

WHAS-TV
EEO PUBLIC FILE REPORT
December 3, 2015 - March 20, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Web Production Assistant	1-7, 10, 12, 14-15, 17, 19, 21-23, 25-32, 34-49	7
Anchor/Reporter	1-10, 12-23, 25-32, 34-38, 40-49	9
Anchor/Reporter	1-10, 12-23, 25-32, 34-38, 40-49	9
Master Control Operator	2, 4-8, 10, 13-15, 17-20, 22, 25-26, 28-31, 34, 36-37, 40, 42-44, 47-49	7
Master Control Operator	2, 4-8, 10, 13-15, 17-20, 22, 25-26, 28-31, 34, 36-37, 40, 42-44, 47-49	4
Account Manager	1-8, 10-15, 17-27, 29-32, 34-49	11
Account Manager	1-8, 10-15, 17-27, 29-32, 34-49	7
Regional Accountant	2, 4-8, 10, 13-15, 17-20, 22, 25-26, 29-31, 34, 36-37, 40, 42-44, 47-49	7
Account Executive	2, 4-7, 10, 13-15, 17-20, 22, 25-26, 29-31, 33-34, 36-37, 40, 42-44, 47-49	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : janetjohnson@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
2	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-285-2431 Url : http://cms.bsu.edu/ Email : kdrunyon2@bsu.edu Fax : 1-765-285-3757 Karen Runyon	N	0
3	Bellarmino College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Email : mba@mbaweb.org Fax : 1-502-452-8050 Ann Zenan	N	0
4	Bellarmino College 2001 Newberg Road Louisville, Kentucky 40205 Phone : 502-272-8157 Url : http://www.bellarmino.edu/ Email : fjones@bellarmine.edu Franeisha Jones	N	1
5	Brown Mackie College 3605 Fern Valley Road Louisville, Kentucky 40219 Phone : 502-810-6113 Url : https://www.brownmackie.edu/locations/louisville Email : eartman@brownmackie.edu Fax : 1-502-962-2791 Liz Artman	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Campbellsville University 1 University Drive Campbellsville, Kentucky 42718 Phone : 270-789-5000 Url : http://www.campbellsville.edu/ Email : tmelmore@campbellsville.edu Teresa Elmore	N	0
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	15
8	Careerbuilder 999 18th Street Denver, Colorado Alison Markenson Manual Posting	N	0
9	Current Employee/Internal Promotion	N	2
10	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
11	Employee Referral	N	1
12	Georgetown College 400 East College Street Georgetown , Kentucky 40324 Phone : 502-863-8122 Email : mba@mbaweb.org Fax : 1-502-868-7742 Jim Tussey	N	0
13	Glassdoor.com 100 Shoreline Highway Mill Valley , California Alison Markenson Manual Posting	N	0

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14	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0
15	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2275 Url : https://www.ius.edu/ Email : mprinz@ius.edu Fax : 1-812-941-2557 Lynn Prinz	N	0
16	Internal Candidate	N	1
17	Jefferson Community College 109 East Broadway Louisville, Kentucky 40202 Phone : 502-213-2208 Url : http://www.jefferson.kctcs.edu/ Email : fran.white@kctcs.com Fran White	N	0
18	juju.com New York New York , New York Alison Markenson Manual Posting	N	0
19	Kentucky Broadcasters Association 101 Enterprise Dr Frankfort, Kentucky 40601 Phone : 1-888-843-5221 Url : http://www.kba.org/ Email : laura@kba.org Laura Cole	N	0
20	Kentucky Career Center 2900 W Broadway Suite 100 Louisville, Kentucky 40211 Phone : 502-574-1173 Url : http://kentuckycareercenter.ky.gov/Home.aspx Email : natasha.cummings@kentuckianaworks.org Natasha Cummings	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Kentucky State University 400 East Main Street Frankfort, Kentucky 40601 Phone : 502-597-5948 Email : mba@mbaweb.org Fax : 1-502-597-6699 Veleria Shavers	N	0
22	Kentucky State University 400 East Main St. Frankfort, Kentucky 40601 Phone : 502-597-5948 Url : http://kysu.edu/ Email : annette.bruce@kysu.edu Fax : 1-502-597-6699 Annette Bruce	N	0
23	Lindsey Wilson College 210 Lindsey Wilson Street Columbia, Kentucky 42728 Phone : 270-384-8065 Email : careerservices@lindsey.edu Fax : 1-270-384-8434 Amy Wells	N	0
24	Linked In	N	1
25	Louisville Urban League 1535 West Broadway Louisville, Kentucky 40203 Phone : 502-566-3377 Url : http://www.lul.org/home Email : chaley@lul.org Fax : 1-502-561-6835 Colin Haley	N	0
26	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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27	Morehead State University 220 Allie Young Hall Morehead, Kentucky 40351 Phone : 606-783-2233 Email : mba@mbaweb.org Fax : 1-606-783-5018 Mike Hopper	N	0
28	Murray State University 102 Curris Center Murray, Kentucky 42071 Phone : 270-809-3117 Url : http://www.murraystate.edu/ Email : rkarraker@murraystate.edu Fax : 1-270-809-3516 Ray Karraker	N	0
29	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
30	National Black Media Coalition 1738 Elton Rd. #314 Silver Spring, Maryland Phone : (301) 445-2600 Email : nbmc2000@aol.com Fax : 1-301-593-3604 Pluria W. Marshall	N	0
31	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0
32	Nothern Kentucky University UC 230, Nunn Drive Highland Height, Kentucky 41099 Phone : 859-572-5680 Email : cdc@nku.edu Fax : 1-859-572-6996 Karen Chinetti	N	0

