

**WHAS-TV
EEO PUBLIC FILE REPORT
4/01/2010 – 3/31/2011**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	4, 6, 11, 14, 16, 18-19, 23, 30, 32, 40-41, 45, 48-49, 55, 57-58	11
Anchor/Reporter	4, 11, 14, 19, 23-24, 26, 30, 40, 46, 48-49, 55-58	11
Anchor/Reporter Sports	4, 6, 14, 16, 18-19, 23, 26-27, 30, 32, 40, 45-46, 48-49, 55-58, 61	57
Assistant News Director	1, 4, 6, 15-16, 19, 25, 30, 33, 35, 40, 46, 56-57	56
Director	4, 6, 14-16, 18-19, 23, 30, 32, 40, 45-46, 48-49, 57	57
I.T. Specialist	4, 6, 11, 14-16, 18-19, 23, 29-30, 32, 39-40, 45, 48-49, 56-58	11
Local Sales Manager	11, 27, 41, 46, 57	11
Master Control Operator	4, 6, 14-16, 18-19, 23, 30, 32, 39-40, 45-46, 48-49, 55-58	57
Meteorologist	4, 6, 14, 16, 18-19, 23, 26, 30, 32, 40, 45-46, 48-49, 55-58	56
National Sales Manager	4, 6, 11, 14, 16, 18-19, 23, 30, 32, 40-41, 43, 45-46, 48-49, 55-58	11
Photographer	4, 7, 14-16, 18, 23, 26, 30, 32, 40, 46, 48-49, 55-57	46
Photographer	4, 7, 14-16, 18, 23, 26, 30, 32, 40, 46, 48-49, 55-57	57
Photographer Creative Services	1, 4, 6-7, 13-14, 16, 18-19, 23, 30-32, 40, 45, 48-49, 55-58	56
Producer	2, 4, 6, 14, 16, 18-19, 23, 30, 32, 40, 42, 45-46, 48-49, 55-58	42
Producer	4, 6, 14, 16, 18-19, 23, 26, 30, 32-33, 40, 45-46, 48, 55-58	46
Producer	4, 6, 14-16, 18-19, 23, 26, 30, 32-33, 40, 45-46, 48, 55-58, 62	46
Reporter	4, 6, 14, 16, 18-19, 23, 26, 30, 32, 40, 46, 48-49, 56-58	56
Reporter	26, 33, 46, 57, 60	46
Reporter	4, 6, 14, 16, 18-19, 23, 26, 30, 32, 40, 46, 48-49, 56-58	56
Reporter	4, 6, 14, 16, 18-19, 23, 26, 30, 32, 37, 40, 45-46, 48, 55-58	37

