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

Coverage Period: April 1st, 2020- March 31st, 2021

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

n 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Account Executive	04/06/2020	Employee Recommendation
Account Executive	05/18/2020	Employee Recommendation
Sales Coordinator/Receptionist	05/18/2020	Employee Recommendation
Traffic Assistant	06/15/2020	Indeed
National Sales Manager/ LSM	07/06/2020	Employee Recommendation
MMJ/Anchor	07/20/2020	Facebook
Anchor	07/27/2020	Indeed
Account Executive	08/10/2020	Employee Recommendation
Traffic Assistant	11/16/2020	Indeed
News Producer	02/03/2021	Internal
Director/ Assistant Producer	02/08/2021	Internal
Studio Tech	02/08/2021	Internal
Account Executive	02/15/2021	Employee Recommendation
Executive Assistant	02/22/2021	Employee Recommendation
Creative Services Producer	02/23/2021	Indeed
Master Control Operator	03/01/2021	Indeed
IT/Network Engineer	03/29/2021	Internal

Total Number of Persons Interviewed During Applicable Period:

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
Internal Applicant	7	All Positions
WNKY		
1018 Chestnut Street		
Bowling Green, KY 42101		

Indeed.com	28	All Positions

TVJobs.com	1	All Positions
Industry Professional	0	All Positions
Client Referral	1	All Positions

Employee Referral	10	All Positions
	-	
WNKY Website	3	All Positions
	4	
Facebook	1	All Positions
Total Number of Interviewees		

Included in this total number of persons interviewed during applicable period we had __ 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:

- 4/23/20 Several team members, both on-air and Executive staff virtually attended Hope Harbor Take Back the Night
- 5/15/20 Several team members, both on-air and Executive staff virtually attended March of Dimes March for Babies
- 5/21/20 Team members participated in Red Nose Day Virtually
- 5/18-6/30 Several team members participated in the Jackrabbit Jog 5K Race Against Polycystic Kidney Disease Virtually
- 6/5/20 Julie Milam, Atlee McHeffey, Amber Gardner-Rojas, and Kelli Brown attend Warren County Relay for Life Weekend of Hope Car Parade
- 8/14/20 Several members virtually attended Warren County Relay for Life-Purses, Pouts and Pearls
- 8/29/20 Lexi Schweinert, Morgan Hoover, and Atlee McHeffey attended Clear the Shelters at Bowling Green/Warren County Humane Society
- 9/12/20 Several team members attended Walk to End Alzheimer's Drive Thru
- 9/12/20 Several team members virtually attended Warrant County Relay Bark for Life
- 9/19/20 Tej Joshi co-emceed and Scott Burchett was in attendance for Step Up for Down Syndrome Walk parade
- 9/21/20 Greg Fotos and Lexi Schweinert attended Jamie's Shot Golf Scramble benefiting Kids on the Block
- 9/26/20 Several team members virtually attended Bowling Green International Festival
- 11/21/20 Tej Joshi was a guest judge for Drive up for Down Syndrome benefiting Down Syndrome of South Central Kentucky
- 12/12/20 Several team members virtually attended Great CCK Campout benefiting Center for Courageous Kids
- 1/24/21 Several team members virtually attended Lost River Cave Snow Flurry Scurry
- 2/12/21 Several team members virtually attended Boogie Down Bourbon Street benefiting CASA of South Central Kentucky
- 2/26/21 Morgan Hoover and Lexi Schweinert virtually attended Norton Children's Hospital Dance Big Red
- 3/1/21 Morgan Hoover talked about TV Production and read virtually to 1st Grade classes at Plano Elementary School
- 3/2/21 Morgan Hoover talked about TV Production and read virtually to 1st, 3rd, and 5th Grade classes at Metcalfe Elementary School and 3rd Grade classes at Bristow Elementary School
- 3/3/21 Morgan Hoover talked about TV Production and read virtually to 2nd and 4th Grade classes at Metcalfe Elementary School
- 3/4/21 Tej Joshi virtually read to 3rd Grade classes at Rockfield Elementary School

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 2020	1 student (creative services)
Summer 2020	1 student (news)
Fall 2020	1 student (news)

3. Job Fairs

Due to COVID-19 we did not participated in any job fairs during this reporting year.

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.