TV
624 W. Muhammad Ali Blvd.
Louisville, KY 40203
(502) 584-6441

33 Linked In
2029 Stierlin Court
Mountain View, CA 94043

34 Media Bistro
770 Broadway, 15th Floor
New York, NY 10003
job.info@mediabistro.com

Total Interviewees Over Reporting Period 92
**WDRB-TV/WMYO-TV**

**APPENDIX 3- RECRUITMENT INITIATIVES** TO ANNUAL EEO PUBLIC FILE REPORT FORM

**COVERING THE PERIOD FROM APRIL 1, 2015 TO MARCH 31, 2016**

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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WMYO-TV

<table>
<thead>
<tr>
<th>DATE</th>
<th>RECRUITMENT INITIATIVE &amp; BRIEF DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/1/15 Ongoing</td>
<td>Internship Program for college students. College students majoring in Broadcast Journalism, Communications, Production, or Human Resources receive credit hours for training. During this reporting period, we had four interns. One in our Creative Services Department who attended Ball State University, one in our News Department from Kent State University, and two in our Sports Department from IUPUI and Union College.</td>
</tr>
<tr>
<td>4/1/15 Ongoing</td>
<td>Job Shadow Program for high school and college students. Students “shadow” an employee in the broadcasting or marketing career they are interested in. During this reporting period we had job shadows from Kentucky Country Day, Jeffersonville High School, Western Kentucky University, Holy Cross High School, ACT Christian Academy, George Washington U, Assumption and Ballard High School.</td>
</tr>
<tr>
<td>4/1/15 Ongoing</td>
<td>Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.</td>
</tr>
<tr>
<td>4/9/15, 10/15/15</td>
<td>Indiana University Southeast Job Fairs. Set up a booth at the job fair to recruit applicants and/or interns.</td>
</tr>
<tr>
<td>4/1/15 Ongoing</td>
<td>Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.</td>
</tr>
<tr>
<td>4/1/15 Ongoing</td>
<td>Provided materials and items to make a television “storefront” in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a “mock” television broadcast.</td>
</tr>
<tr>
<td>4/1/15 Ongoing</td>
<td>Weather classes are conducted by our meteorologists at various schools in our viewing area. Students also visit our weather lab in the station.</td>
</tr>
<tr>
<td>4/1/15 Ongoing</td>
<td>Station talent are emcees, guest speakers and readers at various schools and public events.</td>
</tr>
</tbody>
</table>