

## **WPSD-TV Annual EEO Public File Report**

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, 2025 to and including March 31, 2026 (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.

**Appendix 1 to**

**WPSD-TV's Annual EEO Public File Report Form**

**Covering the Period from April 01, 2025, to March 31, 2026**

**Station Comprising Station Employment Unit: WPSD-TV**

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
(1) Photojournalist	Indeed	2
(2) Account Executive	Employee Referral	1
(3) Producer	Indeed	2
(4) Overnight Master Control	Employee Referral	3
(5) Photojournalist	Employee Referral	1
(6) Digital Sales Strategist	Indeed	6
(7) Associate Producer	Indeed	1
(8) Producer	Indeed	2
(9) Studio Operator	Indeed	2
(10) Overnight Master Control	WPSD Website	1
(11 & 12) Associate Producer	Indeed x2	2
(13 & 16) Producer	Indeed x2	5
(14) Weekend Meteorologist	Indeed	3
(15) Account Executive	Employee Referral	2
(17) Associate Producer	Indeed	2
(18) Producer	Indeed	1
(19) Web Producer	Indeed	4
(20) News Director <sup>2</sup>	Internal Referral	2

<sup>2</sup> For the position of News Director, WPSD-TV considered one internal promotion candidate, and one 19-year employee that had recently retired from another position.

(21) Multimedia Journalist	Indeed	9
(22) Multimedia Journalist	Employee Referral	1
(23) Producer	Indeed	1
(24) Photojournalist	Indeed	1
(25) Photojournalist	Indeed	1
(26) Associate Producer	Employee Referral	1
(27) Master Control/News Director	Employee Referral	1
(28) Multiplatform Sports Reporter	Friend Referral	2
Total Number of Persons Interviewed During Applicable Period:		59

**Appendix 2 to**  
**WPSD-TV's Annual EEO Public File Report Form**  
**Covering the Period from April 01, 2025, to March 31, 2026**  
**Station Comprising Station Employment Unit: WPSD-TV**

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (if any)	Full-Time Positions for Which This Source Was Utilized (position number from Appendix 1)
Paducah Career Development Center Kentucky Cabinet for Workforce Development 416 South Sixth Street Paducah, Kentucky 42003 (270) 575-7000 Jonathon Pendergrass, Manager <a href="https://kyjobs.usnlx.com/jobs/">https://kyjobs.usnlx.com/jobs/</a>	0	2, 10, 27
*NAACP Paducah Chapter J. W. Cleary, President 505 South Eighth Street Paducah, Kentucky 42003 (270) 443-5430 *Indicates source that has requested notification of job openings	0	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27
Murray State University Wm. Jeremy McKeel P. O. Box 7 Murray, Kentucky 42071-0007 (270) 762-3011 <a href="http://www.murraystate.edu">www.murraystate.edu</a>	2	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27
Southern Illinois University at Carbondale Nichole Wood Career Development Center Student Services Building Carbondale, Illinois 62901 (618) 453-1040	1	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27

Southeast Missouri State University Dr. Tamara Zellers Buck Grauel Hall Cape Girardeau, Missouri 63701 (573) 651-2241	0	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27
Austin Peay State University Dr. Pamela J. Gray P. O. Box 4446 Clarksville, Tennessee 37044 (931) 221-7244	0	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18
Western Kentucky University Brian Elliott 342 Mass Media and Technology Hall One Big Red Way Bowling Green, Kentucky 42101 (270) 745-5891	0	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27
The University of Tennessee at Martin Rodney Freed Department of Communications 544 University Street Martin, Tennessee 38238 (731) 881-7564	0	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27
TV Jobs.com Broadcast Employment Services Mark Holloway P. O. Box 4116 Oceanside, California 92052 (800) 374-0119	0	1,2,3,5,7,8,9,10, 11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 28
WPSD-TV (internal postings) Rhonda Harris 100 Television Lane Paducah, Kentucky 42003 (270) 415-1900	1	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27
WPSD-TV (Internet Site) Melanie Antonitis Katelyn Byars/Alexis Barrett 100 Television Lane Paducah, Kentucky 42003 (270) 415-1900	1	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27
Indeed, Inc. 6433 Champion Grandview Way, Bldg 1 Austin, Texas 78750 www.indeed.com	42	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27

