

**WDJX(FM), WXMA(FM), WMJM(FM), WGZB-FM and WGHL(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019-March 31, 2020**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-3, 6-8, 10	2
Account Executive	2-3, 6-8, 10	2
Account Executive	2, 5, 7, 9-10	10
Account Executive	2, 5, 7, 9-10	9
Regional Business Manager	2*	2*
Content Director	2-3, 5-8	2
Program Director	2, 5-8	2

*\*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	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
2	<b>Word-of-Mouth Referral</b>	N	10
3	<b>Kentucky Broadcasters Association</b> 101 Enterprise Drive Frankfort, KY 40601 <a href="http://www.kba.org">www.kba.org</a> Phone: 888.843.5221	N	0
4	<b>Handshake</b> ( <i>college recruitment provider</i> ) 660 4th Street #113 San Francisco, CA 94107 Career Link, <a href="https://handshake.com">https://handshake.com</a> <i>Distributing job postings to the following colleges &amp; universities:</i> <ul style="list-style-type: none"> <li>• University of Kentucky</li> <li>• Indiana University-Purdue University-Fort Wayne</li> <li>• University of Louisville</li> <li>• Bellarmine University</li> <li>• Transylvania University</li> <li>• Purdue University Northwest</li> </ul>	N	0
5	<b>Indeed Website</b> <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	5
6	<b>Allaccess.com</b> <a href="https://www.allaccess.com/">https://www.allaccess.com/</a>	N	2
7	<b>Alpha Media Career Website</b> <a href="http://www.alpha-mediausa.com/careers">http://www.alpha-mediausa.com/careers</a>	N	1
8	<b>Unknown</b> ( <i>source not adequately identified upon SEU inquiry</i> )	N	4
9	<b>LinkedIn</b>	N	1
10	<b>Walk-In/Self-Referral</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			24

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	<p>Our SEU hosts an excellent internship program that provides student interns with a well-rounded experience in radio broadcasting. Supervised by our Director of Urban Promotions and Community Affairs, interns 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 one (1) intern from the following school:</p> <ul style="list-style-type: none"> <li>• University of Louisville – February 2020 – Present</li> </ul>
<b>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination	<p>On October 9, 2019, our Business Manager took part in a training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.</p>
<b>3</b>	Management-level training addressing equal employment opportunity and preventing discrimination	<p>Between August 16, 2019-October 17, 2019, our Market, Operations and General Sales Managers as well as Program Directors, Chief Engineer, and Marketing Director participated in ThinkHR training programs provided by Alpha Media entitled, “Bullying and Violence in the Workplace” and “Workplace Harassment Prevention for Managers.”</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>4</b>	Participate in Job Fair	On February 27, 2020, our SEU participated in the University of Louisville Communication Internship Fair. Station participants included our Marketing Director and an On-Air Talent, who interacted with interested attendees regarding careers in radio, accepting resumes from interested attendees, discussing internship and employment opportunities, and handing out information about our stations.
<b>5</b>	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On July 22, 26 and 31 2019, several of our On-Air Talents and Managers spoke at the Kentucky Broadcasters Association Radio Talent Institute, interacting with 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.