

WDJX(FM), WXMA(FM), WMJM(FM), WGZB-FM and WGHL(FM)
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018

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
Account Executive	2-3, 5, 8-9	8

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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>)	N	0
2	Station Website Postings (<i>all SEU stations</i>)	N	1
3	Word-of-Mouth Referral	N	5
4	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, KY 40601 www.kba.org Phone: 888.843.5221	N	0
5	Handshake (<i>college recruitment provider</i>) 660 4th Street #113 San Francisco, CA 94107 Career Link, https://handshake.com <i>Distributing job postings to the following colleges & universities:</i> <ul style="list-style-type: none"> • University of Kentucky • Indiana University-Purdue University-Fort Wayne • University of Louisville • Bellarmine University • Transylvania University • Purdue University Northwest 	N	0
6	University of Louisville Student Affairs Department Louisville, KY 40292 Career Link, https://Louisville-csm.symphlicity.com Phone: 502.852.555 / 852.6933	N	0
7	University of Kentucky Office of Student Involvement 203 Student Center Lexington, KY 40506 Career Link, https://uky-csm.symphlicity.com Phone: 859.323.1067	N	0
8	Indeed Website https://www.indeed.com/	N	1
9	Alpha Media Career Website http://www.alphamediausa.com/careers	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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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 8 (8) interns from the following schools:</p> <ul style="list-style-type: none"> • (2) University of Louisville – April – May 2017; • (1) Indiana University Southeast – April – May 2017; • (1) Northern Kentucky University – April – May 2017; • (1) University of Louisville – May – July 2017; • (2) Western Kentucky University – May – July 2017; • (1) Indiana University Southeast – January – March 2018

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (2)	On April 11, and July 26, 2017, several of our On-Air Talents visited the Western Kentucky University and spoke with a group of students about what it is like to work at a radio station as well as career opportunities in broadcasting and specifics about the excellent internship program that the SEU hosts.
3	Participate in Job Fair	On September 12, 2017, our SEU participated in the Louisville Metro Diverse Business Job Fair at Fourth Street Live in Louisville. Station participants included several On-Air Talents, who interacted with interested attendees regarding careers in radio as a participating local employer, accepting resumes from interested attendees, discussing internship and employment opportunities, and handing out information about our stations.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 18, 2017, several of our On-Air Talents visited New Albany High 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 specifics about the excellent internship program that the SEU hosts.
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On December 7, 2017, several of our On-Air Talents visited Fern Creed High 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 specifics about the excellent internship program that the SEU hosts.
6	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 17, 2018, our SEU participated in the National Mentoring Month at Indiana University Southeast on the university's campus. Station participants included several On-Air Talents who interacted with interested attendees regarding careers in radio as a participating local employer.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 21, 2018, several of our On-Air Talents hosted a Job Shadow day for students from University of Louisville providing guidance on how radio stations operate and the types of jobs that are available in broadcasting.
8	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On March 13, 2018, our SEU participated in the LSHRM Transitioning Veterans event at Delphi Center in Louisville. Station participants included Account Executive who interacted with interested attendees regarding careers in radio as a participating local employer, accepting resumes from interested attendees, discussing internship and employment opportunities, and handing out information about our stations.