

WAVE - TV

EEO PUBLIC FILE REPORT

April 1, 2017 to March 31, 2018

I. VACANCY LIST

See **Master List of Recruitment Sources** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hires
Producer	1-30, 51	20
Media Sales Consultant	1-30, 51	41
Media Sales Consultant	1-30, 51	21
Photog/MMJ	1-30, 51	38
Investigative Reporter	1-30, 51	20
Master Control Operator	1-30, 51	38
Producer	1-30, 51	37
Marketing Producer	1-30, 51	38
Assistant News Specialist	1-30, 51	41
News Content Specialist	1-30, 51	20
Digital Sales Manager	1-30, 47, 50, 51	38
Assistant News Specialist	1-28, 51	47
Sr DSS	1-30, 47	40
Assistant News Specialist	1-29, 51	21
Master Control Operator	1-30, 51	21
Marketing Manager	1-30, 47, 51	38
Digital Content Manager	1-30, 51	38
Digital Lifestyle Content Producer	1-30, 51	38
Asst. News Specialist	1-30, 51	39
Success Manager	1-30, 51	20
Media Sales Consultant	1-30, 51	38
Digital Content Producer	1-30, 51	38
Multimedia Journalist	1-30, 51	37
Digital Content Producer	1-30, 51	38
Digital Content Producer	1-30, 51	37
News Content Specialist	1-30, 51	38
Audience Development & Brand Mgr.	1-30, 51	37
Political Reporter/MMJ	1-30, 51	37
Master Control	1-30, 51	38
Reporter/MMJ	1-30, 51	38

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II. MASTER LIST OF RECRUITMENT SOURCES

**Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<u>*Source #</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Adress</u>	<u>Website</u>	<u>Phone Number</u>	<u># of Interviews</u>
COMMUNITY SOURCES						
1	Bellarmine University	Matt Real	mreal@bellarmine.edu	collegecenter.com/bellarmine	502) 272-7242	
2	Campbellsville University	H. Keith Spears	hkspears@campbellsville.edu		502-753-0264	
3	Eastern KY University		career@eku.edu	https://ekucsm.symplicity.com/employers/index.php?au=&ck=	859) 622-2765	
*4	Illinois Center for Broadcasting	franchesc a Muller	fmuller@beonair.com		216-9304339	
5	Murray State University	Regina Hudspeth	msu.hirearacer@murraystate.edu		270-809-3375	
6	Presbyterian Theological Seminary	Kylen Gray	kgray@lpts.edu		(502) 895-3411	
7	Spalding University	Kelly Cogar	kcogar@spalding.edu Careers@spalding.edu nshedletsky@spalding.edu		(502) 585-9911	
8	Specs Howard School of Broadcasting	Tony Sherock	tsheroock@specshoward.edu		(248) 358-9000	
*9	Sullivan University	Michael Bramlage Sam Mannino	mbramlage@sullivan.edu smannino@sullivan.edu		(502) 413-8600	
10	U of K School of Journalism	Elizabeth Ryan "Scoobie"	scoobie@uky.edu		(859) 257-4362	
11	University of Louisville	Trey Lewis Mary Andrade	trey.lewis@louisville.edu mary.andrade@louisville.edu	www.louisville.edu/careers	(502) 852-4740	
12	Western KY University	Rachel Jones	Career Placement, Big Red Way, Bowling Green, KY 42101	employerrelations@wku.edu	(270) 745-3095	

