WDRB-TV/WMYO-TV

ANNUAL EEO PUBLIC FILE REPORT

****

This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WMYO-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2007 to and including March 31, 2008.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;

3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

> WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@fox41.com.

It is the policy of WDRB-TV and WMYO-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

WDRB-TV/WMYO-TV

APPENDIX 1 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
1. Account Manager #1 10/26/2006	1-26, 30	fox41.com 11/12/2007	9
2. Account Executive #1 5/1/2007	1-26, 30, 37	Employee Referral 8/27/2007	9
3. Account Manager #2 5/1/2007	1-26, 30	fox41.com 1/7/2008	See #1 above
4. Morning Assoc. Producer 5/21/2007	1-26	Employee/client referral 6/4/07	3
5. Morning Feature Reporter 7/2/2007	1-26	Employee Referral 9/24/2007	3
6. News Photographer #1 7/3/2007	1-27	tvjobs.com 10/9/2007	4
7. Morning News Prod. #1 7/3/2007	1-27	tvjobs.com 9/17/2007	2
8. Account Executive #2 11/01/2007	1-26, 30, 37, 38, 44	fox41.com 11/12/2007	See #2 above
9. Morning News Prod. #2 3/14/2008	1-27, 38, 44		Open
10. News Photographer #2 10/23/2007	1-27	tvjobs.com 1/7/2008	See #6 above
11. Sports Reporter/Photog. 10/17/2007	1-27	tvjobs.com 11/13/2007	3
12. Accountant #1 10/19/2007	1-26, 31, 44	jobnewslouisville.com 11/12/2007	11
13. Accountant #2 10/19/2007	1-26, 31, 44	Courier/Careerbuilder.com 12/10/2007	See #12 above
14. Traffic Manager 11/13/2007	1-26, 38	Employee Referral 1/21/2008	1
15. News Topical Writer/Prod. 12/6/2007	1-26, 38, 45	602communications.com 1/31/2008	3
16. General Assign. Reporter 12/18/2007	1-26	Employee Referral 1/28/2008	2
17. Web Manager 1/17/2008	1-26, 38	Employee Referral 1/31/2008	2
18. Online Sales Consultant 3/31/2008	1-26, 30, 38, 44		Open

Total Number of Persons Interviewed During Applicable Period: 52

Appendix 2 - RECRUITMENT SOURCE LIST

RS #	RS INFORMATION	# OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2007-MARCH 31, 2008

*** Entitled to receive notification of job openings**

*1 Iverson Warinner
Spalding University
851 S. 4th Street
Louisville, KY 40203
(502)585-9911

*2 Mrs. Booker
AARP
600 W. Cedar Street
Louisville, KY 40203
(502)584-0309

3 Milton Finger
Lou. Metro Dept. of Human Resources
517 Court Place, Suite 301
Louisville, KY 40202
(502)754-3601

4 KY Dept. of Employment Services
c/o Order Taking Unit
600 W. Cedar Street
Louisville, KY 40203
(502)574-3601

*5 I.D.E.T.S.
Indiana State Employment Services
P.O. Box 1287
New Albany, IN 47151-1287
(812)948-6102

6 Richard Brooks
Career Develop. Center/Skills Bank
Louisville Urban League
1535 West Broadway
Louisville, KY 40203
(502)585-4622

*7 University of Louisville
Office, Placement & Coop. Education
Floyd Street/Cardinal Blvd.
Louisville, KY 40292
(502)852-5555

*8 Community Action Agency
Jeannie Gough
P.O. Box 2197
Louisville, KY 40201-2197
(502)574-1157

9 Ann Zeman
Bellarmine College
2001 Newburg Road
Louisville, KY 40205-0671
(502)452-8000

*10 Debbie Chandler
KY Dept. of Vocational Rehab.
200 Juneau Dr., Suite 2
Louisville, KY 40243
(502)254-3195

11 Jeanette Carroll
Neighborhood Place
4401 Rangeland Road
Louisville, KY 40219
(502)962-3160

12 Jo Frye
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6507

*13 Debra Eberle or Lynn Prinz
Indiana University Southeast
4201 Grantline Road
New Albany, IN 47150
(812)941-2265

14 Mary Fewell
AD2 Job Bank
3400 Robards Court
Louisville, KY 40218

15 Melvin Turner
Minority Affairs Services Bldg.
University of Louisville
Louisville, KY 40292
(502)852-5555

*16 Michelle Pruitt
Center for Women & Families
226 West Breckinridge Street
Louisville, KY 40201

