WDRB-TV/WMYO-TV

ANNUAL EEO PUBLIC FILE REPORT

This EEO Public File Report ("Report") complies with Section 73.2080C(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, 2016 to and including March 31, 2017.

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 73.2080C(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 73.2080C(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, 2016 TO MARCH 31, 2017**

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

### Section 1: Vacancy Information

<table>
<thead>
<tr>
<th>Full-time Positions Filled By Job Title (Dates indicate posting of position.)</th>
<th>RS Notified</th>
<th>Recruitment Source of Hire (Dates indicate date filled)</th>
<th>Total Number of Interviewees From All Sources For This Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Graphic Designer/Writer Producer 12/23/2015</td>
<td>1-26, 29</td>
<td>Employee/client referral 05/12/2016</td>
<td>9</td>
</tr>
<tr>
<td>2. Administrative Assistant 02/08/2016</td>
<td>1-26, 29</td>
<td>Employee/client referral 04/26/2016</td>
<td>1</td>
</tr>
<tr>
<td>3. Reporter #1, #2, #3 02/19/2016</td>
<td>1-26, 28</td>
<td>TVJobs.com, TVJobs.com, wdrb.com 04/18/2016, 05/02/2016, 05/02/2016</td>
<td>5</td>
</tr>
<tr>
<td>4. Morning News Producer #1, #2 03/08/2016</td>
<td>1-26, 28</td>
<td>TVJobs.com, wdrb.com 05/09/2016, 06/06/2016</td>
<td>4</td>
</tr>
<tr>
<td>5. Account Manager #1, #2, #3 03/09/2016</td>
<td>1-26, 29</td>
<td>wdrb.com, Employee/client referral, Employee/client referral 05/09/2016, 08/29/2016, 01/03/2017</td>
<td>13</td>
</tr>
<tr>
<td>6. Weekend Assignment Editor 03/10/2016</td>
<td>1-26</td>
<td>wdrb.com 04/10/2016</td>
<td>4</td>
</tr>
<tr>
<td>7. Master Control Operator 03/23/2016</td>
<td>1-26</td>
<td>wdrb.com 04/27/2016</td>
<td>4</td>
</tr>
<tr>
<td>8. Reporter #4 03/24/2016</td>
<td>1-28</td>
<td>Employee/client referral 08/22/2016</td>
<td>3</td>
</tr>
<tr>
<td>9. Account Executive #1 03/30/2016</td>
<td>1-27</td>
<td>Employee/client referral 06/27/2016</td>
<td>1</td>
</tr>
<tr>
<td>10. Digital Designer &amp; Brand Keeper 04/11/2016</td>
<td>1-27, 29, 31</td>
<td>Linked-In 05/31/2016</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Position</td>
<td>Reference</td>
<td>Interview Date</td>
</tr>
<tr>
<td>---</td>
<td>----------------------------------------------</td>
<td>----------</td>
<td>----------------</td>
</tr>
<tr>
<td>11</td>
<td>Digital Campaign Specialist</td>
<td>1-27, 29, 31</td>
<td>05/04/2016</td>
</tr>
<tr>
<td>12</td>
<td>Photographer #1</td>
<td>1-27</td>
<td>05/25/2016</td>
</tr>
<tr>
<td>13</td>
<td>Business Reporter</td>
<td>1-28</td>
<td>05/31/2016</td>
</tr>
<tr>
<td>14</td>
<td>Traffic Log Coordinator</td>
<td>1-27, 29</td>
<td>06/01/2016</td>
</tr>
<tr>
<td>15</td>
<td>Creative Services Director</td>
<td>1-30, 35, 36</td>
<td>06/28/2016</td>
</tr>
<tr>
<td>16</td>
<td>Digital Campaign Administrator</td>
<td>1-27, 29, 31</td>
<td>08/09/2016</td>
</tr>
<tr>
<td>17</td>
<td>WBKI Account Manager #1</td>
<td>1-27</td>
<td>08/24/2016</td>
</tr>
<tr>
<td>18</td>
<td>Photographer #2</td>
<td>1-28</td>
<td>09/13/2016</td>
</tr>
<tr>
<td>19</td>
<td>Anchor/Reporter</td>
<td>1-28</td>
<td>10/05/2016</td>
</tr>
<tr>
<td>20</td>
<td>Reporter #5, #6</td>
<td>1-28</td>
<td>10/19/2016</td>
</tr>
<tr>
<td>21</td>
<td>Photographer #3</td>
<td>1-28</td>
<td>11/14/2016</td>
</tr>
<tr>
<td>22</td>
<td>News Producer #1</td>
<td>1-28</td>
<td>11/2/2016</td>
</tr>
<tr>
<td>23</td>
<td>Photojournalist #1</td>
<td>1-28, 37</td>
<td>1/20/2017</td>
</tr>
<tr>
<td>24</td>
<td>Photojournalist #2</td>
<td>1-28, 37</td>
<td>1/20/2017</td>
</tr>
</tbody>
</table>