13	Lindsey Wilson College	Ashley Miller	210 Lindsey Wilson St Columbia, KY 42728	careerservices@lindsey.edu	270-384-8164	
14	No. KY. University	Juliane Stockman	UC 225 Highland Heights KY 41099	careerservices@nku.edu	859-572-5900	
15	University of the Cumberlands	Justin Durbin	7528 College Station Dr Williamsburg, KY. 40769	career.services@ucumberlands.edu	606-589-4259 800-848-1609	
16	Louisville Urban League	E. Woods	ewoods@lul.org	ewoods@lul.org	(502) 585-4622	
17	Medialine	Paul Brewer	medialine@medialine.com	http://www.medialine.com/jobsubmit.htm	706.364.7564	
18	NAJA- Native American Journalist Assoc	Debra Valentino	dvalentino@naja.com	http://naja.com	405.325.1649	
19	Presbyterian Church-aka/Presbyterian Mission Agency	Cathy Holland	cathy.holland@pcusa.org	www.louisville.edu/careers	(502) 569-5999	
20	Raycom website			http://www.raycommedia.com/careers/default.aspx		25
21	WAVE TV website			www.wave3.com		21
22	WAVE TV On-Air Announcement		725 S Floyd St Louisville, KY 40203	sosborne@wave3.com	502-561-4140	
23	University Of Missouri	Kent Collins	collinsks@missouri.edu	& Annual recruiting Visits	573-882-1957	2
24	Morehead State University	Megan Boone	careerservices@moreheadstate.edu	https://morehead-csm.symplicity.com/employers/	(606)783-2221	
25	Black Achievers Office	Lyn Johnson	ljohnson@ymcalouisville.org		502-587-7405	
ADDITIONAL SOURCES						
26	WorkOne		1613 E. 8th St. Jeffersonville, IN 47130		(812) 283-6595 FX: 812 948-6118	
27	University of Kentucky Minority Affairs		408 Rose Street, Lexington, KY		FAX: 859-323-1085	
28	Advertising Federation of Lou.	Liz Floore	200 Distillery Commons, Louisville, KY	www.aafloouisville.org	502-895 2500	1
29	TV Jobs.com	Mark Holloway	admin@tvjobs.com	www.tvjobs.com	800-374-0119	4
30	Asian American Journalist Assoc			http://jobs.aaja.org		
31	Brown-Mackie College	Laurel Hunt	3605 Fern Valley Road, Louisville, KY 40219	www.brownmackie.edu	(502) 810-6113	
32	Indiana University	Cathy Denton	4201 Grant Line Road, New Albany, IN	http://www.ius.edu/careerservices/	(812) 941-2274	
33	Transylvania University		300 N. Broadway Lextington, KY 40508	https://trans-csm.symplicity.com	859-233-8193	
34	Jefferson Tech School		727 West Chestnut Street, Louisville, KY		(502) 595-4421	
35	Sullivan College of Tech	Barbara Moore	3901 Atkinson Square Drive, Louisville, KY 40218		(502) 456-6509	
36	Jefferson Comm College		109 E. Broadway, Louisville, KY	www.crew.cc	(502) 213-4520	

37	WAVE-TV/Raycom Employee Referral					20
38	WAVE/Raycom current employee					34
39	Previous Employee/Intern					2
40	Various external sources					7
41	Other-Industry referral or website HR did not post to: Scraped sites					20
42	Nat'l Association of Black Journalist	Placement Office	1100 Knight Hall Ste 3100 College Park, MD 20741	www.NABJ.org	301-405-0248 FX- 301-314-1714	
43	Talent Agent					
44	Society of Broadcast Engineers;			www.sbe.org		
45	Rick Gevers Newsletter	Rick Gevers	rick@rickgevers.com		317-769-7900	
46	Indeed.com			Indeed.com		
47	LinkedIn			LinkedIn.com		4
48	Facebook			Facebook.com		
49	Spots n Dots			spotsndots.com		
50	Raycom Recruiter	Jamie Bianchi		jbianchi@raycommedia.com		3
51	KY. Assoc. of Broadcasters			kba@kba.org		1
					TOTAL	144

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Listing of each Upper Level category opening in online job banks whose membership includes substantial participation by women & minorities

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Listing of all active job openings in the following sites: U of L, UK Minority Affairs, Louisville Urban League, NAJA-Native American Journalist Association, Black Achievers Office, AAJA-Asian American Journalist Association

Names of Station Personnel involved in Initiative:

Sandy Osborne Executive assistant/Human Resources

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Mondays (periodically through-out the year)

Describe Nature of Initiative:

Joblink Monday - Produce on-air job bank to promote outreach

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WAVE produces a weekly on-air joblink for local employers to promote their job openings during our Monday night 5PM; 5:30; and 6PM newscasts. WAVE provides the on-air promotion throughout the newscasts and announces various job openings, while employment counselors are set up at phone banks and computers to take calls from potential candidates.

Some of the employers who have participated are: Incipio Workforce Development, Aire Serv HVAC, McDonalds, The Job Store, Olameter, Flex Film

Names of Station Personnel involved in Initiative:

Michael Vanover- Air Talent & Media Sales Consultant
Steve Kirkland – Air Talent & IT Manager
Serenity Hughes- Media Sales Consultant
Holly Ball- Media Sales Consultant
Jean Turnbough- Media Sales Consultant

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): on going

Describe Nature of Initiative:

Applicant Outreach to Community Sources

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WAVE airs the following :45 spot approximately 2-3 times monthly: "WAVE-TV, a Raycom Media Station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to WAVE-TV Personnel, 725 South Floyd Street, Louisville, KY 40203".

