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

Coverage Period: April 1st, 2022- March 31st, 2023

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

1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Business Manager	5/1/22	Indeed.com
Morning Anchor	5/22/22	Internal Candidate
MMJ/Reporter	7/5/22	External Referral
Creative Content Producer	8/22/22	WNKY.com
Creative Content Producer	9/12/22	WNKY.com
Studio Tech	9/27/22	Indeed.com
Studio Tech	10/13/22	Employee Referral
Account Executive	3/27/23	Indeed.com

## **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
nternal Applicant	1	All Positions
WNKY		All I Ostions
1018 Chestnut Street		
Bowling Green, KY 42101		
ndeed.com	7	All Positions
TVJobs.com	0	All Positions
External Referral	5	All Positions
Employee Referral	2	All Positions

Internal Posting	0	All Positions
WNKY Website	4	All Positions
Facebook	0	All Positions
T-4-1 Nob. o. of luton down	19	
Total Number of Interviewees	19	

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

<sup>\*</sup> 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:

- Between 4/22 and 5/22 News Director Whitney Scott taught a Broadcasting Law & Ethics course at WKU (course began
  in 1/22).
- 4/1/22 Executive staff attended Norton Children's Hospital's Dance Big Red.
- 4/29/22 Executive and On Air staff attended the DSSKY Pre-Derby Gala emceed by Morning Hose Ashlee Wilson.
- 4/30/22 Executive staff attended the Ark for Hart Dawgy Dash.
- 5/21/22 Executive and On Air staff attended BGWC Humane Society Furball.
- 5/28/22 Chief Meteorologist Scott Burchett gave weather demonstrations at the Buddy House.
- 5/30/22 On Air staff attended the Polyestic Kidney Disease Jack Rabbit Jog.
- 6/3/22 Executive and On Air staff attended the DSSKY Duffing for Down Syndrome.
- 6/4/22 Executive staff attended the BRAWA Shake Your Paw Ball.
- 6/4/22 Executive and On Air staff attended the ACS Relay for Life emceed by GM Julie Milam and Morning Host Ashlee Wilson.
- 6/11/22 Executive staff attended the Phoenix Rising Jewel Heist.
- Between 6/24/22 and 9/9/22 Executive, On Air and other station staff attended the Truist Concerts in the Park.
- 7/2/22 Executive and Station staff attended the Bowling Green Kiwanis Thunderfest.
- 7/9/22 Executive, On Air and other station staff attended the Historic Railpark Wine Fest.
- 7/20/22 Chief Meteorologist Scott Burchett gave weather demonstrations at the Buddy House.
- 8/5/22 Executive and On Air staff attended the Lost River Cave Cocktails and Trails.
- 8/13/22 Executive staff attended the Community Education Blockbuster at the Railpark.
- 8/17/22 Chief Meteorologist Scott Burchett gave weather demonstrations at the Buddy House.
- 8/27/22 Executive, On Air and other station staff attended the BGWC Humane Society Clear the Shelters.
- 8/27/22 Executive staff attended the Family Enrichment Center Mud Happens.
- 9/10/22 Executive staff attended the Alzheimer's Association Walk to End Alzheimers emceed by GM Julie Milam.
- 9/15/22 Executive staff attended the Historic Railpark Railpark Rendezvous.
- 9/15/22 Executive and Station staff attended the St. James Church Empty Bowls.
- 9/15/22 Executive staff attended Megan's Mobile Grocery's Lip Sync Battle judged by GM Julie Milam.
- Between 9/15 and 10/15 station staff attended the Glory Baby Ministry 30 Days of Giveaways virtually.
- 9/17/22 Executive staff attended the Family Enrichment Center Yellowstone.
- 9/17/22 Executive and On Air staff attended BRACA Over the Edge.
- 9/17/22 Executive staff attended DSSKY Step Up for Down Syndrome.
- 9/17/22 Executive staff attended Entertain Glasgow's Groove & Glow.
- 9/21/22 Chief Meteorologist Scott Burchett gave weather demonstrations at the Buddy House.
- 9/22/22 Executive staff attended the Logan County Chamber of Commerce Tobacco & Heritage Festival.
- 9/24/22 Executive, On Air and other station staff attended the Bowling Green International Festival.
- 10/9/22 Executive staff attended the American Foundation to Prevent Suicide's Walk to Fight Suicide.
- 10/13/22 Executive, On Air and other station staff attended the Sky Arts Film Festival.
- 10/15/22 Executive, On Air and other station staff attended the Hot Rods Bourbon & Brewfest.
- 10/15/22 Executive and On Air staff attended the Hope for Hunger Chili Cookoff.
- 10/22/22 Executive staff attended Community Education Blockbuster at the Ballpark.
- 10/22/22 Executive and Station staff attended Guarantee Pest Control's Trunk or Treat.
- 10/22/22 Executive staff attended the Historic Railpark Boo Bash.
- 10/28/22 Executive, On Air and other station staff attended Bowling Green Police Department's Trunk or Treat.
- 10/29/22 Executive staff attended DSSKY Trunk or Treat.
- 10/29/22 Station staff attended the Historic Railpark Haunted Lantern Tour.
- 11/14/22 Station staff attended BRACAC Soky Ice Rink.
- 11/15/22 Chief Meteorologist Scott Burchett gave weather demonstrations at the Buddy House.
- 11/19/22 Executive staff attended the Arthritis Foundation Jingle Bell Run.
- 11/19/22 Executive staff attended CCK Starts & 6 Strings.
- 12/2/22 Executive and On Air staff attended the Smiths Grove Christmas Parade.
- 12/3/22 Executive and On Air staff attended the Glasgow Christmas Parade.
- 12/3/22 Executive, On Air and other station staff attended the Bowling Green Christmas Parade.

- 12/7 12/8/22 Executive, On Air and other station staff attended Blood Assurance BG Strong Community Blood Drive.
- 1/4/23 Executive and Station staff attended Winterfest at the Capitol.
- 1/27/23 Chief Meteorologist Scott Burchett gave weather demonstrations at the Buddy House.
- 1/28/23 Executive and Station staff attended the Lost River Cave Snow Flurry Scurry.
- 2/10/23 Executive staff attended the Historic Railpark Romance at the Railpark.
- 2/17/23 Executive staff attended the CASA Boogie Down Bourbon Street.
- 3/3/23 Executive staff attended the Historic Railpark Sip & Putt.
- 3/10/23 Executive, On Air and other station staff attended the ACS Purses, Pouts & Pearls emceed by GM Julie Milam.
- 3/18/23 Executive staff attended BG Kids on the Block Shamrock Sprint.
- 3/28/23 Executive and On Air staff attended DSSKY Hardwood Heroes.
- 3/24/23 Executive staff attended Norton's Children's Hospital Dance Big Red.

## 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".

Fall 2022 – Spring 2023

1 student (Creative Services)

### 3. Job Fairs

10/26 – 10/27/22 All departments participated in the Bowling Green Chamber of Commerce SCK Launch at the Knicely Center.

1/5/23 All departments participated in a station tour/job shadowing for Greenwood High School.

3/22/23 All departments participated in a station tour/job shadowing for Warren East High School.

3/28/23 All departments participated in a station tour/job shadowing for Jennings Creek Elementary School.

### 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 Anchor Training
- In House Director Training
- In House Editor Training
- In House Videographer Training
- In House Producer Training
- In House Production Training
- In House Traffic Training
- In House MCO Training
- In House Field Production Training
- In House Film Processing 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.