	(502)753-3204	
17	Sherman Bush Jefferson Community College 109 East Broadway Louisville, KY 40202 (502)584-2327	
18	Sherry Klein Sullivan College 3101 Bardstown Road Louisville, KY 40205 (502)456-6504	
*19	Jennifer Harris Lincoln Foundation 233 West Broadway, Suite 400 Louisville, KY 40202 (502)585-4733	
20	Fox41.com 624 W. Muhammad Ali Blvd. Louisville, KY 40203 (502)584-6441	14
*21	Harbor House-Kay Dalton 2231 Lower Hunters Trace Louisville, KY 40216 (502)719-0072	
*22	Alice Hollins National College of Business & Technology 4205 Dixie Highway Louisville, KY 40216 (502)447-7634	
*23	Southwest Center Attn: Brenda Tierney 8009 Terry Road Louisville, KY 40258 (502) 935-1848	
*24	Collective Talent 1721 Richardson Place Tampa, FL 33606 (813)254-9695	
25	WDRB-TV In-house Employees	2
26	WDRB-TV Employee/Client Referrals/ Walk-Ins	9

27	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	9
28	RTNDA.com	
29	Medialine.com P.O. Box 51909 Pacific Grove, CA 93950 (800)237-8073	
30	Louisvilleadfed.org Robin Miller 200 Distillery Commons, Suite 100 Louisville, KY 40203 (502)_582-2444	7
31	Courier Journal/Careerbuilder.com P.O. Box 740031 Louisville, KY 40201-7431 (502)582-2211	8
32	B-Roll.net	
33	TVSpy.com 150 W. 22nd St., 5th Floor New York, NY 10011	
34	Television Week (Electronic Media) 1155 Gratiot Ave. Detroit, MI 48207 (323)370-2415	
35	NABJ Boxwood Technology billing@boxwoodtech.com	
36	Louisville Technical Institute 3901 Atkinson Square Dr. Louisville, KY 40205 (502)456-6509	
37	Spots-n-Dots & spotsndots.com 167 Oakdale Rd. Johnson City, NY 13790 (888)8842630	
38	St. Stephen Church	

Attn: Human Resources
1018 S. 15th Street
Louisville, KY 40210

39 Employmentguide.com
5301 Robin Hood Rd.
Norfolk, VA 23513
(877)876-4039

40 Scott Jones
Society of Broadcast Engineers
kjones@sbe.org
(317)846-9000

41 Broadcasting & Cable Classifieds
Yuki Atsumi, Multichannel News Classifieds
360 Park Avenue South, 14th Floor
New York, NY 10010
(646) 746-6949

42 Ajilon Financial Services
101 Bullitt Lane, Suite 206
Louisville, KY 40222
(502) 339-9007

43 Credit Manager's Association
Kim Schoenbachler
kimsc@orrcorp.com
(502) 774-6462

44 Job News Network 2
jobnewslouisville.com
Carrie Baylor
(502)412-7500

45 Marketing Ideanet 1
602 Communications
602communications.com
(919)217-4438

Total Interviewees Over Reporting Period 52

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Sports Reporter/Photographer
Date Filled: November 13, 2007

Posted: October 17, 2007
Name: Mike Olmstead

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. TVjobs.com	2	
BB. Collective Talent		
CC. National College of Business		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Manager #1 & #2 Posted: October 26, 2006 and May 1, 2007
Date Filled: November 12, 2007 & January 7, 2008 Name: Matthew Bleemel & Sarah Schardein

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	5	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Louisvilleadfed.org	3	
BB. Collective Talent		
√ CC. Career Builder (blanket ad)	1	
DD. National College of Business		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Morning Feature Reporter
Date Filled: September 24, 2007

Posted: July 2, 2007
Name: Mathew Keith Kaiser

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. Tvjobs.com	2	
BB. Collective Talent		
CC. National College of Business		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Morning News Producer #1 Posted: July 3, 2007
Date Filled: September 17, 2007 Name: Mitchell Williams

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Tvjobs.com		
BB. Collective Talent		
CC. National College of Business		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Account Executive #1 and #2
Date Filled: 8/27/2007 & 11/12/2007

Posted: May 1, 2007
Name: Matthew Roberts & Troy Miles

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	3	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals	2	
Z. Spalding University		
AA. Louisvilleadfed.org	4	
BB. Spotsndots.com		
CC. Collective Talent		
DD. National College of Business		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Accountant #1 & #2
Date Filled: 11/12/2007 & 12/10/2007

Posted: October 19, 2007
Name: Patricia Juliot & Rachel Wade

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	2	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals		
Z. Spalding University		
AA. Jobnewsusa.com	2	
√ BB. Careerbuilder.com	7	
CC. Collective Talent		
DD. Courier Journal		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Web Manager
Date Filled: January 31, 2008

Posted: January 17, 2008
Name: Jeff Stanton

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	1	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. Collective Talent		
BB. National College of Business		
CC. St. Stephen Church		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: General Assignment Reporter
Date Filled: 1/28/2008