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Names of Station Personnel Involved in Initiative:

Sandy Osborne, Executive Assistant/Human Resources

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 4-5-2017

Describe Nature of Initiative:

Campbellsville University- Career Fair provides the opportunity to recruit Campbellsville University students for full-time, part time and/or internships opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Set up booth at Career Fair at Campbellsville University to recruit & provide information about jobs/internships with WAVE 3 News

Names of Station Personnel involved in Initiative:

Sandy Osborne – Executive Assistant/ HR coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Feb. 15, 2018

Describe Nature of Initiative: Job Fair/Recruitment

Bellarmino College 2018 Career Fair provides the opportunity to recruit Bellarmine University students for full-time, part time and/or internships opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Set up booth at Career Fair at Bellarmine College to recruit & provide information about jobs/internships with WAVE 3 News

Names of Station Personnel involved in Initiative:

Sandy Osborne – Executive Assistant/ HR coordinator
Ken Selvaggi- VP/General Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): on going

Describe Nature of Initiative:

Speaking events designed to inform & educate students about careers in broadcasting & employment opportunities

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Speaking to journalism & communication students at University of Louisville, Gilmore Ln Elementary, Byck Elementary School, Barret Traditional Middle School, Fern Creek Elementary, IUS non-Traditional, Okolona Elementary, Simpsonville Elementary, Clear Creek Elementary, Ballard High School, Chance School, Rangeland Elementary, Blake Elementary School, St Gabriel School, Roby Elementary, Whitney Young Elementary

4/11/17, 5/2/17, 5/12/17, 5/23/17, 7/7/17, 7/18/17, 8/11/17, 8/17/17, 10/23/17, 10/24/17, 1/9/18, 1/18/18, 1/19/18, 2/19/18, 2/27/18, 3/1/18, 3/8/18, 3/16/18

Names of Station Personnel Involved in Initiative:

Kent Taylor-Sports Director	Dawne Gee - Anchor
Ryan Hoke- Meteorologist	Kendrick Haskins-Sports Reporter
Scott Reynolds-Anchor	Carolyn Williams-Assistant News Director
Julian Glover – Reporter	
John Wise-Director of Digital Media	
Brian Goode- Meteorologist	

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Job Shadowing Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

By allowing students to "shadow" employees/departments for an entire day, it exposes high school and college students to various careers in broadcasting. During this reporting WAVE hosted students from various schools – St. X High School, Silver Creek High School, Eastern High School, KY. Country Day, Bullitt East High School, Christian Academy, Assumption High School

Names of Station Personnel involved in Initiative:

Brian Winner- Sports	Scott Reynolds- Anchor
Kent Taylor – Sports Director	Brian Goode - Meteorologist
Ryan Hoke- Meteorologist	
Shannon Cogan- Anchor	
Carolyn Williams – Assistant News Director	

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WAVE offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university, and by receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the stations, including News, Marketing/On-Air Promotions, Programming, Sales, and Production. All internships are non-paid, so students must be receiving academic credit to work or observe at the stations. Hours can be flexible, to accommodate class schedules and school requirements; however, most interns are usually required to attend a minimum of 15-20 hours per week.

During the reporting period the station offered internships to students in News, Marketing, Sports and weather from the following colleges: Western KY; University of Louisville; Am. University DC; Michigan State University; Campbellsville University; Indiana South East

Names of Station Personnel Involved in Initiative:

Carolyn Williams- Assistant News Director
Kent Taylor – Sports Director
Kevin Harned – Chief Meteorologist
Rob Thomas – Marketing Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Speaker's Bureau. Community Events designed to inform & educate public about broadcast employment opportunities

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WAVE supplies speakers for events sponsored by civic and community organizations and schools. Each time a staff member is sent into the community, the awareness level of broadcasting as a career option is raised, even when that is not the primary theme of the event.

Names of Station Personnel Involved in Initiative:

Carolyn Williams- Assistant News Director	Shannon Cogan-Anchor
John Boel- News Anchor	Ken Selvaggi – VP/GM
Connie Leonard- Reporter	
Brian Goode- Meteorologist	
Dawne Gee- News Anchor	
Scott Reynolds- Anchor	
Ryan Hoke- Meteorologist	
Kevin Harned- Meteorologist	
Kent Taylor-Sports Director	

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Nov.28, 2017

Describe Nature of Initiative:

Participate in Training on EEO requirements by Covington & Burlington.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Provide training to station personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

Names of Station Personnel involved in Initiative:

Ken Selvaggi- VP/General Manager
Sandy Osborne- Executive Assistant/ HR Coordinator