

## **Annual EEO Public File Report Form**

WDKY

### **Annual EEO Public File Report**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WDKY, Danville/Lexington, KY and is required to be placed in the public inspection files of this station, and posted on its web site, if the station has a web site.

The information contained in this Report covers the time period beginning 04/01/08 to and including 03/31/09 (the “Applicable Period”).

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 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(c)(1)(ii) of the new EEO Rule, which should be separately 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(s) 73.2080(c) (2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the applicant accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person or on the phone.

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Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 04/01/08 to 03/31/09

Station Comprising Station Employment Unit: WDKY

Section 1: Vacancy Information

|     | Full-time Positions Filled By job Title | Recruitment Source of Hiree | Total Number of Interviewees from All sources for this Position |
|-----|---|-----------------------------|---|
| (3) | Senior Account Executive                | Referral                    | 5   |
|     |   | Careerbuilder.com           | 1   |
|     |   | Referral                    | 6   |
| (2) | Account Executive                       | Referral                    | 1   |
|     |   | Referral                    | 1   |
| (1) | Assistant Traffic Manager               | tvjobs.com                  | 29  |

Total Number of Persons Interviewed During Applicable Period: 43

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 4/01/08 to 03/31/09

Station Comprising Station Employment Unit: WDKY

Section 2: Recruitment Source Information

|   | Recruitment Source<br>(Name, Address, Telephone<br>Number,<br>Contact Person)  | Total Number of<br>Interviewees This<br>Source Has<br>Provided During<br>This Period (If<br>Any) | Full-time Positions<br>for<br>Which This Source<br>Was Utilized   |
|---|--|--|---|
| A | Alice Lloyd College<br>Janet Johnson<br>Pippa Passes, KY 41844<br>606-368-6136   | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive                             |
| B | Asbury College,<br>Department of Career and<br>Calling<br>Nicole Keenan<br>1 Macklem Dr<br>Wilmore, KY 40390<br>859-858-3511 | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| C | Bellarmino University<br>Ann Zeman<br>2001 Newburg Road<br>Louisville, KY 40205<br>502-452-8154                              | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| D | Berea College<br>Black Cultural Center<br>Tashia Bradley<br>Alumni Building CPO 2127<br>Berea, KY 40404<br>859-985-3795      | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |

|   |  |                                  |   |
|---|--|----------------------------------|---|
| E | Berea College, Career Development<br>Mary Lamb<br>2198 Fairchild Hall, COP 2198<br>Berea, KY 40404<br>859-985-3365                                     | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive                             |
| F | Bishop State Community College<br>Juliette Womack<br>351 N. Broad St.<br>Mobile, AL 36603<br>251-662-5371  | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive                             |
| G | Brescia University<br>Steve Wedding<br>717 Frederica Street<br>Owensboro, KY 42301   | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive                             |
| H | Campbellsville University<br>Teresa Elmore<br>Career Service and Counseling<br>1 University Drive, UPO 917<br>Campbellsville, KY 42718<br>270-789-5192 | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive                             |
| I | Careerbuilder.com<br>Allison Weitzman<br>8401 Greensboro Dr<br>Ste 250<br>McLean, VA 22102   | 4<br>0<br>0<br>0<br>10<br>1<br>2 | <b>Senior Account Executive</b><br>Senior Account Executive<br>Account Executive<br>Account Executive<br><b>Assistant Traffic Manager</b><br><b>Senior Account Executive</b><br><b>Senior Account Executive</b> |
| J | Center for Academic & Tutorial Services (CATS)<br>Katrina Salley<br>Memorial Coliseum<br>Lexington, KY 40506<br>859-257-5360                           | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive                             |
| K | Central Kentucky Job Center<br>Peggy Lewis<br>1055 Industry Road<br>Lexington, KY 40505<br>859-425-2152  | 0<br>0<br>0<br>0<br>0<br>0<br>0  | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive                             |