Total Number of Persons Interviewed During Applicable Period: 100
# 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></td>
<td>PROVIDED BY RS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>APRIL 1, 2016-MARCH 31, 2017</td>
</tr>
</tbody>
</table>

* Entitled to receive notification of job openings

1  * Nikki Shedletsky and Michelle Reiss  
Spalding University  
851 S. 4th Street  
Louisville, KY 40203  
(502)885-9911

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)874-3801

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  
1
2001 Newburg Road
Louisville, KY 40205-0671
(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
(502)447-7634
17 Southwest Center  
Attn: Brenda Tierney  
8009 Terry Road  
Louisville, KY 40258  
(502) 935-1848

18 Collective Talent  
1721 Richardson Place  
Tampa, FL 33605  
(813)254-9695

19 WDRB-TV In-house Employees

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

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

22 Brown Mackie College  
Chastity Trzop  
3605 Fern Valley Road  
Louisville, KY 40219  
(502)810-5113

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 * Campbellsville University  
Teresa Elmore, Director of Career Services  
1 University Drive UPO 917  
Campbellsville, KY 42718  
(270)789-5192  
tme@more@campbellsville.edu

26 crew.cc  
Jefferson Community & Technical College

27 Kentucky Broadcasters Association  
101 Enterprise Drive  
Frankfort, KY 40601  
Laura@kba.org
TVJobs.com
Broadcast Employment Services
P.O. Box 4115
Oceanside, CA  92052
(800)374-0119

Louisvilleleadfed.org
Robin Miller
200 Distillery Commons, Suite 100
Louisville, KY  40203
(502)_582-2444

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

Linked In
2029 Stierlin Court
Mountain View, CA  94043

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

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

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

602 Communications
Sandy Lizik
(602) 954-8373
silizik@602communications.com

Broadcasting & Cable
28 East 28th Street, 12th Floor
New York, NY  10016
(212) 378-0400, ext. 517

Indeed.com
(800)475-4361

Total Interviewees Over Reporting Period  100
WDRB-TV/WMYO-TV

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

COVERING THE PERIOD FROM APRIL 1, 2016 TO MARCH 31, 2017

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>4/1/16</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 have had four interns. Three in our News Department who attended Mississippi State University and Western Kentucky University (2), and one in our Sports Department also from Western Kentucky University.</td>
</tr>
<tr>
<td>4/1/16</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 Jefferson Community and Technical College, Trinity High School, St. Xavier High School, North Harrison High School, and North Oldham High School.</td>
</tr>
<tr>
<td>4/1/16</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>4/7/16, 4/19/16</td>
<td>Indiana University Southeast Job Fair and Work One Job Fair. Set up a booth at the job fair to recruit applicants and/or interns.</td>
</tr>
<tr>
<td>4/1/16</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>4/1/16</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>4/1/16</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>4/1/16</td>
<td>Station talent are emcees, guest speakers and readers at various schools and public events.</td>
</tr>
</tbody>
</table>