

WDJX(FM), WXMA(FM), WMJM(FM), WGZB-FM and WGHL(FM)
EEO PUBLIC FILE REPORT
April 1, 2018-March 31, 2019

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 | 3, 5-7 | 6 |
| Account Executive | 2-3, 5-7 | 2 |
| Account Executive | 3, 5-7 | 3 |
| Business Manager | 3, 5-7 | 3 |
| Local Sales Manager | 3, 5-7 | 3 |
| Market Manager | 4, 6-7 | 7 |
| On- Air Personality | 1, 5-7 | 7 |
| On-Air Morning Traffic Talent | 1, 6-7 | 7 |
| Program Director | 1, 5-7 | 3 |
| Sales Assistant | 3, 6-7 | 3 |
| Traffic Director | 3, 5-7 | 3 |

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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 | 4 |
| 2 | Station Website Postings (<i>navigation link to Alpha careers website on one or more SEU stations</i>) | N | 1 |
| 3 | Word-of-Mouth Referral | N | 10 |
| 4 | Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, KY 40601 www.kba.org Phone: 888.843.5221 | N | |
| 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 | |
| 6 | Indeed Website (<i>automated posting from Alpha careers website</i>) https://www.indeed.com/ | N | 12 |
| 7 | Alpha Media Career Website http://www.alphamediausa.com/careers | N | 5 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 32 |

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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 2 (2) interns from the following schools:</p> <ul style="list-style-type: none"> • (1) University of Louisville – April – May 2018; • (1) Indiana University Southeast – April – May 2018; |
| 2 | Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting | <p>On July 23, 2018 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.</p> |
| 3 | Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting | <p>On October 25, 2018, several of our On-Air Talents visited Young Professionals Association of Louisville (YPAL) in Louisville, Kentucky, to speak with a group of young professionals 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.</p> |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--|
| 4 | Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting | On December 6, 2018, 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. |
| 5 | Participate in Job Fair | On November 1, 2018, our SEU participated in the LSHRM Job Fair. 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. |
| 6 | Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting | On March 20, 2019, sever of our On-Air Talents spoke at the St. Matthews Chamber of Commerce Business Luncheon, 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. |