

# WAVE - TV

## EEO PUBLIC FILE REPORT

April 1, 2018 to March 31, 2019

### I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
MMJ/Reporter	1-32, 49	40
Media Sales Consultant	1-32, 49	39
Media Sales Consultant	1-31	40
News Content Specialist	1-32, 49	41
MMJ/Wk. End Anchor	1-32,49	40
MMJ/Reporter	1-32, 49	42
News Content Specialist	1-32, 49	25
News Content Specialist	1-32, 49	40
Master Control Operator	1-32, 49	30
Meteorologist/Reporter	1-32, 49	40
Sr. Digital Sales Specialist	1-32, 49	50
News Content Specialist	1-32, 49	40
News Content Specialist	1-32, 49	25
News Content Specialist	1-32, 49	49
MMJ/Reporter	1-31, 49	40
Account Executive	1-31, 49	39

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### II. MASTER LIST OF RECRUITMENT SOURCES

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

*Source #	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	# of Interviews
<b>COMMUNITY SOURCES</b>						
1	Bellarmine University	Matt Real	<a href="mailto:mreal@bellarmine.edu">mreal@bellarmine.edu</a>	<a href="http://collegecenter.com/bellarmine">collegecenter.com/bellarmine</a>	502) 272-7242	
2	Campbellsville University	H. Keith Spears	<a href="mailto:hkspears@campbellsville.edu">hkspears@campbellsville.edu</a>		502-753-0264	
3	Eastern KY University	?	<a href="mailto:career@eku.edu">career@eku.edu</a>	<a href="https://ekucsm.symplicity.com/employers/index.php?au=&amp;ck">https://ekucsm.symplicity.com/employers/index.php?au=&amp;ck</a>	859) 622-2765	
4*	Illinois Center for Broadcasting	franchesc a Muller	<a href="mailto:fmuller@beonair.com">fmuller@beonair.com</a>		216-9304339	
5	Murray State University	Regina Hudspeth	<a href="mailto:msu.hirearacer@murraystate.edu">msu.hirearacer@murraystate.edu</a>		270-809-3375	
6	Presbyterian Theological Seminary	Kylen Gray	<a href="mailto:kgray@lpts.edu">kgray@lpts.edu</a>		(502) 895-3411	
7	Spalding University	Kelly Cogar	<a href="mailto:kcogar@spalding.edu">kcogar@spalding.edu</a> <a href="mailto:Careers@spalding.edu">Careers@spalding.edu</a> <a href="mailto:nshedletsky@spalding.edu">nshedletsky@spalding.edu</a>		(502) 585-9911	
8	Specs Howard School of Broadcasting	Tony Sherock	<a href="mailto:tsherock@specshoward.edu">tsherock@specshoward.edu</a>		(248) 358-9000	
9*	Sullivan University	Sam Mannino	<a href="mailto:smannino@sullivan.edu">smannino@sullivan.edu</a>		(502) 413-8600	
10	U of K School of Journalism	Elizabeth Ryan "Scoobie"	<a href="mailto:scoobie@uky.edu">scoobie@uky.edu</a>		(859) 257-4362	
11	University of Louisville	Trey Lewis Mary Andrade	<a href="mailto:trey.lewis@louisville.edu">trey.lewis@louisville.edu</a> <a href="mailto:mary.andrade@louisville.edu">mary.andrade@louisville.edu</a>	<a href="http://www.louisville.edu/careers">www.louisville.edu/careers</a>	(502) 852-4740	
12	Western KY University	Rachel Jones	Career Placement, Big Red Way, Bowling Green, KY 4210 <a href="mailto:employerrelations@wku.edu">employerrelations@wku.edu</a>		(270) 745-3095	1
13	Lindsey Wilson College	Ashley Miller	210 Lindsey Wilson St Columbia, KY 42728 <a href="mailto:careerservices@lindsey.edu">careerservices@lindsey.edu</a>		270-384-8164	