|   |  |                                 |   |
|---|--|---------------------------------|---|
| L | Central Kentucky Technical College<br>Kammy McCleery<br>470 Cooper Drive<br>Oswald Building 103<br>Lexington, KY 40511<br>859-246-6533 | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| M | Centre College, Career Services<br>Deb Jones<br>Old Carnegie Bldg<br>600 W. Walnut St<br>Danville, KY 40422<br>859-238-5283            | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| N | CHFS – Bluegrass Fayette Service Region<br>Tonya Nicholson<br>2050 Creative Drive, Suite 160<br>Lexington, KY 40505<br>859-246-2298    | 0                               | Senior Account Executive  |
| O | Cumberland College<br>Career Service<br>Debbie Harp<br>7528 College Station Drive<br>Williamsburg, KY 40769<br>606-539-4259            | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| P | Division of Workforce Services<br>Sharon Britton<br>275 E. Main St., 2 CA<br>Frankfort, KY 40601<br>502-564-5360                       | 0                               | Senior Account Executive  |
| Q | Drexel University<br>Becky Ross<br>3141 Chestnut St.<br>Philadelphia, PA 19104<br>215-895-2183   | 0<br>0<br>0<br>0<br>0<br>0      | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive                             |
| R | Eastern Kentucky University<br>Student Services Bldg, Room 465 CPO 62, EKU<br>521 Lancaster Ave<br>Richmond, KY 40475<br>859-622-1568  | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |

|   |  |  |  |
|---|--|--|--|
| S | Georgetown College, Career Development<br>Jim Tussey<br>400 East College St<br>Georgetown, KY 40324<br>502-863-8122                        | 0<br>0<br>0<br>0<br>0<br>0<br>0        | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive        |
| T | Kentucky Broadcasters Association<br>Attn: Patti Pullen<br>101 Enterprise Dr<br>Frankfort, KY 40601<br>1-888-843-5221                      | 0<br>0<br>0<br>0<br><b>1</b><br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br><b>Assistant Traffic Manager</b><br>Senior Account Executive<br>Senior Account Executive |
| U | Kentucky State University<br>Veleria Shavers<br>241 Academics Services Bldg<br>400 East Main Street<br>Frankfort, KY 40501<br>502-597-5948 | 0<br>0<br>0<br>0<br>0<br>0<br>0        | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive        |
| V | Kentucky Wesleyan College<br>Alison McDonald<br>3000 Frederica Street<br>Owensboro, KY 42303<br>270-852-3302                               | 0<br>0<br>0<br>0<br>0<br>0<br>0        | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive        |
| W | Lexington Community College<br>LCC, 103D Oswald Building<br>Kammy McCleery<br>Cooper Drive<br>Lexington, KY 40506<br>859-257-4872          | 0<br>0<br>0<br>0<br>0<br>0<br>0        | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive        |
| X | Lexington Herald-Leader<br>100 Midland Ave<br>Lexington, KY 40508  | 0<br>0<br><b>8</b>                     | Senior Account Executive<br>Senior Account Executive<br><b>Assistant Traffic Manager</b>   |
| Y | Lindsey Wilson College<br>Amy Thompson-Wells<br>210 Lindsey Wilson St.<br>Columbia, KY 42728<br>270-384-8065                               | 0<br>0<br>0<br>0<br>0<br>0<br>0        | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive        |

|    |   |                                 |   |
|----|---|---------------------------------|---|
| Z  | Mayor Training Center, Career Placement<br>Leslie Jarvis<br>1055 Industry Road<br>Lexington, KY 40507<br>859-258-3140                   | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| AA | Midway College, Career Services<br>Emily Coleman<br>512 E. Stephens St<br>Midway, KY 40347<br>859-846-5391                              | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| BB | Morehead State University, Career Services<br>Rhonda Crisp<br>322 Allie Young Hall<br>Morehead, KY 40351<br>606-783-2233                | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| CC | Murray State University, Career Services<br>Marlo Rhodes<br>210 Ordway Hall<br>Murray, KY 42071<br>270-809-3803                         | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| DD | NAACP-Louisville Branch<br>Raoul Cunningham<br>1300 S. 4 <sup>th</sup> St, Suite Lower Level 10<br>Louisville, KY 40210<br>502-776-7608 | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| EE | National College of Business and Technology<br>Tena Varney<br>2376 Sir Barton Way<br>Lexington, KY 40508<br>859-253-0621                | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| FF | Northern Kentucky University, Career Development Center<br>University Center 230<br>Highland Heights, KY 41099<br>859-527-5680          | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |

