

WHAS-TV
EEO PUBLIC FILE REPORT
March 21, 2023 - March 20, 2024

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
Photojournalist-13410	1-5, 8-16, 18-26	20
Photojournalist-13410	1-5, 8-16, 18-26	20
Photojournalist-13410	1-5, 8-16, 18-26	8
Supervisor of Technology - 014144	1, 3-5, 7, 10-26	7
Local Sales Manager - 014244	1, 3-5, 10-12, 14-16, 18-26	20
Director of Digital Content - 14288	1, 3-6, 10-12, 14-16, 18-25	6
Weekend Anchor/MSJ - 14336	1, 3-5, 10-16, 18-25	20
Weekend Sports Anchor/MSJ - 014346	1, 3-5, 10-12, 14-16, 18-26	20
Executive Producer (Great Day Live) - 014507	1, 3-5, 7-8, 10-12, 14-16, 18-26	7
Account Executive - 14749	1, 3-5, 10-12, 14-16, 18-26	20
Account Executive - 14749	1, 3-5, 10-12, 14-16, 18-26	20
Editor - 14909	1, 3-5, 10-16, 18-26	20
Editor - 14909	1, 3-5, 10-16, 18-26	20
Anchor - 15028	1, 3-5, 7, 10-12, 15-16, 18-26	7
Producer/Photojournalist (Lifestyle Show) - 015041	1, 3-5, 10-12, 15-16, 18-26	20
Crusade for Children VP Donor Relations-015414	1, 3-5, 7, 9-12, 15-16, 18-26	7
Commercial Producer - 015531	1, 3-5, 10-13, 15-16, 18-23, 25-26	20
Program Coordinator- 015572	1, 3-5, 10-12, 15-16, 18-23, 25-26	20

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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	American Advertising Federation 130 St. Matthews Avenue Suite 302 Louisville , Kentucky 40207 Phone : 5028952500 Url : http://aaflouisville.org/index.php Email : allison@aaflouisville.org Allison Deely	N	0
2	American Advertising Federation of Louisville 130 St. Matthews Avenue, Suite 302 Louisville, Kentucky 40207 Phone : 5028952500 Url : aaflouisville.org Email : info@aaflouisville.org Eric Gurevich	N	0
3	Bellarmino College 2001 Newberg Road Louisville, Kentucky 40205 Phone : 502-272-7242 Url : http://www.bellarmino.edu/ Email : mreal@bellarmine.edu Matt Real	N	0
4	Campbellsville University 1 University Drive Campbellsville, Kentucky 42718 Phone : 270-789-5000 Url : http://www.campbellsville.edu/ Email : tmelmore@campbellsville.edu Teresa Elmore	N	0
5	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	2
6	Current Employee - Transfer/Promotion	N	1
7	Current Employee/Internal Promotion	N	4
8	Indeed.com	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Jefferson Community College 109 East Broadway Louisville, Kentucky 40202 Phone : (502) 625-5671 Url : www.crew.cc Debbie Cotton Manual Posting	N	0
10	Kentucky Broadcasters Association 101 Enterprise Dr Frankfort, Kentucky 40601 Phone : 1-502-848-0426 Url : http://www.kba.org/ Email : kba@kba.org Kentucky Broadcast Association	N	0
11	Kentucky Career Center 2900 W Broadway Suite 100 Louisville, Kentucky 40211 Phone : 502-574-1173 Url : http://kentuckycareercenter.ky.gov/Home.aspx Email : natasha.cummings@kentuckianaworks.org Natasha Cummings	N	0
12	Kentucky State University 400 East Main St. Frankfort, Kentucky 40601 Phone : 502-597-5948 Url : http://kysu.edu/ Email : annette.bruce@kysu.edu Fax : 1-502-597-6699 Annette Bruce	N	0
13	Linked In	N	6
14	Louisville Urban League 1535 West Broadway Louisville, Kentucky 40203 Phone : 5025854622 Url : http://www.lul.org/home Email : chaley@lul.org Fax : 1-502-585-2335 Colin Haley	N	0

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March 21, 2023 - March 20, 2024

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15	NAACP Louisville Branch 1245 Catalpa Ct Louisville, Kentucky 40211 Phone : 502-363-5598 Url : http://lounaACP.org/ Email : Louisvillebranch@lounaACP.org Vador Warfield	N	0
16	Ohio Center for Broadcasting 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis Moore	N	0
17	Self Referral	N	1
18	Spalding University 845 South Third St. Louisville, Kentucky 40203 Phone : 502-873-4162 Url : https://spalding.edu/ Email : careers@spalding.edu Nikki Shedlestsky	N	0
19	Sullivan University 3101 Bardstown Rd Louisville, Kentucky 40205 Phone : 502-413-8600 Url : http://sullivan.edu/ Email : smannino@sullivan.edu Fax : 1-502-458-7467 Sam Mannino	N	0
20	TEGNA Careers Website 8350 Broad St. McLean, Virginia 22102 Phone : 703-873-6600 Url : www.TEGNA.com Job Board Manual Posting	N	39