14	No. KY. University	Juliane Stockman	UC 225 Highland Heights KY 41099 <a href="mailto:careerservices@nku.edu">careerservices@nku.edu</a>		859-572-5900	
15	University of the Cumberlands	Justin Durbin	7528 College Station Dr Williamsburg, KY. 40769 <a href="mailto:career.services@ucumberland.edu">career.services@ucumberland.edu</a>		606-589-4259 800-848-1609	
16	Louisville Urban League	E. Woods	<a href="mailto:ewoods@lul.org">ewoods@lul.org</a>		(502) 585-4622	
17	Medialine	Paul Brewer	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	<a href="http://www.medialine.com/jobsubmit.htm">http://www.medialine.com/jobsubmit.htm</a>	706.364.7564	1
18	NAJA- Native American Journalist Assoc	Debra Valentino	<a href="mailto:dvalentino@naja.com">dvalentino@naja.com</a>	<a href="http://naja.com">http://naja.com</a>	405.325.1649	
19	Presbyterian Church- aka/Presbyterian Mission Agency	Cathy Holland	<a href="mailto:cathy.holland@pcusa.org">cathy.holland@pcusa.org</a>	<a href="http://www.louisville.edu/careers">www.louisville.edu/careers</a>	(502) 569-5999	
20	University of Missouri	Kent Collins	<a href="mailto:collinks@missouri.edu">collinks@missouri.edu</a>	& Annual recruiting Visits	573-882-1957	1
21	Morehead State University	Megan Boone	<a href="mailto:careerservices@moreheadstate.edu">careerservices@moreheadstate.edu</a>	<a href="https://morehead-csm.symplicity.com/employers/">https://morehead-csm.symplicity.com/employers/</a>	(606)783-2221	
22	Black Achievers Office	Lyn Johnson	<a href="mailto:ljohnson@ymcalouisville.org">ljohnson@ymcalouisville.org</a>		502-587-7405	
23	Ky Broadcasters Assoc.		<a href="mailto:KBA@KBA.org">KBA@KBA.org</a>			
24	Raycom website			<a href="http://www.raycommedia.com/careers/default.aspx">http://www.raycommedia.com/careers/default.aspx</a>		7
25	WAVE TV website			<a href="http://www.wave3.com">www.wave3.com</a>		9
26	WAVE TV On-Air Announcement	Sandy Osborne	725 S Floyd St Louisville, KY 40203 <a href="mailto:sosborne@wave3.com">sosborne@wave3.com</a>		502-561-4140	
<b>ADDITIONAL SOURCES</b>						
27	WorkOne		1613 E. 8th St. Jeffersonville, IN 47130		(812) 283-6595 FX: 812 948-6118	
28	University of Kentucky Minority Affairs		408 Rose Street, Lexington, KY		FAX: 859-323-1085	
29	Advertising Federation of Lou.	Liz Floore	200 Distillery Commons, Louisville, KY	<a href="http://www.aafloouisville.org">www.aafloouisville.org</a>	502-895 2500	
30	TV Jobs	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	800-374-0119	2
31	Asian American Journalist Association - AAJA			<a href="http://jobs.ajaa.org">http://jobs.ajaa.org</a>		
32	Natl Assoc. Hispanic Journalist - NAHJ		<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>	<a href="http://www.nahicareercenter.com">www.nahicareercenter.com</a>		
33	Brown-Mackie College	Laurel Hunt	3605 Fern Valley Road, Louisville, KY 40219	<a href="http://www.brownmackie.edu">www.brownmackie.edu</a>	(502) 810-6113	
34	Indiana University	Cathy Denton	4201 Grant Line Road, New Albany, IN	<a href="http://www.ius.edu/careerservices/">http://www.ius.edu/careerservices/</a>	(812) 941-2274	
35	Transylvania University		300 N. Broadway Lexington, KY 40508	<a href="https://transy-csm.symplicity.com">https://transy-csm.symplicity.com</a>	859-233-8193	
36	Jefferson Tech School		727 West Chestnut Street, Louisville, KY		(502) 595-4421	

