Annual EEO Public File Report WNKY-TV 40 IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: April 1st, 2019- March 31st, 2020

Station's Comprising Station Employment Unit: WNKY-TV 40, Bowling Green, KY

Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Sales & Promotions Coordinator	04/16/2019	Industry Recommendation
Morning Show Host	05/06/2019	tvjobs.com
Master Control Operator	05/06/2019	Internal
MMJ/Reporter	05/27/2019	WNKY Website
Director, Marquee Backstage	05/27/2019	Internal
IT/ Network Engineer	07/10/2019	Website
News Producer	08/26/2019	Employee Recommendation
Weather Anchor/ Reporter	09/20/2019	Internal
Director, Marquee Backstage	10/14/2019	Internal
Studio Technician	10/21/2019	Internal
Sports Reporter	11/19/2019	Indeed
Digital Producer	11/26/2019	Indeed
Creative Content Producer	12/05/2019	WNKY Website
Account Executive	12/30/2019	Industry Recommendation

Total Number of Persons Interviewed During Applicable Period:

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Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions for Which Source Was Utilized
nternal Applicant	8	All Positions
NNKY		All Fusitions
325 Emmett Ave. Suite N		
Bowling Green, KY 42101		
ndeed.com	21	All Positions
TVJobs.com	3	All Positions
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Industry Professional	4	All Positions
		7.1.1 VOIGOTO
	0	All Decisions
Client Referral	U	All Positions

Employee Referral	6	All Positions
WNKY Website	8	All Positions
TOTAL NUMBER OF INTERVIEWEES		

Included in this total number of persons interviewed during applicable period we had 4 internal promotions (which resulted from a full recruitment effort).

^{*} Asterisk notes recruitment sources which requested job notification announcements. (none)

1. Community involvement and speaking engagements regarding career opportunities in broadcasting

General outreach efforts are bolstered by public speaking engagements by staff which includes, but is not limited to schools, civic and church organizations and area colleges. This year's engagements include:

