

WKYT-TV
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Digital Account Executive	1-15	6
Account Executive	1-15	9
Local Sales Manager	1-15	6
General Sales Manager	1-15	9
Administrative Assistant	1-15	6
Meteorologist/MMJ	1-15	4
Creative Services Producer	1-15	3
Creative Services Producer	1-15	12
Technical Media Producer	1-15	6
Digital Producer	1-15	3
Anchor/MMJ	1-15	3
Anchor/MMJ	1-15	12
Anchor/MMJ	1-15	12
Executive Producer	1-15	5
Executive Producer	1-15	5
Lifestyle Producer	1-15	5
Assistant News Director	1-15	5
Future Focus Intern-News	2-15	7
Future Focus Intern-News	2-15	13
Future Focus Intern-Sales	2-15	6
Multimedia Journalist	1-15	5
Multimedia Journalist-Sports	1-15	6
Videographer/Editor	1-15	3
Associate Producer	1-15	6
Producer	1-15	3
Producer	1-15	15
Producer	1-15	3
Multimedia Reporter	1-15	3
Multimedia Reporter	1-15	6

WKYT-TV
EEO PUBLIC FILE REPORT
 April 1, 2022 – March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	HANDSHAKE Online Recruitment Site used by: <i>Kentucky State University</i> <i>Eastern Kentucky University</i> <i>Asbury College</i> <i>University of Kentucky</i> <i>Lawrence Technological University</i> <i>Norfolk State University</i> <i>Northern Kentucky University</i> <i>The Craig Newmark Graduate School</i> <i>University of Alabama Birmingham</i> <i>Virginia State University</i>	Y	0
2	Gray TV Stations – jobs@gray.tv Jobs are automatically posted to www.indeed.com Chelsea Clements Gray Television, Inc. 4370 Peachtree Rd., NE Atlanta, GA 30319 (715)845-4211	N	0
3	WKYT / Gray.tv Website www.wkyt.com linked to www.gray.tv/careers	N	31
4	Walk In / Call In	N	16
5	WKYT Internal Candidate	N	6
6	WKYT Employee Referral	N	23
7	Gray Television Employee Referral	N	3
8	WKYT Commercial	N	0
9	Client Referral	N	5
10	Jobnetwork.com	N	0
11	tvspy.com	N	0
12	Gray Television Internal Candidate	N	5
13	Gray Recruiter	N	2
14	Youtube	N	3
15	Former WKYT/Gray Television Intern	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			95

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Job Fairs / Virtual Campus Visits	<p>WKYT participates in job/career fairs, and virtual campus visits with college students during the EEO reporting period. WKYT participated in the following events:</p> <ul style="list-style-type: none"> • WKYT News Director participated in campus forums with students from the following colleges/universities to discuss recruitment opportunities at WKYT and other Gray Media locations. <ul style="list-style-type: none"> • January 19, 2023 (virtual) University of Alabama • March 2, 2023 (in person) University of Maryland • WKYT Account Executive represented WKYT/Gray Television at Morehead State University's Career Fair on September 28, 2022.
2	Internship program	<p>WKYT offers a paid internship called the Future Focus Internship. During this reporting period, 3 Future Focus Interns participated at WKYT as follows:</p> <ul style="list-style-type: none"> • In the Spring of 2023 three (3) college students Filled a WKYT's Future Focus Internships in the News, and Sales Departments. They were students at the University of Kentucky (2), and Northwestern University (1).