

## WDRB-TV/WMYO-TV

### ANNUAL EEO PUBLIC FILE REPORT

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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, 2013 to and including March 31, 2014.

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@fox41.com](mailto:humanresources@fox41.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**

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**COVERING THE PERIOD FROM APRIL 1, 2013 TO MARCH 31, 2014**  
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Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
1. Photographer/Editor #1 3/15/2013	1-29	TVJobs.com 5/13/2013	3
2. Entry Level Accountant 3/18/2013	1-26, 28-29	Indiana University Southeast 5/7/2013	7
3. Information Technology Manager 3/22/2013	1-26, 28-29	Employee/Client Referral 5/6/2013	3
4. Weekend News Producer #1 2/15/2013	1-5, 7-29	wdrb.com 4/3/2013	4
5. Morning News Producer #1 3/22/2013	1-29	TVJobs.com 4/15/2013	2
6. Sports Anchor/Reporter 2/14/2013	1-5, 7-29	Employee/Client Referral 4/19/2013	3
7. Human Resources Manager 4/23/2013	1-26, 28-29	Employee/Client Referral 5/16/2013	2
8. Account Manager #1 1/04/2013	1-26, 28-30	wdrb.com 5/20/2013	4
9. News Photographer #1 4/22/2013	1-29	Employee/Client Referral 6/17/2013	6

10. Editor/Producer 5/23/2013	1-26, 28-29	wdrb.com	7
11. Local Sales Manager-WDRB 7/22/2013	1-26, 28-29, 31	In-house employee 10/21/2013	5
12. Graphic Designer 11/6/2012	1-26, 28-30	In-house employee 10/14/2013	3
13. Graphic Designer/Animator 3/20/2013	1-26, 28-30	wdrb.com 6/24/2013	4
14. Web Reporter, #1, #2, #3 6/19/2013	1-29	wdrb.com 9/23/13, 9/23/13, 9/30/13	7
15. Photographer/Editor #2 9/5/2013	1-29	In-house employee 9/30/2013	4
16. Weekend Morning News Anchor 5/16/2013	1-29	Employee/Client Referral 7/8/2013	4
17. Accountant/AR Supervisor 5/22/2013	1-26, 28-29, 32	Indiana University Southeast 7/1/2013	4
18. Human Resources Payroll Specialist 5/29/2013	1-26, 28-29	Employee/Client Referral 6/24/2013	1
19. Morning News Producer #2 9/26/2013	1-29	In-house employee 11/06/2013	4
20. Photographer/Audio 10/14/2013	1-29	TVJobs.com 11/11/2013	3
21. Web Producer/Assignment Desk 10/01/2013	1-29	TVJobs.com 10/30/2013	3
22. Weekend Assignment Editor 10/28/2013	1-29	Employee/Client Referral 11/18/2013	2
23. Account Executive-WBKI #1, #2, #3 10/11/2013	1-26, 28-29	In-house, Referral (2) 10/21/13, 11/18/13, 12/2/13	6
24. National Sales Manager 10/15/2013	1-26, 28-29	In-house employee 11/25/2013	2
25. Sales Assistant-WBKI 10/22/2013	1-26, 28-29	Employee/Client Referral 11/26/2013	5
26. Photographer/Studio Camera Op. 11/12/2013	1-29	wdrb.com 1/02/2014	4
27. Reporter 11/27/2013	1-29	TVJobs.com 1/29/2014	3

28. Weekend News Producer #2 11/13/2013	1-29	Employee/Client Referral 1/2/2014	1
29. Account Manager #2, #3, #4 10/22/2013	1-26, 28-29	Referral (2), wdrb.com 12/30/13, 1/20/14, 3/10/14	11

Total Number of Persons Interviewed During Applicable Period: 117

## Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2013-MARCH 31, 2014</u>
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\* Entitled to receive notification of job openings

- |   |   |  |
|---|---|--|
| 1 | K Cogar and Michelle Reiss<br>Spalding University<br>851 S. 4th Street<br>Louisville, KY 40203<br>(502)585-9911                 |  |
| 2 | Kate Dunn<br>Lou. Metro Dept. of Human Resources<br>517 Court Place, Suite 301<br>Louisville, KY 40202<br>(502)754-3601         |  |
| 3 | KY Dept. of Employment Services<br>c/o Order Taking Unit<br>600 W. Cedar Street<br>Louisville, KY 40203<br>(502)574-3601        |  |
| 4 | I.D.E.T.S.<br>Indiana State Employment Services<br>2125 State St. Suite 16<br>New Albany, IN 47151-1287<br>(812)948-6102        |  |
| 5 | Workforce Development Specialist<br>Louisville Urban League<br>1535 West Broadway<br>Louisville, KY 40203<br>(502)585-4622      |  |
| 6 | University of Louisville<br>Cards Career Link<br>Floyd Street/Cardinal Blvd.<br>Louisville, KY 40292<br>(502)852-5555           |  |
| 7 | Center for Accessible Living<br>Keith Hosey and A. Jones<br>305 W. Broadway, Suite 200<br>Louisville, KY 40202<br>(502)589-6620 |  |
| 8 | Debbi Femi  |  |

- Bellarmine University  
2001 Newburg Road  
Louisville, KY 40205-0671  
(502)452-8000
- 9 Wendy Ferrara  
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 **5**  
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 **39**  
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 Tammy Southerling  
National College of Business & Technology  
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 33606  
(813)254-9695
- 19 WDRB-TV In-house Employees **11**
- 20 WDRB-TV Employee/Client Referrals/  
Walk-Ins **26**
- 21 Daymar College  
Amy Whitlatch  
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  
[tsmithell@it-tech.edu](mailto:tsmithell@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](mailto:tmelmore@campbellsville.edu)

27	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	27
28	Job News Network jobnewslouisville.com (502)412-7500	1
29	crew.cc Jefferson Community & Technical College	
30	Louisvilleadfed.org Robin Miller 200 Distillery Commons, Suite 100 Louisville, KY 40203 (502)_582-2444	6
31	Spots n Dots Ads Emily McKay <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> (888) 884-2630	
32	Monster.com 5 Clock Tower Place Maynard, MA 01754 (800) 666-7837	2
	<b>Total Interviewees Over Reporting Period</b>	<b>117</b>



## WDRB-TV/WMYO-TV

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

COVERING THE PERIOD FROM APRIL 1, 2013 TO MARCH 31, 2014

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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

#### DATE RECRUITMENT INITIATIVE & BRIEF DESCRIPTION

- 4/1/13 Ongoing Internship Program for college students. College students majoring in Broadcast Journalism, Communications, Marketing or Human Resources receive credit hours for training. During this reporting period, we have had five interns. One in our Programming Department who attended Spalding College, two in our News Department, one in our Sports Department from Bellarmine University and one in our Human Resources Department from Sacred Heart University. News interns were from the University of Kentucky and Kyiv-Mohyla Academy.
- 4/1/13 Ongoing 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 Pleasure Ridge Park High School, Kammerer Middle School, Eastern High School, Assumption High School and Christian Academy of Louisville.
- 4/1/13 Ongoing Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
- 3/19/14 Louisville Urban League Career Expo. Set up a booth at the job fair to recruit applicants and/or interns.
- 4/1/13 Ongoing 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.
- 4/1/13 Ongoing 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.
- 4/1/13 Ongoing Weather classes are conducted by our meteorologists at various schools in our viewing area.
- 4/1/13 Ongoing Station talent are emcees, guest speakers and readers at various schools and public events.

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:

Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email [humanresources@fox41.com](mailto:humanresources@fox41.com). We are an Equal Opportunity Employer.