Posted: December 18, 2007
Name: William Alexander

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	1	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. Collective Talent		
BB. National College of Business		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: News Topical Writer/Producer
Date Filled: January 31, 2008

Posted: December 6, 2007
Name: William Benson

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees	1	
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. 602 Communications Website	1	

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Traffic Manager
Date Filled: January 21, 2008

Posted: November 13, 2007
Name: Elizabeth Wilcoxson

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		Traffic Manager
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals		
Z. Spalding University		
AA.		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: News Photographer #1 & #2
Date Filled: 10/9/2007 & 1/7/2008

Posted: July 3, 2007 & October 23, 2007
Name: Kyle Lizenby & Joshua Horner

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website		
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA. Tvjobs.com	3	
BB. Collective Talent		
CC. National College of Business		

WDRB-TV/WMYO-TV

APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 2: Recruitment Source Information

Position: Morning Associate Producer
Date Filled: June 4, 2007

Posted: May 21, 2007
Name: Larra Overton

Recruitment Source (Name, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was Utilized
A. WDRB Website	2	
B. In-House Employees		
C. Harbor House		
D. AARP		
E. IN State Employment Svcs.		
F. Community Action Agency		
G. Neighborhood Place		
H. Southwest Job Link Center		
I. West Louisville Jaycees		
J. Sullivan College		
K. Lincoln Foundation		
L. Louisville Metro Dept. of Human Resources		
M. Louisville Urban League		
N. Bellarmine College		
O. AD2 Job Bank		
P. Center for Women & Families		
Q. AWRT Careerline Chair		
R. KY Dept. of Employment Svcs.		
S. U of L Office of Placement & Coop. Educ.		
T. KY Dept. of Vocational Rehabilitation		
U. Indiana University Southeast		
V. Minority Affairs Svcs., U of L		
W. Jefferson Community College		
X. Career Resources		
Y. Employee/Client Referrals	1	
Z. Spalding University		
AA.		

WDRB-TV/WMYO-TV

APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2007 TO MARCH 31, 2008

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WMYO-TV

DATE	RECRUITMENT INITIATIVE & BRIEF DESCRIPTION
4/1/07 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications or Human Resources receive credit hours for training. During this reporting period, we have had two interns in our Production Department. One attended Western Kentucky University and one attended Spalding University. We also had two interns in our News Department. One was from Jefferson Community & Technical College and one from Western Kentucky University.
4/1/07 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting career they are interested in. During this reporting period, News Anchor Elizabeth Woolsey hosted two students, Sports Anchor Tom Lane hosted one student from Assumption High School, News Reporter Laura Barron hosted one student from Liberty High School, various News staff hosted one student from Collegiate High School, and National Sales Manager Rick Burrice hosted one student from Desales High School.
4/1/07 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
3/26/08	Louisville Urban League Career Expo. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/07 Ongoing	Speakers Bureau Program – Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/07 Ongoing	Provided materials and items to make a television "storefront" in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a "mock" television broadcast.

EEO Report
Narrative Statement

The Commission's new EEO rules became effective March 10, 2003. Since the new rules became effective, Independence Television Company has used several recruiting methods as job positions have become available in the station employment unit, which is comprised of WDRB-TV and WMYO-TV. In addition, Independence Television Company is developing long-term recruitment and outreach initiatives.

Independence Television Company has had several job openings at all levels of its operations. Since April 1, 2007, Independence Television Company has filled 16 positions. Independence Television Company used several methods to recruit for these open positions. Some of the most successful recruitment sources have been advertisements placed on the TVJobs.com website, our own WDRB-TV website, fox41.com, employee and client referrals, and louisvilleadfed.org. Independence Television Company also has developed recruiting relationships with several area colleges, including the University of Louisville, Spalding College, Bellarmine College and Indiana University Southeast. Finally, Independence Television Company recruited job applicants at the Louisville Urban League Career Fair, which we participated in.

In addition to participating in the Louisville Urban League Career Fair, Independence Television Company's long-term recruitment and outreach initiatives include a continuing commitment to educational and career guidance. Independence Television Company has developed a "Job Shadow" program for high school students that allow them to "shadow" station employees as they work. This program will allow students to observe first-hand the operations of the broadcast industry and explore broadcasting career options. Independence Television Company has also developed a college internship program to allow college students majoring in broadcasting to earn college credit while gaining hands-on experience in the broadcast industry. We continue to seek out new recruitment sources that would like to be notified of job openings. Moreover, Independence Television Company will continue to develop new outreach and recruitment methods in furtherance of its EEO program requirements. We are proud of the programs that we currently use but we are always looking for opportunities to improve and add to our existing programs.