

FCC/EE0 Public File Report
 KET - WKLE, Lexington Network Center
 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. 34 employees attended more than 32 various classes, seminars, conferences, or online courses to advance their expertise in their subject area.	Training of current employees to advance skills in their work area through local educational facilities & other professional development sources; training of supervisors to increase their management skills. Utilize two outside sources (Know Be 4 and MyPURPOSE) where employees can select and request suitable training to enhance job skills to qualify them for higher level positions.	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. Chief of Staff and HR Director attended various EEO training.	Diversity, anti-discrimination & sexual harassment training, and communications training for all employees. Chief of Staff attended a two day training course in Workplace Culture. HR Director attended EEOC sponsored Diversity training.	Human Resources Coordinator and Human Resources Director

FCC/EE0 Public File Report
 KET - WKLE, Lexington Network Center
 4/1/20 -3/31/21
 Prong 3 - Longer Term Recruitment Initiatives

3	Ongoing	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Expose college students to broadcasting careers / environment through internship opportunities: Have hosted 8 college interns during reporting period. One intern was hired full time upon completion of the program. Due to the restricted number of people working onsite during COVID 19 Pandemic, the intern program was temporarily suspended.	Host interns from state colleges who are majoring in areas that relate to broadcasting & business for credit hours.	Human Resources Coordinator, Human Resources Manager, Human Resources Director, Chief Content Officer, various Public Affairs staff, and the Director of Operations for the Commonwealth Fund
4	Ongoing	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Expose high school & college students to broadcasting careers / environment through job shadowing/co-op/ volunteer opportunities. Due to restricted number of people working onsite during the COVID 19 pandemic, student co-op program was suspended.	Host students from local high schools who are interested in broadcasting careers in 7-week program in conjunction with Fayette County Public Schools; Also host students for Job Shadowing/Volunteering from high schools or colleges.	Human Resources Coordinator, Human Resources Director and Area Supervisors

FCC/EE0 Public File Report
 KET - WKLE, Lexington Network Center
 4/1/20 -3/31/21
 Prong 3 - Longer Term Recruitment Initiatives

5	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 36 workshops virtually involving 540 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
6	Ongoing	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Job fairs sponsored by local universities. Due to the COVID 19 pandemic, in person job fairs were suspended. Online job fairs were established.	Attend Job Fairs regularly at local universities to engage with students seeking careers and internships in broadcasting.	HR Director and HR Coordinator as well as the Director of Operations for the Commonwealth Fund for KET and current interns.
7	Ongoing	Participation in job banks, Internet programs, and other programs designed to promote outreach generally.	University of Kentucky Job Club member. Due to the COVID 19 pandemic, in person Job Club meetings were suspended.	Attend monthly meetings where job seeking graduates from the University of Kentucky receive assistance with resume writing, interview skills, and other professional skills.	HR Coordinator or HR Director