

**WDJX(FM), WXMA(FM, WMJM(FM), WGZB(FM) and WGHL(FM)
EEO PUBLIC FILE REPORT
April 1, 2016-March 31, 2017**

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
WGZB/WGHL/WMJM Program Director	5-7, 8-10, 12	5
Market Manager	3*	3
WXMA Morning Show Host	3-12, 14	3
Receptionist/Business/Traffic Assistant	1, 3, 6-8, 14	3
WGZB/WGHL/WMJM Program Director	3, 5-7, 9-13	3
Sales Assistant	1, 3, 6-8	3
WDJX Midday Host – Music Director	6-7, 9-10, 12	5
Account Executive	3-4, 6-7, 8-10, 12	3

**Exigent Circumstances*

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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	On-Air Announcements <i>(all SEU stations)</i>	No	2
2	Station Website Postings <i>(all SEU stations)</i>	No	0
3	Word-of-Mouth Referral	No	18
4	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, KY 40601 www.kba.org Phone: 888.843.5221	No	0
5	All Access Website www.allaccess.com	No	10
6	University of Louisville Student Affairs Department Louisville, KY 40292 Career Link, https://Louisville-csm.symplicity.com <i>(also includes posting on career bulletin board)</i> Phone: 502.852.555 / 852.6933	No	0
7	University of Kentucky Office of Student Involvement 203 Student Center Lexington, KY 40506 Career Link, https://uky-csm.symplicity.com <i>(also includes posting on career bulletin board)</i> Phone: 859.323.1067	No	0
8	Indiana University Southeast <i>(includes affiliates: East/Kokomo/Northwest/South Bend)</i> 4201 Grand Line Road New Albany, IN 47150 Career Link, https://ius-csm.symplicity.com <i>(also includes posting on career bulletin board)</i> Phone: 812.941.2556	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Campbellsville University 1 University Drive Campbellsville, KY 42718 Career Link: http://www.campbellsville.edu/employer-job-posting-form <i>(also includes posting on career bulletin board)</i> Phone: 270.789.5000	No	0
10	Indeed Website https://www.indeed.com/	No	3
11	Georgetown College 400 E College Street Georgetown, KY 40324 http://www.georgetowncollege.edu/career/employers/ Phone: 502.863.8000	No	0
12	Alpha Media Career Website http://www.alphamediausa.com/careers	No	6
13	Lindsey Wilson College 210 Lindsey Wilson Street Columbia, KY 42728 Contact: careerservices@lindsey.edu Phone: 270.384.2126	No	0
14	SEU Job Fairs <i>(see Section III)</i>	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			39

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Our SEU hosts an excellent internship program that provides student interns with a well-rounded experience in radio broadcasting. Our interns are supervised by our Director of Urban Promotions and Community Affairs and learn about and help with copywriting, preparation of liners, updating the entertainment calendar and creating remote packages. They also attend and assist with remote broadcasts, appearances and special events. Although the interns typically “shadow” members of the Promotions department, they are also exposed to our Programming, Production, On-Air and Sales departments and, on occasion, they accompany Account Executives on sales calls.</p> <p>During this reporting period, our SEU hosted seven (7) interns from the following schools:</p> <ul style="list-style-type: none"> • (1) University of Louisville – April-May 2016; • (1) University of Louisville – May-July 2016; • (2) University of Louisville – August-December 2016; • (1) Indiana University Southeast – August-December 2016; • (2) University of Louisville – January-March 2017.
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (3)	<p>On July 21, 22 and 27, 2016, several of our SEU’s on-air personalities visited Western Kentucky University to speak with various groups of students about what their job entails, how a radio station operates and the excellent internship program that the SEU hosts as well as the wide variety of career opportunities available in broadcasting.</p>
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	<p>On March 2, 2017, several of our on-air personalities visited the University of Louisville and spoke with a group of students about what their job entails, how a radio station operates and the excellent internship program that the SEU hosts as well as the wide variety of career opportunities available in broadcasting.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On March 11, 2017, our SEU hosted a group of teens affected by cancer from Norton Children’s Hospital for a tour of our facilities. Several of our on-air personalities conducted the tour, during which they introduced other staff members, discussed how radio stations operate, described the nature of their jobs, and shared information about opportunities available for a future career in broadcasting.
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 29, 2017, several of our on-air personalities hosted a group of students from Seneca High School for a “job shadowing” experience. As the students followed and observed our on-air talent, they explained how radio stations operate, shared details about the nature of their job, and discussed the types of jobs that are available in radio.
6	Host Job Fair	On August 23, 2016, our SEU hosted a Career Fair at Copper and Kings in Louisville, Kentucky, and also participated in the event as a local employer. Our SEU solicited local employers, organized the acquisition/distribution of booth space, and scheduled on-air announcements to promote this event. SEU participants included several of our Sales Managers and Account Executives, who distributed information about our SEU, spoke with interested attendees about career opportunities available in radio as well as employment opportunities and internships within the SEU, and accepted resumes.
7	Host Job Fair	On March 28, 2017, our SEU hosted a Career Fair at Hilton Garden Inn (<i>Louisville Airport</i>) in Louisville, Kentucky and also participated in the event as a local employer. Our SEU solicited local employers, organized the acquisition/distribution of booth space, and scheduled on-air announcements to promote this event. SEU participants included several of our Sales Managers and Account Executives, who distributed information about our SEU, spoke with interested attendees about career opportunities available in radio as well as employment opportunities and internships within the SEU, and accepted resumes.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 2, 2017, our SEU participated in the University of Louisville Young Communications Professionals Internship Fair at Red Bar on the University's campus. SEU participants included several on-air personalities who distributed information about our SEU, spoke with interested attendees about career opportunities available in radio as well as employment opportunities and internships within the SEU, and accepted resumes.
9	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 1, 2017, several of our on-air personalities visited Engelhard Elementary School in Louisville, Kentucky, to speak with a group of students about how radio stations operate, described the nature of their jobs, and the opportunities available for a future career in broadcasting.
10	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 3, 2017, several of our on-air personalities visited Frayser Elementary School in Louisville, Kentucky, to speak with a group of students about how radio stations operate, described the nature of their jobs, and the opportunities available for a future career in broadcasting.
11	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 3, 2017, several of our on-air personalities visited Lowe Elementary School in Louisville, Kentucky, to speak with a group of students about what it is like to work at a radio station, career opportunities in broadcasting and provided specifics about the excellent internship program that the SEU hosts.
12	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 14, 2017, our SEU participated in the University of Louisville's Men of Quality Lifestyle Choices Forum which was held on the University's campus. Our SEU's General Sales Manager attended and talked about career opportunities available in radio as well as job openings and internships within the SEU and distributed information about Alpha Media.