The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080[c][6] of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WPSD-TV, Paducah, Kentucky, and is required to be placed in the public inspection files of this station, and posted on the station's website.

The information contained in this Report covers the time period beginning April 1, 2018 to and including March 31, 2019 (the "Applicable Period").

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 which comprises the Station Employment Unit during the Applicable Period;

2. For each such vacancy, the recruitment sources utilized to fill the vacancy 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[c][2] of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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1 This report was timely filed on April 1, 2019. It was updated on February 28, 2020 to include additional recruitment not previously reported and to make clerical changes.
Appendix 1 to  
WPSD-TV’s Annual EEO Public File Report Form  
Covering the Period from April 1, 2018 to March 31, 2019  
Station Comprising Station Employment Unit: WPSD-TV  

Section 1: Vacancy Information  

<table>
<thead>
<tr>
<th>Full-time Positions Filled by Job Title</th>
<th>Recruitment Source of Hiree</th>
<th>Total Number of Interviewees From All Sources for This Position</th>
</tr>
</thead>
</table>
| (1, 2, & 3) Multi-Media Journalist     | TV Jobs.com  
WPSD-TV Website  
Miscellaneous Internet              | 25                                                             |
| (4) News Associate Producer            | Southern Illinois University                     | 3                                                               |
| (5) Account Executive                  | Indeed.com                                       | 9                                                               |
| (6) Director                          | WPSD-TV Website                                  | 4                                                               |
| (7) Broadcast Meteorologist            | TV Jobs.com                                      | 2                                                               |
| (8) News Producer                     | Murray State University                          | 4                                                               |
| (9) Promotions Writer/Producer         | Friend Referral                                  | 5                                                               |
| (10) Account Executive                 | Employee Referral                                | 1                                                               |
| (11) Multi-Media Journalist           | TV Jobs.com                                      | 5                                                               |
| (12) Digital Content Manager           | Agency Referral                                  | 12                                                              |
| (13) Event Planner                    | Employee Referral                                | 5                                                               |
| (14) News Producer                    | Employee Referral                                | 3                                                               |
| (15) News Producer                    | Employee Referral                                | 1                                                               |

Total Number of Persons Interviewed During Applicable Period: 79
Appendix 2 to
WPSD-TV’s Annual EEO Public File Report Form
Covering the Period from April 1, 2018 to March 31, 2019
Station Comprising Station Employment Unit:  WPSD-TV

Section 2: Recruitment Source Information

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Total Number of Interviewees This Source Has Provided During This Period (if any)</th>
<th>Full-Time Positions for Which This Source Was Utilized (position number from Appendix 1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Paducah Sun</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>P. O. Box 2300</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paducah, Kentucky 42002-2300</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(270) 575-8600</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="http://www.paducahsun.com">www.paducahsun.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paducah Career Development Center</td>
<td>2</td>
<td>1,2,3,4,5,6,7,8,9</td>
</tr>
<tr>
<td>Kentucky Cabinet for Workforce Development</td>
<td></td>
<td>10,11,12,13,14,15</td>
</tr>
<tr>
<td>416 South Sixth Street</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paducah, Kentucky 42003</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(270) 575-7000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jonathon Pendergrass, Manager</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="http://www.oet.ky.gov">www.oet.ky.gov</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>West Kentucky Community and Technical College</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>4800 Alben Barkley Drive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paducah, Kentucky 42001</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(270) 554-9200</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Karen Hill Johnson, Ed.D. Placement Officer</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="http://www.kctcs.edu/westkentucky">www.kctcs.edu/westkentucky</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>*NAACP Paducah Chapter</td>
<td>0</td>
<td>1,2,3,4,5,6,7,8,9</td>
</tr>
<tr>
<td>J. W. Cleary, President</td>
<td></td>
<td>10,11,12,13,14,15</td>
</tr>
<tr>
<td>505 South Eighth Street</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paducah, Kentucky 42003</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(270) 443-5430</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
*Indicates source that has requested notification of job openings
Murray State University 1 1,2,3,4,5,6,7,8,9
Wm. Jeremy McKeel 10,11,12,13,14,15
P. O. Box 7
Murray, Kentucky 42071-0007
(270) 762-3011
www.murraystate.edu

Southern Illinois University at Carbondale 1 1,2,3,4,5,6,7,8,9
Alicia K. Taylor 10,11,12,13,14,15
Department of Radio and Television
Communications Building
Carbondale, Illinois 62901
(618) 536-7555

Southeast Missouri State University 2 1,2,3,4,5,6,7,8,9
Dr. James Dufek 10,11,12,13,14,15
Grauel Hall
Cape Girardeau, Missouri 63701
(573) 651-2241

Austin Peay State University 0 1,2,3,4,5,6,7,8,9
Dr. Mike Gotcher 10,11,12,13,14,15
P. O. Box 4446
Clarksville, Tennessee 37044
(931) 221-7378

Western Kentucky University 0 1,2,3,4,5,6,7,8,9
Steve White 10,11,12,13,14,15
342 Mass Media and Technology Hall
One Big Red Way
Bowling Green, Kentucky 42101
(270) 745-5891

The University of Tennessee at Martin 0 1,2,3,4,5,6,7,8,9
Glenda Cagle / Rodney Freed 10,11,12,13,14,15
Department of Communications
544 University Street
Martin, Tennessee 38238
(731) 881-7564

