WDRB-TV/WBKI-TV

ANNUAL EEO PUBLIC FILE REPORT
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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 WBKI-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, 2018 to and including March 31, 2019.

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 WBKI-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 WBKI-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/WBKI-TV

**APPENDIX 1 TO ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM APRIL 1, 2018 TO MARCH 31, 2019**

Station(s) Comprising Station Employment Unit: WDRB-TV and WBKI-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>1. Account Manager #1 10/06/2017</td>
<td>1-28</td>
<td>wdrb.com</td>
<td>5</td>
</tr>
<tr>
<td>2. Sports Anchor/Reporter #1 02/02/2018</td>
<td>1-28</td>
<td>wdrb.com</td>
<td>3</td>
</tr>
<tr>
<td>3. Digital Success Manager 03/28/2018</td>
<td>1-28, 32-33</td>
<td>employee referral</td>
<td>5</td>
</tr>
<tr>
<td>4. Digital Services &amp; Social Media Specialist 03/28/2018</td>
<td>1-28, 32-33</td>
<td>employee referral</td>
<td>8</td>
</tr>
<tr>
<td>5. Digital Campaign Specialist #1, #2 03/28/2018</td>
<td>1-28, 33</td>
<td>employee referral, Recruitology 05/16/2018, 05/16/2018</td>
<td>3</td>
</tr>
<tr>
<td>6. Senior Account Manager 03/30/2018</td>
<td>1-28</td>
<td>employee referral</td>
<td>2</td>
</tr>
<tr>
<td>7. Account Manager #2 03/30/2018</td>
<td>1-28, 33</td>
<td>wdrb.com</td>
<td>5</td>
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<tr>
<td>8. Creative Services Marketing Coordinator 04/03/2018</td>
<td>1-28, 32-33</td>
<td>LinkedIn</td>
<td>8</td>
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<tr>
<td>9. Graphic Designer 05/23/2018</td>
<td>1-28, 30, 32-33</td>
<td>Louisvilleleadfed.org</td>
<td>5</td>
</tr>
<tr>
<td>10. Photojournalist #1 05/23/2018</td>
<td>1-29, 38</td>
<td>Employee Referral</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Position</td>
<td>Page Numbers</td>
<td>Interview Date</td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------</td>
<td>--------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>11</td>
<td>Broadcast Engineer</td>
<td>1-28</td>
<td>06/01/2018</td>
</tr>
<tr>
<td>12</td>
<td>Reporter</td>
<td>1-29</td>
<td>06/11/2018</td>
</tr>
<tr>
<td>13</td>
<td>Creative Services Videographer Producer #1</td>
<td>1-28, 33</td>
<td>07/05/2018</td>
</tr>
<tr>
<td>14</td>
<td>Photojournalist #2</td>
<td>1-29, 38</td>
<td>08/03/2018</td>
</tr>
<tr>
<td>15</td>
<td>News Video Editor</td>
<td>1-29</td>
<td>08/03/2018</td>
</tr>
<tr>
<td>16</td>
<td>Sports Anchor/Reporter #2</td>
<td>1-29</td>
<td>08/07/2018</td>
</tr>
<tr>
<td>17</td>
<td>Production Assistant-Technical Director</td>
<td>1-28</td>
<td>09/19/2018</td>
</tr>
<tr>
<td>18</td>
<td>Morning News Reporter</td>
<td>1-29</td>
<td>10/26/2018</td>
</tr>
<tr>
<td>19</td>
<td>Morning News Producer</td>
<td>1-29</td>
<td>12/13/2018</td>
</tr>
<tr>
<td>20</td>
<td>CFO</td>
<td>1, 3, 4, 7, 8, 14, 16, 19-21, 25, 26, 32, 38, 43, 45</td>
<td>11/29/2018</td>
</tr>
<tr>
<td>21</td>
<td>Creative Services Videographer Producer #2</td>
<td>1-28, 33</td>
<td>01/08/2019</td>
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<tr>
<td>22</td>
<td>News Producer</td>
<td>1-29</td>
<td>01/17/2019</td>
</tr>
</tbody>
</table>

Total Number of Persons Interviewed During Applicable Period: 98
# Appendix 2 - RECRUITMENT SOURCE LIST

<table>
<thead>
<tr>
<th>RS #</th>
<th>RS INFORMATION</th>
<th># OF INTERVIEWEES PROVIDED BY RS</th>
<th>APRIL 1, 2018-MARCH 31, 2019</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 | * Entitled to receive notification of job openings |                             |
| 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 40205-0671
   (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 33606
(813)254-9695

19 WDRB-TV In-house Employees
20 WDRB-TV Employee Referrals
21 WDRB-TV Client Referrals

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

23 Brown Mackie College
Chastity Trizop
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
Laura@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
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 Career Builder
13047 Collection Center Drive
Chicago, IL 60693-0130
(800) 891-8880

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

38 Indeed.com  
(800)475-4381

39 TVNewsStorytellers.com  
Matt Mrozinski  
Tvntstorytellers@gmail.com

40 Education Writers Association  
3516 Connecticut Avenue NW  
Washington, DC 20008  
(202) 452-9830

41 Journalismjobs.com  
(510) 508-7386  
info@journalismjobs.com

42 RealMatch Inc.  
Mediajobs connection presented by Poynter  
205 Lexington Ave. 8th Floor  
New York, NY 10016  
(732) 659-8410  
support@realmatch.com

43 National Black MBA Association  
400 W. Peachtree Street NW, Suite 203  
Atlanta, GA 30308  
(404) 260-5444  
www.nbmbaa.org

44 National Association of Women MBAs  
1109 Rhode Island St. NE  
Albuquerque, NM 87110  
(804) 885-5622  
www.nawmba.careerwebsite.com

45 Glassdoor.com  
(888) 355-9323

Total Interviewees Over Reporting Period 98
WDRB-TV/WBKI-TV

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

COVERING THE PERIOD FROM APRIL 1, 2018 TO MARCH 31, 2019

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>4/1/18 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 have had four interns; two in our News Department who attended University of Kentucky and Indiana University Southeast, one in our Sports department who attended University of Kentucky, and one in our Production Department who attended Spalding University.</td>
</tr>
<tr>
<td>4/1/18 Ongoing</td>
<td>Internship Program in the Production Department 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 two interns.</td>
</tr>
<tr>
<td>4/1/18 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 DuPont Manual High School (2), Trinity High School (5), Oldham County High School, North Bullitt High School, and Miami University.</td>
</tr>
<tr>
<td>4/1/18 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>4/12/18</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>4/1/18 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>4/1/18 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>4/1/18 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>4/1/18 Ongoing</td>
<td>Station talent are emcees, guest speakers and readers at various schools and public events.</td>
</tr>
</tbody>
</table>