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
1	Association for Women Journalist/DFW Chapter PO Box 2199 Fort Worth, Texas 76113 Jessamy Brown jessamybrown@star-telegram.com 817-685-3876	N	0
2	Ball State University Department of Telecommunication 2000 W. University Avenue Muncie, IN 47306 (765) 289-1241 Joseph Misiewicz/Timothy Pollard jmisiewicz@bsu.edu	N	0
3	B&C Broadcasting and Cable Katie Rosa 323-965-2089 5900 Wilshire Blvd Suite 3100 Los Angeles, CA 90036 Katie.rosa@reedbusiness.com www.broadcastingcable.com	N	0
4	Bellarmino College Ann Zeman (502) 452-8000 2001 Newburg Rd, Louisville, KY 40205 Career.services@bellarmine.edu	N	0
5	Internal Posting	N	0
6	Brown Mackie College 3605 Fern Valley Road Louisville, KY 40219 Laurel Hunt (502) 810-6113 lhunt@brownmackie.edu FAX: (502) 810-6033	N	0
7	B-Roll (for photographers) 243 17 th Street Southeast Washington, DC 20003 Kevin Johnson 202-486-8842 www.b-roll.net support@b-roll.net	N	1
8	Career Builder www.careerbuilder.com/share/login.asp	N	0
9	The Corporate Playbook 9900 Corporate Campus Drive #3000 Louisville, KY 40223 (502) 657-6378 Chad Pinkston	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
10	Courier-Journal Newspaper 525 W. Broadway Street Louisville, KY 40202 (502) 582-4011	N	0
11	Word-of-Mouth Referral	N	11
12	Evolution Group LLC 286 5 th Avenue 7 th Floor New York, NY 10001 Seth Mayeri (212) 461-4080 info@evolutiongroupllc.com	N	0
13	Graeme Newell / 602 Communications 4349 East Colter Street Phoenix, AZ 85018 Sandy Lizik (602) 954-8373 slizik@602communications.com	N	0
14	Indiana University Southeast 4201 Grant Line Road New Albany, IN 47150 Lynn Prinz 812-941-2000 http://www.careerservices.ius.edu	N	0
15	ITT Technical Institute 9500 Ormsby Station Road Louisville, KY 40223 Daniel Noel (502) 327-7424 ext.170 Dnoel@itt-tech.edu FAX: (502) 327-7624	N	0
16	Jefferson Community and Technical College Fran White (502) 213-5333 109 East Broadway Louisville, KY 40202 Fran.white@kctcs.edu	N	0
17	JobNews www.jobnewslouisville.com/employer/empOptLogin.aspx 900 Wessex Place Louisville, KY 40222 Erika Dahlquist 412-7502 x166	N	0
18	Kentucky Broadcasters Association (KBA) 101 Enterprise Frankfort, KY 40601 Patti Pullen / Executive Assistant 1-888-843-5221 kba@kba.org	N	0

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19	Kentucky State University Joy Marshall (502) 597-6699 400 East Main St., ASB Room Suite #241 Frankfort, KY 40601	N	0
20	Kentucky Society of CPA's 1735 Alliant Avenue Jeffersontown, KY 40299 Darlene Zibart (502) 266-5272 dzibart@kycpa.org	N	0
21	LEO Magazine classifieds@leoweekly.com 502-895-9770 Mary McCubbins 640 S. 4 th Street Louisville, KY40202 Fax: 502-895-9779	N	0
22	Louisville Defender Newspaper 1720 Dixie Highway Louisville, KY40210 Marie Brown (502) 772-2591 loudefender@aol.com FAX: (502) 775-8655	N	0
23	Louisville Urban League Juanita Sands (502) 561-6835 1535 W. Broadway Louisville, KY 40203	N	0
24	Louisville Works Hurstbourne Place 9300 Shelbyville Road Louisville, KY 40222 http://www.louisvilleworks.com Lara Hudson 1-877- 696-3896 lara@mycareernetwork.com	N	0
25	MassMediaJobs.com GypsyMedia Group.com (parent company) Dana Faciane (President) Tele: 1-888-50GYPSY Email: dana@gypsymediagroup.com http://www.massmediajobs.com Fax: 1-866-540-4665	N	0
26	Media Line Mark Shilstone (800) 237-8073 P.O. Box 51909 Pacific Grove, CA 93950 http://www.medialine.com	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
27	Media Recruiter.com (Birschbach Recruitment Network) Art Scott 9457 S. University Blvd. #303 Highlands Ranch, CO 80126 303-400-5150	N	0
28	Media Staffing Network 150 East Huron Street, Suite #900 Chicago, IL 60611 http://www.mediastaffingnetwork.com Laurie Kahn (312) 944-9194 laurie@mediastaffingnetwork.com	N	0
29	Monster.com 622 3 rd Ave. 39 th Floor New York, NY 10017 Chad Masterson 800-666-7837 ext. 5384	N	2
30	Murray State University http://murraystate.erecruiting.com/er/security/login Regina Hudspeth (270) 809-2907 P.O. Box 9 Murray, KY 42071	N	0
31	Multicultural Academic Enrichment Program University of Louisville Louisville, KY 40292 Melvin Turner (502) 852-6656	N	0
32	NAACP-Louisville Raul Cunningham (502) 776-7608 1245 Catalpa Ct. Louisville, KY 40211	N	0
33	NABJ (National Association of Black Journalists) http://nabj.jobcontrolcenter.com/hr 1100 Knight Hall, Ste 3100 College Park, MD 20742 Natalia Prakash (301) 405-0248	N	0
34	Napoli Management Group Mendes Napoli (310) 385-8222 8844 W. Olympic Blvd. Ste 100 Beverly Hills, CA 90211	N	0
35	National Association of Minority Media Executives Garbo Cheung-Jasik (888) 968-7658 1921 Gallows Road Suite 600 Vienna, VA 22182 info@namme.org	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
36	NewsJobs.Net 5 marvel Avenue Burlington, MA 01803 Monique Culvelier (781) 272-7265	N	0
37	Private Agent Nancy Shafran Houston, Texas Phone: 817-987-3600 Fax: 1-888-374-7907 NancyShafran@TheNWTGroup.com	N	1
38	RTDNA (Radio Television Digital News Association) 529 14 th Street, NW Suite 425 Washington, DC 20045 (202) 659-6510 (202) 223-4007 fax	N	0
39	Society for Broadcast Engineers kjones@sbe.org . 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000 Fax: (317) 846-9120 Scott Jones	N	0
40	Spalding University Kay Vetter Fax: 499-6968 (502) 585-9911 851 South Fourth Street Louisville, KY 40203	N	0
41	Spots n Dots 167 Oakdale Road Johnson City, NY 13790 ads@spotsndots.com Emily McKay 888-884-2630 ext. 701	N	0
42	Talent Dynamics Sandra Connell connell@talentdynamics.com 600 East Las Colinas Blvd., Ste. 100 Irving, TX 75039 (214) 640-3139 www.talentdynamics.com	N	2
43	Television Bureau of Advertising info@tvb.org 3 East 54 th Street New York, NY 10022-3108 (212) 486-1111 www.tvb.org	N	0

