WAVE-TV
EEO PUBLIC FILE REPORT
April 1, 2021 to March 31, 2022

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
Account Executive	1-27	18
Photojournalist	1-27	18
Photojournalist	1-28	28
Photojournalist	1-27	18
Investigative Reporter	1-27	18
Multimedia Journalist	1-29	29
Integrated Media Sales Assistant	1-27	23
Producer	1-29	29
Creative Services Producer	1-28	28
Weekend Anchor/MMJ	1-29	29
Multimedia Journalist	1-29	29
Photojournalist	1-28	28
Technical Media Producer	1-27, 32	32
Producer	1-27	18
Digital Manager	1-29	29
Digital Producer	1-29	29
WE Assignment	1-28	28
Multimedia Journalist	1-27	18
National Sales Manager	1-29	29
Digital Sales Manager	1-29	29
Digital Sales Specialist	1-28	28
Account Executive	1-28	28
Broadcast Engineer/IT Engineer	1-27	23
Meteorologist	1-29	29
Producer	1-27	18
News Director	1-29	29
Technical Media Producer	1-28	28
Photojournalist	1-27, 32	32
Multimedia Journalist	1-27	18
Local Sales Manager	1-27	29

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II. MASTER RECRUITMENT SOURCES

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
COMMUNITY SOURCES			
1	Handshake handshake.com WAVE posts to the following colleges thru Handshake Bellarmine, University of KY., University of Louisville, Western KY. University, Berea College, Univ. of the Cumberlands, Transylvania University, Indiana State University, Franklin College, IN. Wesleyan University, Marian University-Indianapolis, Valparaiso University, Belmont University, East Tennessee State, Purdue University-Fort Wayne, University-St. Francis-Ft. Wayne, Maryville College, Tennessee Tech. University, TN. State University, University of TN-Knoxville, Trevecca Nazarene University, University of Cincinnati, Central State University, Kent State	no	
2	Eastern KY. University (859) 622-2765 career@eku.edu https://ekucsm.symplicity.com/employers/index.php?au=&ck=	no	
3	Lindsey Wilson College-Ashley Miller 210 Lindsey Wilson St Columbia, KY 427288 * (270)-384-8164 careerservices@lindsey.edu	no	
4	Presbyterian Church-Cathy Holland cathy.holland@pcusa.org * (502) 569-5999 www.louisville.edu/careers	no	
5	Louisville Urban League ewoods@lul.org (502) 585-4622	no	

6	UofK School of Journalism Elizabeth Ryan "Scoobie" * (859) 257-4362 scoobie@uky.edu	No	
7*	Illinois Center for Broadcasting Franchesca Muller * (216)-930-4339 fmuller@beonair.com	Yes	
8	Campbellsville University Keith Spears * (502)-753-0264 hkspears@campbellsville.edu	no	
9	No. KY. University Juliane Stockman UC 225-Highland Heights KY 41099 * (859)-572-5900 careerservices@nku.edu	no	
10	Spalding University Kelly Cogar * (502) 585-9911 kcogar@spalding.edu Careers@spalding.edu nshedletsky@spalding.edu	no	
11	University of Missouri Kent Collins * (573)-882-1957 collinsks@missouri.edu	no	
12	Presbyterian Theological Seminary Kylen Gray * (502) 895-3411 kgray@lpts.edu	no	
13	Morehead University Megan Boone * (606)783-2221 ccareerservices@morehead state.edu https://morehead-csm.symplicity.com/employers/	no	
14	Medialine TalentPaul Brewer * (706)-364-7564 jobs@medialinetalent.comhttp://www.medialine.com/jobsubmit.htm	no	
15	Murray State University Regina Hudspeth * (270)-809-3375 msu.hirearacer@murraystate.edu	no	
16*	Sullivan University Sam Mannino * (502) 413-8600 smannino@sullivan.edu	Yes	
17	Specs Howard School of Broadcasting Jessica Poxson * (248) 358-9000 jpoxson@specshoward.edu	no	
18	Gray website www.gray.tv/careers	no	56