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33	Simply Hired 525 Almanor Avenue, 1000 Sunnyvale, California 94085 Phone : 3144445157 Alison Markenson Manual Posting	N	0
34	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
35	Spalding University 851 South Fourth Street Louisville, Kentucky 40203 Phone : 502-585-9911 Email : mba@mbaweb.org Fax : 1-502-588-7170 Connie Holland	N	0
36	Spalding University 845 South Third St. Louisville, Kentucky 40203 Phone : 502-873-4162 Url : https://spalding.edu/ Email : careers@spalding.edu Nikki Shedlestsky	N	0
37	Sullivan University 3101 Bardstown Rd Louisville, Kentucky 40205 Phone : 502-413-8600 Url : http://sullivan.edu/ Email : smannino@sullivan.edu Fax : 1-502-458-7467 Sam Mannino	N	0
38	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-341-5800 Email : mba@mbaweb.org Fax : 1-859-344-3607 Renee Noel	N	0

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39	Transylvania University 300 North Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Email : mba@mbaweb.org Fax : 1-859-233-8785 Susan Rayer	N	0
40	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
41	Union College 310 College Street Barbourville, Kentucky 40906 Phone : 606-546-1258 Email : mba@mbaweb.org Fax : 1-606-546-1522 Amanda Spencer	N	0
42	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
43	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859-257-2746 Url : http://www.uky.edu/ Email : sstokes@uky.edu Fax : 1-859-323-1085 Shawn Stokes	N	0

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44	University of Louisville 2301 South 3rd St Louisville, Kentucky 40208 Phone : 502-852-6701 Url : http://louisville.edu/ Email : mpreal01@louisville.edu Fax : 1-502-852-7007 Matt Real	N	0
45	University of the Cumberlands 7528 College Station Williamsburg, Kentucky 40769 Phone : 606-589-4259 Url : www.cumberlandcollege.edu Email : dharp@ucumberlands.edu Fax : 1-606-539-4136 Debbie Harp	N	0
46	Western Kentucky University One Big Red Way Bowling Green , Kentucky 42101 Phone : 270-745-3095 Email : dan.onitsuka@wku.edu Dan Onitsuka	N	0
47	Western Kentucky University 1906 College Heights Blvd. #11051 Bowling Green, Kentucky 42101 Phone : 270-745-3095 Url : https://wku-csm.symplicity.com/employers/ Email : robert.unseld@wku.edu Fax : 1-270-745-3094 Robert Unseld	N	0
48	Women in Communications 3337 Duke Street Alexandria, Virginia Phone : 410-647-5002 Url : www.womcom.org Fax : 1-703-342-4311 Career Service	N	0

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49	WorkOne New Albany 2125 State Street Ste. 16 New Albany, Indiana 47150 Phone : 812-948-6102 Url : http://www.1si.org Fax : 1-812-948-6118 Ron McKulick	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/15/2015	Establishment of training programs for station personnel	<p>Outcome: Participants will a) present strong, detailed, business evaluations for integrated media plans, b) be able to explain how each digital product produces specific client outcomes within required timeframes, and c) create and explain custom integrated media mix calendars with clients.</p> <p>Products: SEO, Social Media Management, Landing Pages, Email, Social Ads</p> <p>Audience: Account Executives in the middle 60% of digital sales generation and the DSM from each station.</p>	2	Director of Sales Digital Sales Manager
2	1/1/2016	Establishment of a mentoring program	Mentor/Mentee arrangement across TEGNA stations	1	Commercial Editor
3	1/7/2016	Participation in events sponsored by community groups	<p>The Hardin County Leadership group visited the station Thursday January 7th. The group is made up of about 40 people from various professions. The group's goal is to learn about different businesses and issues facing the region.</p> <p>We talked to members about how WHAS11 serves the community through news, digital and sales. We also gave them a tour of the studio and control room.</p> <p>The WHAS11 folks who spoke with the group include:</p> <p>Linda Danna, GM/President David Seals, Executive News Director Brian Ahladas, Director of Sales Kyle Higaki, Digital Content Director</p> <p>Anchors: Doug Proffitt Melissa Swan Derrick Rose Renee Murphy Rachel Platt Ben Pine Brooke Hasch</p>	11	General Manager News Director Director of Sales Digital Content Director