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44	The Louisville Defender Marie or fax: 775-8655 (502) 772-2591 1720 Dixie Highway Louisville, KY 40210	N	0
45	Kentucky State Department of Employment 275 East Main Street 2 nd Floor Frankfort, Kentucky 40601 502.564.7456 Phone www.e3.ky.gov Margalee Conlee	N	0
46	TV Jobs.com P.O. Box 4116 Oceanside, CA 92052 Mark Holloway 800-374-0119 http://www.tvjobs.com/cgi-bin	N	5
47	TV Week Marc Abrams 6500 Wilshire Blvd #2300 Los Angeles, CA 90048 323-370-2415 323-658-6174 mabrams@crain.com	N	0
48	University of Kentucky Beth Barnes & Allison Miller bbarnes@email.uky.edu (859) 257-9323 Fax: 859-323-1085 110 Stuckert Bldg Lexington, KY 40506	N	0
49	University of Louisville Career Development Leslye Erickson 502-852-6701 Louisville, KY 40292 https://louisville-csm.symplicity.com/employers/	N	0
50	University of Louisville Dpt. Minority Affairs Michael Anthony University of Louisville, Louisville, KY 40292 (502) 852-6656 Email: mdanth02@gwise.louisville.edu	N	0
51	Unity Conference Minority/Female Media Job Fair and Convention McCormick Hotel Chicago, IL	N	0
52	Variety Careers http://variety.careercast.com/js.php 5700 Wilshire Blvd. Suite 120 Los Angeles, CA 90036 (323) 965-2089 Katie Rosa	N	0