WHAS-TV
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21	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
22	University of Louisville 2211 South Brook Street Louisville, Kentucky 40202 Phone : 502-852-7363 Url : http://louisville.edu/ Email : Caroline.houchins@louisville.edu Fax : 1-502-852-7007 Caroline Houchins	N	0
23	Western Kentucky University 1906 College Heights Blvd. #11051 Bowling Green, Kentucky 42101 Phone : 270-745-3095 Url : https://wku-csm.symplicity.com/employers/ Email : becky.tinker@wku.edu Fax : 1-270-745-5421 Becky Tinker	N	0
24	WorkOne New Albany 2125 State Street Ste. 16 New Albany, Indiana 47150 Phone : 812-941-6451 Url : http://www.lsi.org Email : jwebb@dwd.in.gov Jim Webb	N	0
25	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
26	www.WHAS11.com , Kentucky Career Service Manual Posting	N	0

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/24/2023	Establishment of training programs for station personnel	TEGNA Cybersecurity launched the first Secure TEGNA quarterly training module for 2023, Find the Phish. Like many of our past trainings, this interactive exercise offers you an opportunity to sharpen your cyber skills and reminds you of the common methods criminals use to access confidential information. This is a mandatory training for all employees.	80	All Station Employees
2	5/10/2023	Provision of training to management	Human Resources Business Partner conducted a training for newly promoted/hired managers or managers who would like a refresher on some best practices for conducting feedback sessions with their employees.	2	Executive Producer Local Sales Manager
3	6/21/2023	Establishment of training programs for station personnel	TEGNA employees completed a Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module was focused on reporting suspicious emails, texts and phone calls.	105	All Station Employees
4	7/19/2023	Participation in Job Fairs	Assistant News Director participated in the Asian American Journalist Association's career expo in Washington, D.C. to recruit potential job candidates.	1	Assistant News Director
5	8/1/2023	Establishment of training programs for station personnel	TEGNA Executive Content Director conducted an in person training session centered around ethics in journalism for the news room staff. The training covered various topics related to accuracy and truthfulness, transparency, objectivity and impartiality and integrity.	26	Director of Digital Content Chief Photojournalist Anchor/MMJ Executive Producer
6	9/12/2023	Provision of training to management	Marketing Director attended TEGNA's Leadership training where participants were introduced to concepts and skills for engaging and empowering individuals and teams to achieve high performance.	1	Marketing Director

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7	9/27/2023	Establishment of training programs for station personnel	The 4 P's of Vishing - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.	105	All Station Employees
8	10/10/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to Bullitt East High School students about career opportunities available within the broadcast industry - specifically the field of meteorology. He also outlined the necessary steps to take for students interested in pursuing a career in this field.	1	Meteorologist
9	10/12/2023	Participation in events or programs sponsored by educational institutions	Meteorologists participated in multiple career presentations at Harmony Elementary. They shared insights into their daily routines and discussed the educational path they followed to enter their field of broadcast journalism and meteorology.	3	Meteorologist Meteorologist Meteorologist
10	10/17/2023	Provision of training to management	Assistant News Director participated in TEGNA's Leadership in Action program. In this session he learned to explore the nature of conflict, your conflict management style, and effective approaches to conflict in group settings.	1	Assistant News Director
11	10/20/2023	Participation in events or programs sponsored by educational institutions	Meteorologist participated in a career presentation at Utica Elementary. She shared insights into her daily routine and discussed the path she followed to enter the field of broadcast and meteorology.	1	Meteorologist
12	11/1/2023	Participation in events or programs sponsored by educational institutions	Meteorologists participated in multiple career presentations at Camden Elementary. They shared insights into their daily routines and discussed the educational path they followed to enter their field of broadcast journalism and meteorology.	3	Meteorologist Meteorologist Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	11/3/2023	Participation in events or programs sponsored by educational institutions	Meteorologist participated in a career presentation at Atkinson Academy. She shared insights into her daily routine and discussed the path she followed to enter the field of broadcast and meteorology.	1	Meteorologist
14	11/16/2023	Participation in events or programs sponsored by educational institutions	Meteorologists addressed fourth-grade students at Harmony Elementary School, discussing opportunities within the broadcast industry, particularly focusing on meteorology. They outlined the necessary steps for students interested in pursuing a career in this field.	2	Meteorologist Meteorologist
15	12/14/2023	Establishment of training programs for station personnel	All TEGNA employees completed a Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	105	All Station Employees
16	1/8/2024	Participation in events or programs sponsored by educational institutions	Meteorologist and Anchor participated in a school presentation with eighth-grade students at East Washington Middle School. They shared insights into their daily routines within their respective careers and discussed the paths they followed to enter their chosen fields.	2	Anchor Meteorologist
17	1/31/2024	Provision of training to management	TEGNA Human Resources Business Partner conducted a training for newly promoted/hired managers or managers who wanted a refresher on some best practices for conducting feedback sessions with their employees.	5	Director of Digital Content Executive Producer Assistant News Director Assignment Desk Manager
18	3/4/2024	Establishment of training programs for station personnel	All employees completed TEGNA Cyber Security Training to learn how to recognize, respond to, and report suspicious activity that may compromise our network or data.	105	All Station Employees
19	3/13/2024	Participation in events or programs sponsored by educational institutions	Meteorologist participated in a school talk at Riverside Elementary. She shared insights into her daily routines and discussed the educational path she followed into the field of broadcast journalism and meteorology.	1	Meteorologist