TV Jobs.com 23 1,2,3,4,6,7,8,9
Broadcast Employment Services 11,12,13,14
Mark Holloway
P. O. Box 4116
Oceanside, California 92052
(800) 374-0119

WPSD-TV (internal postings) 2 1,2,3,4,5,6,7,8,9
Dwayne L. Stice 10,11,12,13,14,15
100 Television Lane
Paducah, Kentucky 42003
(270) 415-1900
WPSD-TV Internet Site
Krystle Callais
100 Television Lane
Paducah, Kentucky 42003
(270) 415-1900

Shawnee Community College
Leslie Cornelious-Weldon
8364 Shawnee College Road
Ullin, Illinois 62922
(618) 634-3337

Indeed, Inc.
6433 Champion Grandview Way, Bldg 1
Austin, Texas 78750
www.indeed.com

Medialine
Rich Everitt
1209 Wood Valley Road
Augusta, Georgia 30909
706-364-7564
www.medialine.com

Northern Illinois University
Dawn Sibley
1425 W. Lincoln Highway
DeKalb, Illinois 60115-2828
815-753-1608
www.niu.edu

Texas Agricultural and Mechanical University
Emily Krajewski
3150 TAMU
College Station, Texas 77843-3150
979-845-7671
www.tamu.edu

University of Oklahoma
Shelby Hill
School of Meteorology
120 David L. Boren Blvd., Suite 5900
Norman, Oklahoma 73072
405-325-6562
www.ou.edu
Ohio State University
Pam Theodotou
Byrd Polar and Climate Research Center
108 Scott Hall
1090 Carmack Road
Columbus, Ohio 43210
614-292-6331
www.osu.edu

Virginia Polytechnic and State University
Maureen Deisinger
108 Major Williams Hall
270 Stanger Street
Blacksburg, Virginia 24161
540-231-6886
www.vt.edu

Pennsylvania State University
Marisa Ferger
608 Walker Building
University Park, Pennsylvania 16802
814-865-5873
www.psu.edu

Valparaiso University
Dr. Teresa Vals-Eisholz
Department of Geography and Meteorology
Kalley-Christopher Hall
1809 Chapel Drive
Valparaiso, Indiana 46383
219-464-5140
www.valpo.edu

Mississippi State University
Dr. Tina Davis
Department of Geosciences
108-A Hibbun Hall
Mississippi State, Mississippi 39762
662-325-3915
www.msstate.edu

Employee/Friend Referrals 11
Agency Referrals 16
(several agencies refer clients after seeing positions posted in various outlets)
Miscellaneous Internet Sources 5
(numerous websites list openings after they have been posted to the sources listed above)
Appendix 3 to

WPSD-TV’s Annual EEO Public File Report Form

Covering the Period from April 1, 2018 to March 31, 2019

Station Comprising Station Employment Unit: WPSD-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WPSD-TV:

WPSD-TV has participated in numerous and diverse outreach events during the past year:

An intern program is open to college students who have reached junior status. During the applicable period one intern from Ball State University in Muncie, Indiana, worked under the supervision of the Station’s news director to receive practical experience in the operation of a television news department. In addition, high school students periodically “shadow” the Station’s personnel for a day to observe the activities involved in the operation of a broadcast facility.

Numerous school classes, scout groups, and civic organizations from throughout the WPSD-TV coverage area have toured the facility during the past year and are given the opportunity to interact with personnel and are instructed about training necessary for various careers in broadcasting. The diversity of careers in the broadcasting operations is stressed during these tours. The tours are primary conducted by Dwayne Stice, WPSD-TV’s Human Resources and Programming Assistant.

Station personnel have ongoing contact with students enrolled in broadcasting classes at several regional academic institutions. Mr. William Evans, Vice-President and General Manager currently serves on the Mass Media advisory boards at Arkansas State University and Murray State University and previously served at the University of Tennessee at Martin. Mr. Evans has also served as an adjunct instructor in the Mass Media department of Murray State.

WPSD-TV lists position openings with the Job Bank that is maintained by the Paducah, Kentucky, chapter of the NAACP.

On March 13, 2018, September 27, 2018, and March 28, 2019, the station was represented at career day at West Kentucky Community and Technical College by Dwayne Stice of Human Resources and Programming. In addition, Mr. Stice represented the station at the Career Day at Shawnee Community College on March 21, 2018 and March 20, 2019. Assistant Chief Photographer Chad Darnell represented WPSD at the Summer Job/Internship Fair at Marshall County High School on February 20, 2019. Mr. Stice participated in a Career Day at Fulton County High School, Hickman, Kentucky, on March 22, 2019 and at Hickman County Elementary School, Clinton, Kentucky, on March 29, 2019.
WPSD-TV actively participates in the Kentucky Broadcaster’s Association (KBA) Scholarship program. This fund provides assistance to students majoring in communications at higher education institutions throughout the Commonwealth of Kentucky. WPSD-TV regularly runs spots through KBA public education partnership program to provide revenue for the scholarship fund.

A tuition assistance program exists to allow employees to pursue academic courses/degrees that will enhance their educational backgrounds and employment skills.

News Anchor Todd Faulkner serves as co-president of the Board of Directors of Paducah’s Oscar Cross Boys and Girls Club.

News Anchor Jennifer Horbelt serves as Chairperson of the Board of Directors of LOTUS, western Kentucky’s sexual assault and child advocacy center. This organization provides support services throughout the eight westernmost counties of Kentucky. She also is a member of the Communication Industry Advisory Board at the University of Tennessee at Martin.