<p>University of Florida  Katrice Graham, Ed.D.  Director  Knight Division for Scholarships, Career  Services, and Multicultural Affairs  College of Journalism and Communications  1060 Weimer Hall  PO Box 118400  Gainesville, Florida 32611-8400  (352)294-0808  <a href="http://www.jou.ufl.edu/knight">www.jou.ufl.edu/knight</a></p>	0	<p>1,2,3,4,5,6,7,8,9,  10,11,12,13,14,  15,16,17, 18, 19,  21, 22, 23, 24,  25, 26, 27</p>
<p>Ohio University  Eddith Dashiell, Director  E.W. Scripps School of Journalism  Schoonover Center 200  1 Ohio University  Athens, Ohio 45701-2979  (740) 593-2590</p>	0	<p>1,2,3,4,5,6,7,8,9,  10,11,12,13,14,  15,16,17, 18, 19,  21, 22, 23, 24,  25, 26, 27</p>
<p>Florida A&amp;M  Ranata Hughes  Division of University Advancement  625 E. Tennessee Street  Suite 100  Tallahassee, Florida 32308-4933  (850) 412-5395</p>	0	<p>1,2,3,4,5,6,7,8,9,  10,11,12,13,14,  15,16,17, 18, 19,  21, 22, 23, 24,  25, 26, 27</p>
<p>University of Missouri  Career Services  201 Student Success Center  Columbia, Missouri 65211  (573) 884-6317</p>	0	<p>1,2,3,4,5,6,7,8,9,  10,11,12,13,14,  15,16,17, 18, 19</p>
<p>Columbia Journalism School  Office of Career Development  2950 Broadway  New York, New York 10027  (212) 854-4422  <a href="https://journalism.columbia.edu/Careers">https://journalism.columbia.edu/Careers</a></p>	0	<p>24, 25, 28</p>
<p>Campbellsville University  Teresa Elmore  Director of Career Services  1 University Drive  Campbellsville, KY 42718  270-789-5142  <a href="http://www.campbellsville.edu">www.campbellsville.edu</a></p>	0	<p>1,2</p>

Handshake (Job Posting site for Colleges) P.O. Box 40770 San Francisco, CA 94140 <a href="http://www.Joinhandshake.com">www.Joinhandshake.com</a>	0	1,2,3,4,5,6,7,8,9, 10,11,12,13,14, 15,16,17, 18, 19, 21, 22, 23, 24, 25, 26, 27
(Gets sent out to 800 plus schools including several the station sends to manually.)		
Kentucky Broadcasters Association Job Board Amber Rhodes 101 Enterprise Drive Frankfort, KY 40601 <a href="tel:502-848-0426">502-848-0426</a> <a href="mailto:amber@kba.org">amber@kba.org</a>	0	1, 2, 3,5,7,8, 11, 12,13,15,16,17, 18, 21, 22, 23, 24, 25, 26,
MediaJob Board Recruitment Sales 828 Turnbridge Dr Brentwood, TN 37027 <a href="mailto:jobs@editorandpublisher.com">jobs@editorandpublisher.com</a> 406-445-0000 Ext. 4	0	1,3,5,6,7,8, 9,11, 12,13,14,
SND Publishing LLC Spots N Dots Classified Ads 1635 Old Highway 41 NW, Suite 112-338 Kennesaw GA 30152 <a href="http://www.spotsndots.com">www.spotsndots.com</a>	0	6
TVNews Check 24 W Lancaster Ave Ste 2053 Ardmore, PA 19003 <a href="https://tvnewscheck.com/">https://tvnewscheck.com/</a>	0	6
Myles Hernandez Employer Engagement Coordinator Penn State University 235B Bank of America Career Services Center University Park, PA 16802 <a href="mailto:mkh6391@psu.edu">mkh6391@psu.edu</a>	1	14
Employee Referrals	8	
Friend Referrals	2	
Agency Referrals (Several agencies refer clients after seeing positions posted in various outlets		
Miscellaneous Internet	1	
(numerous websites list openings after they have been posted to the sources listed above or shared on social media)		

**Appendix 3 to**  
**WPSD-TV's Annual EEO Public File Report Form**  
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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:

Internship Program: We had an NAB Engineering intern.

Job Shadow Program: We had a Trigg County student job shadow for two days in the month of July.

Tours: The station provided tours of the facility and that provided opportunities to interact with personnel, information about training necessary for various careers in broadcasting, and the diversity of careers in broadcasting. We provided several tours to schools and civic organizations that were conducted and set up by Rhonda Harris, Programming/Human Resources Assistant; Mark Hall, Operations Director; Perry Boxx, retired News Director; and/or Jeff Bidwell, News Director.

Station Personnel have attended various events as either Emcee's or participants.

Our Chief Meteorologist, Trent Okerson, has gone to several schools to talk about weather preparedness, key concepts of weather forecasting, and what his job entails.

The station participated in a career fair at Murray State University in Murray, Kentucky on February 18, 2026, which was attended by Jeff Bidwell, News Director.

The station co-hosted and participated in a couple Posh Magazine Events. The Posh Fall Fest on October 24-25, 2025 & The Posh Home and Garden Show on March 13-14, 2026. We had a booth set up where people could speak with various employees and view select job openings.

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

Station personnel have ongoing contact with students enrolled in broadcasting classes at several regional academic institutions.

Philip Madison, Creative Services Director, serves on two Media Arts Advisory Councils at Marshall County High School and Paducah Tilghman High School.

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.