

WHAS-TV
EEO PUBLIC FILE REPORT
March 21, 2017 - March 20, 2018

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
Multi-Platform Producer	2-6, 8-9, 11-12, 14, 16-19, 21-31, 33-39, 41	9
Visual Journalist and Storyteller	2-3, 5-6, 9, 11-12, 14, 16-19, 21-23, 27-29, 31, 33-35, 37-39, 41	9
Local Sales Manager	2-3, 5-6, 10-14, 16-23, 27-29, 31-35, 37-39, 41	32
Multi-Skilled Meteorologist	2-3, 5-6, 11-12, 14, 16-19, 21-23, 27-29, 31, 33-35, 37-41	6
Multi-Platform Producer	1-3, 5-7, 11-12, 14-23, 27-29, 31-35, 37-39, 41	20
Multi-Platform Producer	1-3, 5-7, 11-12, 14-23, 27-29, 31-35, 37-39, 41	32
Facilities Technician	2-3, 5-6, 9, 11-12, 14, 16-19, 21-23, 27-29, 31, 33-34, 37-39, 41	9
Digital Content Producer	1-3, 5-6, 9, 11-12, 15-19, 21-22, 27-29, 31, 33-34, 37-39, 41	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Advertising Federation 130 St. Matthews Avenue Suite 302 Louisville, Kentucky 40207 Phone : 5028952500 Url : http://aaflouisville.org/index.php Email : allison@aaflouisville.org Allison Deely	N	0
2	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-285-1522 Url : http://cms.bsu.edu/ Email : careercenter@bsu.edu Fax : 1-765-285-3757 Career Center Career Center	N	0
3	Bellarmino College 2001 Newberg Road Louisville, Kentucky 40205 Phone : 502-272-7242 Url : http://www.bellarmino.edu/ Email : mreal@bellarmine.edu Matt Real	N	0
4	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
5	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

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6	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	3
7	Corporate Recruiter	N	1
8	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
9	Employee Referral	N	7
10	Former Employee	N	1
11	Glassdoor.com 100 Shoreline Highway Mill Valley , California Alison Markenson Manual Posting	N	1
12	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
13	Indeed.com	N	2
14	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2389 Url : https://www.ius.edu/ Email : ckummer@ius.edu Fax : 1-812-941-2557 Michelle Clements	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
15	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
16	juju.com New York New York , New York Alison Markenson Manual Posting	N	0
17	Kentucky Broadcasters Association 101 Enterprise Dr Frankfort, Kentucky 40601 Phone : 1-502-848-0426 Url : http://www.kba.org/ Email : Karen@kba.org Karen Blackwell Mucci	N	0
18	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
19	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
20	Linked In	N	3

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21	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
22	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
23	NAACP Louisville Branch 1245 Catalpa Ct Louisville, Kentucky 40211 Phone : 502-776-7608 Url : http://lounaACP.org/ Email : rcunnin3@bellsouth.net Raul Cunningham	N	0
24	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bermail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
25	National Black Media Coalition 1738 Elton Rd. #314 Silver Spring, Maryland Phone : (301) 445-2600 Email : nbmc2000@aol.com Pluria W. Marshall	N	0
26	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlja.org Email : info@nlja.org Career Service	N	0

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27	Ohio Center for Broadcasting 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis Moore	N	0
28	Simply Hired 525 Almanor Avenue, 1000 Sunnyvale, California 94085 Phone : 3144445157 Alison Markenson Manual Posting	N	0
29	Society of Broadcast Engineers 9102 Meridian Street Suite 150 Indianapolis, Indiana 462260 Url : sbe.org Email : jporay@sbe.org Alison Markenson	N	0
30	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
31	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
32	Station Website	N	10
33	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

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34	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	1
35	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holoway	N	0
36	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
37	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859-257-0550 Url : http://www.uky.edu/ Email : hireblue@uky.edu Meghan Pippenger	N	0
38	University of Louisville 2211 South Brook Street Louisville, Kentucky 40202 Phone : 502-852-7363 Url : http://louisville.edu/ Email : Caroline.houchins@louisville.edu Fax : 1-502-852-7007 Caroline Houchins	N	0

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39	Western Kentucky University 1906 College Heights Blvd. #11051 Bowling Green, Kentucky 42101 Phone : 270-745-3095 Url : https://wku-csm.symplicity.com/employers/ Email : employeerelations@wku.edu Fax : 1-270-745-3094 Rachel Jones	N	0
40	Word of Mouth Referral	N	1
41	WorkOne New Albany 2125 State Street Ste. 16 New Albany, Indiana 47150 Phone : 812-941-6451 Url : http://www.lsi.org Email : jwebb@dwd.in.gov Jim Webb	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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	3/21/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	1	HRBP
2	3/21/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	140	All Employees
3	4/20/2017	Participation in Job Fairs	WHAS11 participated in the WorkOne Job Fair held in Southern Indiana.	1	Executive Assistant
4	5/16/2017	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that the workplace is free of discrimination and harassment. An online video-based harassment prevention training course was delivered for all employees. Face-to-face training conducted by Labor Relations was delivered to all supervisor and managerial level employees. The goal was to provide employees with the necessary tools and information to maintain a harassment free workplace.	140	President & GM Director of Technology News Director Marketing Director
5	5/17/2017	Establishment of training programs for station personnel	TEGNA legal department conducted a performance management seminar for all station people managers which provided an overview for managing employee performance and conduct issues. The following topics were addressed: attendance and conduct issues, ethics violations, performance concerns, and safety violations. Progressive discipline process training was provided and an overview of the performance improvement planning process.	21	President & GM Director of Technology News Director Marketing Director

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6	6/5/2017	Establishment of an intern program designed to assist members of the community	WHAS actively recruits students attending accredited colleges and universities. The program offers the intern/student active participation in a professional broadcast setting gaining hands on experience that can not be obtained in a classroom setting. Interns are paid and earn credit. The station hosted 1 News and 1 Marketing Summer intern.	2	News Director Marketing Director
7	6/26/2017	Establishment of training programs for station personnel	News Director, Digital Director and Marketing Director attended a 2017 Content Summit in VA. Topics include: knowing your brand, knowing your audience, product innovation, and people management. 6/26-6/29.	2	Marketing Director News Director
8	6/27/2017	Establishment of training programs for station personnel	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	HRBP
9	9/21/2017	Participation in Job Fairs	WHAS 11 participated in the Southern Indiana & Metro Louisville Jobs and Career Fair. This is a two-day event bringing together employers, students, parents and workers looking to enhance their future through career exploration and recruitment	1	Executive Assistant
10	12/7/2017	Establishment of training programs for station personnel	Corporate Digital Team conducted three screen (TV, Computer, Mobile) digital social training at the station. A one day session was held with all content producing employees including weather and sports.	68	MSJ Producer Manager Editors.Directors

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11	1/26/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	140	All Employees
12	2/15/2018	Participation in Job Fairs	Bellarmine University's Communication Professionals Showcase	2	Local Sales Manager Account Executive