WDRB-TV/WBK1-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 WBK1-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, 2019 to and including March 31, 2020.

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 WBK1-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 WBK1-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.
Section I: Vacancy Information

(a) Source(s) of Information: Employee Retiree, Employee Referral

Full-Line Position

1. Title/Position

2. Dates Indicate Date Filed

3. Recruitmen Source

4. Source of Information

5. Notes

6. Dates Indicate Date Filed

7. Source of Information

8. Notes

9. Dates Indicate Date Filed

10. Source of Information

11. Notes

EXPIRED

EXECUTIVE PRODUCER

ARDMORE PRODUCER

ACQUISITION MANAGER

COMPANY DESIGNER

COMPANY SPECIALIST

FOREMAN/DEAN, #1

FOREMAN/DEAN, #2

Appendix to Annual EEO Public Report Form

WBRL-TV/WBKL-TV

Covering the Period From April 1, 2019 To March 31, 2020
<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>John Doe</td>
<td>Digital Campaign Specialist #2</td>
<td>02/3/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>2</td>
<td>Jane Smith</td>
<td>Associate News Producer</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>3</td>
<td>Michael Brown</td>
<td>Account Executive</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>4</td>
<td>Emily Johnson</td>
<td>Account Manager #3</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>5</td>
<td>William Davis</td>
<td>Senior Account Manager</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>6</td>
<td>Lisa Anderson</td>
<td>News Editor #2</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>7</td>
<td>Robert Martin</td>
<td>News Reporter #2</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>8</td>
<td>Sarah Miller</td>
<td>News Producer</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>9</td>
<td>Emily Johnson</td>
<td>News Producer</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>10</td>
<td>John Doe</td>
<td>Managing Editor</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>11</td>
<td>Elizabeth Davis</td>
<td>Creative Services Producer</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>12</td>
<td>Michael Brown</td>
<td>Creative Services Producer</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>13</td>
<td>Emily Johnson</td>
<td>Creative Services Producer</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>14</td>
<td>John Doe</td>
<td>President/General Manager</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>15</td>
<td>Michael Brown</td>
<td>President/General Manager</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
<tr>
<td>16</td>
<td>Emily Johnson</td>
<td>President/General Manager</td>
<td>02/28/2020</td>
<td>3/3/2020</td>
</tr>
</tbody>
</table>
## Appendix 2 - RECRUITMENT SOURCE LIST

<table>
<thead>
<tr>
<th>RS #</th>
<th>RS INFORMATION</th>
<th># OF INTERVIEWEES</th>
<th>PROVIDED BY RS</th>
<th>APRIL 1, 2019-MARCH 31, 2020</th>
</tr>
</thead>
</table>
| 1    | * Kimberly Palmore and Michelle Reiss  
Spalding University  
851 S. 4th Street  
Louisville, KY 40203  
(502) 585-9911  
mreiss@spalding.edu  
kpalmore@spalding.edu |                |                             |                             |
| 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 | 1 |                             |                             |
| 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 40205-0671  
    (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 Paula Campbell  
    Lincoln Foundation  
    4322 Bishop Lane  
    Louisville, KY 40218  
    (502)657-1015

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) 936-1848

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

19 WDRB-TV In-house Employees

20 WDRB-TV Employee Referrals
   26

21 WDRB-TV Client Referrals
   7

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

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

24 Goodwill Industries of KY
   Elvin Stampley and Sonya Ragland
   332 W. Broadway, Suite 1000
   Louisville, KY 40202
   (502)574-4059

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

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 Kentucky Broadcasters Association
101 Enterprise Drive  
Frankfort, KY 40601  
kba@kba.org

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

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

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

32 Linked In  
2029 Stierlin Court  
Mountain View, CA 94043

33 Recruitology (WDRBehired.com)  
98 Battery Street, Suite 601  
San Francisco, CA 94111  
partnerships@recruitology.com  
(415) 263-1300

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

35 Carver Talent  
Attn: Ty Carver  
5319 Loon Nest Ct.  
Apollo Beach, FL 33572  
(813) 625-2130

36 602 Communications  
Sandy Lizik  
(602) 954-8373  
slizik@602communications.com

37 Broadcasting & Cable  
28 East 28th Street, 12th Floor  
New York, NY 10016  
(212) 378-0400, ext. 517
<table>
<thead>
<tr>
<th></th>
<th>Name</th>
<th>Address</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>Indeed.com</td>
<td>(800)475-4361</td>
<td></td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>TVNewsStorytellers.com</td>
<td>Matt Mrozinski</td>
<td></td>
<td><a href="mailto:Tvnstorytellers@gmail.com">Tvnstorytellers@gmail.com</a></td>
</tr>
<tr>
<td>40</td>
<td>Education Writers Association</td>
<td>3516 Connecticut Avenue NW</td>
<td>(202) 452-9830</td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>Journalismjobs.com</td>
<td>(510) 508-7386</td>
<td></td>
<td><a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a></td>
</tr>
<tr>
<td>42</td>
<td>RealMatch Inc.</td>
<td>Mediajobs connection presented by Poynter</td>
<td>(732) 659-6410</td>
<td><a href="mailto:support@realmartch.com">support@realmartch.com</a></td>
</tr>
<tr>
<td>43</td>
<td>National Black MBA Association</td>
<td>400 W. Peachtree Street NW, Suite 203</td>
<td>(404) 260-5444</td>
<td><a href="http://www.nbmbaa.org">www.nbmbaa.org</a></td>
</tr>
<tr>
<td>44</td>
<td>National Association of Women MBAs</td>
<td>1109 Rhode Island St. NE</td>
<td>(888) 355-9323</td>
<td><a href="http://www.wavmba.careerwebsite.com">www.wavmba.careerwebsite.com</a></td>
</tr>
</tbody>
</table>

**Total Interviewees Over Reporting Period**: 119
APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2019 TO MARCH 31, 2020

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

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

<table>
<thead>
<tr>
<th>DATE</th>
<th>RECRUITMENT INITIATIVE &amp; BRIEF DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/1/19 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 two interns; one in our News Department who attended University of Kentucky and one in our Sports department who attended Indiana University-Bloomington.</td>
</tr>
<tr>
<td>4/1/19 Ongoing</td>
<td>Internship Program for high school students from the Broadcast Program at Trinity High School. Students participate in 15 on-site sessions in exchange for high school credit. During this reporting period, we had three interns; two in our Production Department and one in our Sports department.</td>
</tr>
<tr>
<td>4/1/19 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 Western Kentucky University, Bellarmine University, Indiana University Southeast (4), Manual High School, St. Xavier High School, Salem High School, Jasper High School, Shelby County High School, Nelson County High School, Sacred Heart High School, and Henry County High School.</td>
</tr>
<tr>
<td>4/1/19 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>4/16/19</td>
<td>WorkOne Job Fair. Set up a booth at the job fair to recruit applicants and/or interns.</td>
</tr>
<tr>
<td>10/10/19</td>
<td>Indiana University Southeast Job Fair. Set up a booth at the job fair to recruit applicants and/or interns.</td>
</tr>
<tr>
<td>4/1/19 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>4/1/19 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>4/1/19 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>4/1/19 Ongoing</td>
<td>Station talent are emcees, guest speakers and readers at various schools and public events.</td>
</tr>
</tbody>
</table>