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53	Vault.com 75 Varick Street, 8 th Floor New York, NY 10013 Jon Minners (212) 366-4212 jminners@vault.com	N	0
54	Velocity (Publication) Courier Journal / Classified Ads Career Builder.com Representative for Whas11: Kim Rupe Kim Rupe (502) 582-2622 kimrupe@gannett.com	N	0
55	Western KY University Dan Onitsuka (270) 745-0111 Big Red Way Bowling Green, KY 42101 https://wku-edu/career.services@wku.edu	N	0
56	WHAS11.com	N	9
57	Internal Transfer/Promotion	N	4
58	Work One New Albany Patty W 812-948-6102 3310 Grant Line Road New Albany, IN 47150 Fax: 812-948-6118	N	0
59	www.MassMediaJobs.com	N	0
60	National Association of Hispanic Journalists 1000 National Press Building 529 14th Street, NW Washington, DC 20045-2001 E-mail: nahj@nahj.org Phone: 202.662.7145	N	0
61	National Association of Hispanic Journalists DFW Chapter www.dfwhispanic.org Gary Pina	N	0
62	TVSpy.com 475 Park Avenue South New York, NY 10016 (888) 589-1963 Jacky Carter	N	0
Total Number of Interviewees over the Reporting Period			36

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On February 15, 2011, WHAS-TV participated in the University of Louisville Spring Career Fair at the University Students Activities Center in Louisville, KY. Station participants included our Human Resources Director.
2	Participate in job fair	On March 2, 2011, WHAS-TV participated in Bellarmine University's Communication Career Fair at the University Campus Center in Louisville, KY. Station participants included our Human Resources Director
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 3, 2011, WHAS-TV participated in Bellarmine University's Resumania Event, critiquing resumes of communication students and discussing television broadcasting career qualifications with junior and senior communication students at the University Career Development Center in Louisville, KY. Station participants included our Human Resources Director.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	During this reporting period, WHAS-TV participated in partnership with Jefferson County Public Schools with regards to its Magnet Communication Curriculum Program. WHAS-TV's Human Resources Director and Creative Services Director assisted with the development of classroom curriculum for the schools offering a broadcast magnet program.
5	Host events/programs for educational institutions relating to careers in broadcasting	<p>During this reporting period, WHAS-TV provided a total of seven students from five different schools an opportunity to shadow broadcast professionals during a work day to learn about career job duties and requirements, as follows:</p> <ul style="list-style-type: none"> ● On November 17, 2010, a Trinity High School student shadowed a news photographer. ● On December 3, 2010, a Western Kentucky University student shadowed a news producer. ● On December 29, 2010, an Indiana University

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		<p>Southeast student shadowed a news anchor.</p> <ul style="list-style-type: none"> ● On January 31, 2011, an University of Louisville student shadowed a news sports anchor. ● On March 1, 2011, an Assumption High School student shadowed a news anchor/reporter. ● On March 2, 2011, two Assumption High School students shadowed news and sports anchors.
6	Host events/programs for educational institutions and community organizations relating to careers in broadcasting	<p>During this reporting period, WHAS-TV hosted station tours, as follows, to provide students and community members an opportunity to learn about the media broadcast industry and educational/skills requirements regarding different job functions:</p> <ul style="list-style-type: none"> ● On October 28, 2010, University of Louisville communication students (of the Louisville Cardinal Newspaper). ● On May 10, 2010, members of our local Jewish Community Center. ● On May 11, 2010, students from the Thomas Jefferson Middle School Communication Magnet program. ● On March 9, 2011, the Paoli High School Media Studies Class. ● On March 23, 2011, John Paul II Academy students.
7	Management-level training regarding Equal Employment Opportunity and Prevent Discrimination	On August 12, 2010, our Human Resources Director conducted Harassment/Discrimination Avoidance Training for all station managers.
8	Internship Program/Urban League/WorkNow Kentucky Summer Youth Employment Program	From June through August, 2010, WHAS-TV partnered with the Louisville Urban League and WorkNow Kentucky Summer Youth Employment Program, hosting four college students selected by the League as summer interns. The students performed intern duties in the News, Creative Services, and Engineering departments and were supervised by the News Assignment Manager, the Asst. Director of Creative Services, and the I.T. Specialist. The interns represented the following

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		universities/colleges: The University of Louisville, University of Kentucky, Elmhurst College and Spaulding University.