

FCC/EE0 Public File Report  
 KET - WKMJ-WKPC, Louisville  
 4/1/20 -3/31/21

Prong 3 - Longer Term Recruitment Initiatives

#	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Various training opportunities for current employees to advance their expertise in their subject area: 1 employees attended trainings during the year.	Training of current employees to advance skills in their work area through local educational facilities and other professional development sources; training of supervisors to increase their management skills	Human Resources Coordinator and Human Resources Director
2	Ongoing	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Employees & contractors completed Workplace Harassment Training through CPB approved training in KnowBe4 with 100% participation; newly hired/promoted managers receive diversity training and discrimination prevention training as part of the orientation process. All employees participated in Communications training to foster open communications without bias.	Diversity, anti-discrimination & sexual harassment training, and communications training for all employees.	Human Resources Coordinator and Human Resources Director
3	Ongoing	Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Multimedia and Video Production Workshops & Consultations: Conducted 17 workshops involving 325 students & teachers.	Conduct workshops for students & teachers in Kentucky schools or in the KET Media Lab, providing teachers and students instruction on basic production & multimedia skills and how they can be integrated into the classroom to enhance various curriculum areas, address 21st century skills, and provide students with a creative outlet for communicating. Tour of facility is typically also a part of the workshop.	KET Education Consultants, Director of School Services, Adult Education Staff