|    |   |                                 |   |
|----|---|---------------------------------|---|
| GG | Referral  | 1<br>0<br>1<br>1<br>4<br>0<br>2 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| HH | SBG Internal Employee   | 0<br>0<br>0<br>0<br>1<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| II | Sinclair Website<br>Attn: Sharon Pickeral<br>10706 Beaver Dam Road<br>Cockeysville, MD 21030<br>www.sbgi.net  | 0<br>0<br>0<br>0<br>1<br>0<br>1 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| JJ | Spencerian College, Career Services<br>Amanda Reichert<br>1575 Winchester Rd<br>Lexington, KY 40514<br>859-977-5406   | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| KK | Spots-N-Dots<br>April Causey<br>167 Oakdale Road<br>Johnson City, NY 13790<br>Phone: 888-884-2630<br><a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive |
| LL | Sullivan University, Career Services<br>Jennifer Cook<br>2355 Harrodsburg Rd<br>Lexington, KY 40514<br>859-514-7680   | 0<br>0<br>0<br>0<br>0<br>0      | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive                             |
| MM | The Wright Image<br>Brian Wright<br>P.O. box 55262<br>Lexington, KY 40555<br>859-699-4966   | 0<br>0<br>0<br>0<br>0<br>0      | Account Executive<br>Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Account Executive  |

|  |  |  |
|--|--|--|
| <p>NN</p> <p>Thomas More College<br/> Career Planning Center<br/> Renee Noel<br/> 333 Thomas More Parkway<br/> Crestview Hills, KY 41017<br/> 859-344-3386</p>                 | <p>0<br/>0<br/>0<br/>0<br/>0<br/>0<br/>0</p> | <p>Senior Account Executive<br/> Senior Account Executive<br/> Account Executive<br/> Account Executive<br/> Assistant Traffic Manager<br/> Senior Account Executive<br/> Senior Account Executive</p> |
| <p>OO</p> <p>Transylvania University<br/> Susan Rayer<br/> 300 N. Broadway<br/> Lexington, KY 40508<br/> 859-233-8193</p>  | <p>0<br/>0<br/>0<br/>0<br/>0<br/>0<br/>0</p> | <p>Senior Account Executive<br/> Senior Account Executive<br/> Account Executive<br/> Account Executive<br/> Assistant Traffic Manager<br/> Senior Account Executive<br/> Senior Account Executive</p> |
| <p>PP</p> <p>TVjobs.com<br/> Mark Holloway<br/> Broadcast Employment Service<br/> P.O. Box 4116<br/> Oceanside, CA 92052<br/> 800-374-0119 (Phone)<br/> 760-754-2115 (Fax)</p> | <p>0<br/>0<br/>0<br/>0<br/>1<br/>0<br/>0</p> | <p>Account Executive<br/> Account Executive<br/> Account Executive<br/> Account Executive<br/> <b>Assistant Traffic Manager</b><br/> Account Executive<br/> Account Executive</p>                      |
| <p>QQ</p> <p>UK Minority Learning Services<br/> Center<br/> Ruth Slaughter<br/> 660 S. Limestone<br/> Lexington, KY 40506<br/> 859-323-6347</p>                                | <p>0<br/>0<br/>0<br/>0<br/>0<br/>0<br/>0</p> | <p>Senior Account Executive<br/> Senior Account Executive<br/> Account Executive<br/> Account Executive<br/> Assistant Traffic Manager<br/> Senior Account Executive<br/> Senior Account Executive</p> |
| <p>RR</p> <p>Union College<br/> Career Planning &amp; Placement<br/> Lee Angel<br/> 310 College St. D-19<br/> Barbourville, KY 40906<br/> 606-546-1258</p>                     | <p>0<br/>0<br/>0<br/>0<br/>0<br/>0<br/>0</p> | <p>Senior Account Executive<br/> Senior Account Executive<br/> Account Executive<br/> Account Executive<br/> Assistant Traffic Manager<br/> Senior Account Executive<br/> Senior Account Executive</p> |
| <p>SS</p> <p>University of Kentucky<br/> Caroline Hellard<br/> Stucker Bldg, 408 Rose St<br/> Lexington, KY 40506<br/> 859-257-4040</p>  | <p>0<br/>0<br/>0<br/>0<br/>0<br/>0<br/>0</p> | <p>Senior Account Executive<br/> Senior Account Executive<br/> Account Executive<br/> Account Executive<br/> Assistant Traffic Manager<br/> Senior Account Executive<br/> Senior Account Executive</p> |
| <p>TT</p> <p>University of Louisville<br/> Debra Mayberry/Matt Preal<br/> Student Activities Center<br/> W310, UofL, Louisville, KY<br/> 40292</p>                             | <p>0<br/>0<br/>0<br/>0<br/>0<br/>0<br/>0</p> | <p>Senior Account Executive<br/> Senior Account Executive<br/> Account Executive<br/> Account Executive<br/> Assistant Traffic Manager<br/> Senior Account Executive<br/> Senior Account Executive</p> |