37	Sullivan College of Tech	Barbara Moore	3901 Atkinson Square Drive, Louisville, KY 40218		(502) 456-6509	
38	Jefferson Comm College		109 E. Broadway, Louisville, KY	<a href="http://www.crew.cc">www.crew.cc</a>	(502) 213-4520	
39	WAVE-TV/Gray Employee Referral					10
40	WAVE/Gray current employee					17
41	Previous Employee/Intern					3
42	Raycom Recruiter					2
43	Various external sources					15
44	Scraped Postings					1
45	Spots n Dots			<a href="http://spotsndots.com">spotsndots.com</a>	301-405-0248 FX- 301-314-1714	
46	Talent Agent					
47	Society of Broadcast Engineers;			<a href="http://www.sbe.org">www.sbe.org</a>		
48	Rick Gevers Newsletter	Rick Gevers	<a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>		317-769-7900	
49	Indeed.com			<a href="http://Indeed.com">Indeed.com</a>		1
50	LinkedIn			<a href="http://LinkedIn.com">LinkedIn.com</a>		4
51	Facebook			<a href="http://Facebook.com">Facebook.com</a>		
52	Nat'l Association of Black Journalist	Placement Office	1100 Knight Hall Ste 3100 College Park, MD 20741	<a href="http://www.NABJ.org">www.NABJ.org</a>	301-405-0248 FX- 301-314-1714	1
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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 – EEO Coordinator

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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, R&B Roofing and Remodeling, The Job Center, Amazon, Kelly Services, Mortenson Family Dental

**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

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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 5-15 times monthly: "WAVE 3 News, a Gray Television 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 our 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 job opening and ask you to refer individuals to us for consideration. Send your request in writing to: WAVE 3 News Personnel 725 South Floyd St. Louisville, Kentucky 40203."

**Names of Station Personnel involved in Initiative:**

Sandy Osborne – EEO Coordinator

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** 4-12-18

**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 – EEO 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 Okolona Elementary, Christian Academy, St. Bernard's, Mind Body & Child Academy, St Matthews Elementary, Middletown United Methodist Church, St Gabriel's School, North Hardin Christian School, Louisville Adventist Academy, Islamic School of Louisville, KY School for the Blind, St James School, Salem Middle School, Shepherdsville Elementary School, St Albert the Great

4/22/18, 4/24/18, 5/18/18, 7/23/18, 8/20/18, 11/10/18, 1/28/19, 1/29/19, 2/7/19, 2/12/19, 2/22/19, 2/28/19, 3/15/19, 3/19/19, 3/28/19

**Names of Station Personnel involved in Initiative:**

Dawne Gee - Anchor  
Ryan Hoke- Meteorologist  
John Boel - Anchor  
Shannon Cogan - Anchor  
Tawana Andrew - 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 – Bullitt East High School, College of Charleston, Floyd Central High School, University of Louisville, Trinity High School, Corydon Central High School, Manual High School, Thomas Nelson High School

**Names of Station Personnel involved in Initiative:**

Ryan Hoke- Meteorologist  
Carolyn Williams- Asst. News Director  
Mike Fussell – Reporter  
Rachael Krause – Reporter  
Justin Hawkins – Photojournalist  
Kristi Schank- Assignment Manager  
Natalia Martinez - Reporter  
Shannon Cogan-Anchor

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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:

**Summer- 8 interns** Northern KY. University, University of St. Frances-Ft. Wayne, University of Oklahoma, (2) Western KY. University, Spalding University, Georgetown College, Florida State University

**Fall- 1 Intern-** Simmons College

**Winter-1 intern-** Western Ky. University

**Spring- 4 Interns** – Simmons College, Bellarmine College, University of KY, Eastern KY. University

**Names of Station Personnel involved in Initiative:**

Carolyn Williams- Assistant News Director  
Kent Taylor – Sports Director

Kevin Harned – Chief Meteorologist  
Kris Baete – 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	