19	WAVE TV website www.wave3.com	no	
20	WAVE TV On-Air Announcement 725 S Floyd St Louisville, KY 40203 502-561-4140	no	
21	Advertising Federation of Lou. Liz Floore 200 Distillery Commons, Louisville, KY (502)-895 2500 www.aaflouisville.org	no	
22	TV Jobs.com Mark Holloway P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177 * 800-374-0119 admin@tvjobs.com www.tvjobs.com	no	
23	Indeed.com	no	12
24	Black Achievers Office Lynn Johnson * (502)-587-7405 ljohnson@ymcalouisville.org	no	
25	Ky Broadcasters Assoc. KBA@KBA.org	no	
26	WorkOne 1613 E. 8th St. Jeffersonville, IN 47130 (812) 283-6595 FX: 812 948-6118	no	
27	University of Kentucky Minority Affairs 408 Rose Street, Lexington, KY. FAX: 859-323-1085	no	
28	WAVE-TV/Gray Employee Referral	no	11
29	WAVE/Gray current employee	no	11
30	Previous Employee/Intern	no	
31	Gray Recruiter	no	
32	Various external sources/scaped postings	no	30

33	Spots n Dots spotsndots.com	no	
34	Talent Agent	no	
35	Society of Broadcast Engineers www.sbe.org	no	
36	Rick Gevers Newsletter 317-769-7900 rick@rickgevers.com	no	
37	LinkedIn LinkedIn.com	no	7
		TOTAL	**127**

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Listing of each Upper-Level category opening in online job banks whose membership includes substantial participation by women & minorities.	Ongoing-U of L, UK Minority Affairs, Louisville Urban League, Black Achievers Office EEO Coordinator
2	Diversity, Equity, Inclusion Training	May 6, 2021-June 10, 2021 News Director and General Manager participated in a training series "Foundation in Diversity, Equity & Inclusion" from AdAway Consulting.
3	Applicant Outreach to Community Sources	Ongoing WAVE airs the following :45 spot approximately 15 times per month, "WAVE, 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 Personnel 725 South Floyd St. Louisville, Kentucky 40203." Ongoing WAVE airs the following :10 spot approximately 15 times per month, "WAVE is an equal opportunity employer and from time to time has open positions at the station. If you're interested in additional details or to apply for an opening, please visit the website on the screen".
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (9)	During this reporting period, employees of WAVE spoke to students at the following schools about the broadcasting industry and careers in broadcasting. Christian Academy of Louisville 3/16/22, Watterson Elementary 3/1/22 & 3/2/22, Goldsmith Elementary 3/1/22, 3/7, 3/15/22, Campbellsville University 4/12/21, St James School Elizabethtown 5/3/21 & 5/4/21
5	Internship Program	During this reporting period, WAVE hosted two college interns. One from Ithaca College 7/1-8/15/21 and one

		from Indiana University 7/1-8/15/21.
6	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (2)	During this reporting period, WAVE hosted two different students for job shadows from the following schools – Trinity High School 2/1/22 and Trinity High School 2/2/22
7	EEO Management Training	On February 17, 2022, Station Office Manager participated in training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.
8	Participate in Job Fairs (recruitment) (2)	During this reporting period, the News Director participated in college recruiting sessions: 2/28/22 with University of Kentucky and 3/8/22 with University of Tennessee
9	Formal Mentoring Program for Station Personnel	During this reporting period, WAVE hosted Leadership classes with interested employees. This program consisted of meetings in group sessions explaining the role of all managers at the station. This program also consisted of each employee meeting one on one with each manager at the station allowing each manager to go more in-depth with their role with the employee on an individual basis. The employees were encouraged to bring all questions for the managers to allow them to learn/question/suggest.