|    |  |                                 |   |
|----|--|---------------------------------|---|
|    | 502-852-6935   |                                 |   |
| UU | WDKY Website<br>Attn: Tiffany Quisenberry<br>836 Euclid Ave., Suite 201<br>Lexington, KY 40502<br>www.wdky56.com       | 0<br>0<br>0<br>0<br>3<br>0<br>1 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br><b>Assistant Traffic Manager</b><br>Senior Account Executive<br><b>Senior Account Executive</b> |
| VV | Western Kentucky University<br>Rebecca Tinker<br>1 Big Red Way, 216 Cravens<br>Bowling Green, KY 42101<br>270-745-3095 | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive               |
| WW | YMCA Black Achievers<br>Alan Sisk<br>239 East High Street<br>Lexington, KY 40507<br>859-367-7327                       | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive               |
| XX | YWCA of Lexington<br>Debbie Griggs<br>1364 Davenport Road<br>Lexington, KY 40533<br>859-276-4457                       | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Senior Account Executive<br>Senior Account Executive<br>Account Executive<br>Account Executive<br>Assistant Traffic Manager<br>Senior Account Executive<br>Senior Account Executive               |

\*The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us, however at this time the station has yet to receive such requests.

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Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 4/01/08 to 03/31/09

Station Comprising Station Employment Unit WDKY

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by WDKY.

**Attended Career Fairs**

1. October 7, 2008 – 10am-1pm      Morehead State University Career Fair  
Attendees: Tiffany Quisenberry/ HR Rep / Admin to GM  
Positions Advertised: Internships and future Account Executives  
This career fair was for prospecting future candidates for Account Executive positions as well as looking for a Spring Intern for 2009.. The fair was productive for finding interns but most of those graduating and looking for employment were interested in business and accounting internships. Myself, along with 25 other businesses, conducted in person interviews as well as gave out information about our company. This was an extremely productive career fair for me as I attend it every year. There were over 50 attendees that visited my booth.
2. October 22, 2008 -6p-9p      Institute of Management Accountants Career Fair  
Attendees: Tiffany Quisenberry, HR Rep/Admin to GM  
Positions Advertised: Account Executive, Internships  
This career fair was for current students, upcoming graduates and those looking for internships. The fair was mainly intended on accounting degrees but there were students from many different backgrounds. I was the only media booth there along with 20 other business so that made the students excited and wanting to know more about television and the jobs we had to offer. The fair was very productive for finding possible candidates for sales at our station and I did bring a few resumes back to the Local Sales Manager for the Account Executive position. There were about 75-150 attendees.
3. November 5, 2008- 9a-12p      Sullivan University Fall Career Fair  
Attendees: Tiffany Quisenberry, HR Rep/Admin to GM  
Positions Advertised: Account Executive, Internships  
This career fair was for current students and post graduates as well as those looking for internships. This was a small career fair with only 10 employers attending and only about 25 students searching for jobs and internships. This was a small career fair but many potential candidates that I told to apply online for the Account Executive position.

4. November 13, 2008- 10a-4p Central Kentucky Job Center Career Fair  
Attendees: Tiffany Quisenberry, HR Rep/Admin to the GM  
Positions Advertised: Account Executive, Internships

This job fair was held at one of the larger churches in Lexington and there were over 50 businesses and over 150 people to attend my booth. This career fair was open to the public so there were many candidates for our Account Executive position. I handed out informational packets about our company, benefits, and facts about WDKY.

## **Train Management on EEO and Discrimination Issues**

When WDKY employees are promoted to a management position they complete on-line training in the following topic:

- Recognizing & Preventing Sexual Harassment
- Code of Business Conduct and Ethics
- Workplace Harassment: Recognizing and Preventing Harassing Behavior

Along with promoted employees, all new hires of WDKY complete Recognizing & Preventing Sexual Harassment on-line training.

## **INTERNSHIP PROGRAM**

The stations also have an internship program as defined below:

### Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

### Program Objectives:

- Develop links with technical schools, universities and colleges to promote WDKY as a prospective employee.
- Create a symbiotic relationship between interns and WDKY employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

### Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

During this term period of 04/01/08 to 03/31/09, WDKY had 5 interns. The interns came from; (2) University of Kentucky, (1) Berea College, (1) Murray State University (1) Transylvania University. Applicants can contact the station to get information on how to apply for an internship.