- * 4/18/19 Several team members, both on-air and Executive staff, attended Dream Factory's Taste of Bowling Green
- * 4/18/19 Kristy & Cody spoke to students at Rockfield Elementary school about weather and meteorology
- * 4/25/19 Julie & Deb hosted Christ UMC for a station tour and discussion about Broadcasting
- * 4/26/19 Several team members, including on-air, sales, and Executive staff, attended DSSKY's Pre-Derby Gala, emceed by Max
- * 5/11/19 Several team members, including on-air, sales, and Executive staff, attended BRAWA's Shake Your Paw Ball
- * 5/18/19 Several team members, including on-air, sales, and Executive staff, attended Family Enrichment Center's Venetian Ball
- * 5/31/19 Over 30 members of our staff and their families attended Warren County's Relay for Life
- * 6/8/19 Several members of Executive staff participated in the BGWCHS 5k
- * 6/15/19 Several team members, including on-air, sales, and Executive staff, attended Hoedown for Hounds, benefitting Edmonson County's Humane Society
- * 7/10/19 Julie, Deb & Tej hosted the Bowling Green Summer Fun Club for a station tour and talk about Broadcasting
- * 7/20/19 Several team members, including on-air, sales, and admin, attended and volunteered at BGJWC's Duncan Hines Festival
- * 7/27/19 Several team members volunteered at and participated in Stuff the Bus
- * 8/17/19 News Director Deb Highland and station Executive staff volunteered at KOTB's Scotty's Pound the Pavement
- * 8/17/19 All staff participated in Clear the Shelters
- * 8/27/19 Sales staff attended the Glasgow Small Business Expo
- * 9/7/19 Several team members, including on-air, sales, and Executive staff, participated in the Walk to End Alzheimer's
- * 9/14/19 Several team members, including on-air and Executive staff, participated in Bark for Life benefitting the ACS
- * 9/19/19 Tej participated in the Historic Railpark's Bingo at the Depot, emceed by Max
- * 9/19/19 All staff hosted the Survivor Casting Call located at the BG Ballpark, emceed by Julie Milam (station GM)
- * 9/21/19 Several team members, including on-air and sales, participated in the Step Up for Down Syndrome walk
- * 9/26/19 Meteorologist Cody Bailey is participating in the ACS's Real Men Wear Pink Campaign to raise awareness for Breast Cancer
- * 9/28/19 Teresa supported the CASA Superhero 5k
- * 9/28/19 Several team members, including on-air, sales, and Executive staff, attended the Bowling Green International Festival
- * 10/3/19 Sales & Executive staff attended the BG Chamber of Commerce Targeted Business & Industry Awards Banquet, emceed by Julie Milam (station GM)
- * 10/18/19 Several Team members, including Executive staff participated in Guarantee Pest Control's community wide Trunk or Treat
- * 10/24/19 Executive staff, sales team, and on-air talent attended Hospice of Southern Kentucky's Light Up the Night
- * 10/26/19 Several team members volunteered at Bowling Green Bourbon & Brewfest benefitting the Bowling Green Warren County Humane Society
- * 10/28/19 News Director and several on-air talent attended Bowling Green Police Department's community wide Trunk or Treat
- * 11/2/19 Several team members volunteered at CB Homes for Dogs project, benefitting the Bowling Green Warren County Humane Society
- * 11/22/19 Staff took shifts volunteering and presenting at the Bowling Green Chamber of Commerce's SCK Launch Initiative
- * 11/23/19 Several staff members served on the planning committee for and attended the Moonshine & Music fundraiser benefitting the Center for Courageous Kids
- * 12/6-12/7/19 Staff worked in shifts to have coverage at the Smiths Grove Christmas Parade, the Bowling Green Christmas Parade and the Glasgow Christmas Parade
- * 1/13/20 Meteorologists Kristy Steward and Cody Bailey split shifts to present to 9th grade science classes at Warren Central High School
- * 1/25/20 Several staff members participated in the Snow Flurry Scurry benefitting Lost River Cave
- * 1/31/20 Meteorologist Cody Bailey did weather presentations for Ms. Lamb's 6th grade classes at Jody Richards Elementary School
- * 2/1/20 Executive staff participated in the annual Fur Ball benefitting the Bowling Green Warren County Humane Society
- * 2/14/20 Several staff members participated in the Speak Out Speakeasy benefitting Hope Harbor
- * 2/15/20 Several staff members attended Blanket of Bourbon Gala benefitting The Ethan Foundation
- * 2/16/20 Several staff members attended and participated in events at the annual Chocolate Festival benefitting Hospice of Southern Kentucky

In addition,

2. Internship Program

The station provides year-round news, weather, and production internship programs for college students. These programs are designed to assist students interested in pursuing a career in broadcasting. In this reporting year, we accepted students from Western Kentucky University. Our internships are "for credit only".

Spring-Summer 2019 2 students – (studio)
Fall 2019 1 student – (news)
Spring-Summer 2020 1 student – (news)

3. Job Fairs

We participated in various job fairs during this reporting year. Each was attended by station personnel who have substantial responsibilities in making hiring decisions. Job fairs included:

Western Kentucky University - April 10, 201 - attended by our Operations Manager and News Director

4. Training regarding equal employment opportunities and discrimination prevention

The station provides on-going training to all station personnel, including those at management level, designed to ensure equal employment opportunities and to prevent discrimination and harassment. The video is titled "Harassment: Sex, Religion and Beyond". All employees are required to view this video as part of their on-boarding training process.

5. Staff Training

The station has a policy of promoting from within and therefore offers many internal cross training opportunities. The training programs are designed to enable station personnel to acquire skills that could qualify them for higher level positions. In this reporting year the station has offered training for the following:

- In-House News Anchor Training
- In-House MCO Training
- In-House Sales Training
- In-House Production Training

On Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WNKY-TV to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to: Personnel, WNKY-TV, P.O. Box 149, Bowling Green, KY 42102. We appreciate your organization's help in publicizing our job openings! WNKY-TV is an Equal Opportunity Employer.