

WDJX(FM), WXMA(FM), WMJM(FM), WGZB-FM and WGHL(FM)
EEO PUBLIC FILE REPORT
April 1, 2022-March 31, 2023¹

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 |
|--------------------------|--|---------------------------|
| On-Air Talent | 5,6,7-9,12-16 | 7 |
| Digital Sales Specialist | 5,7,9 | 9 |
| Account Executive (4) | 5,7,9-11 | 5,5,5,10 |
| Promotions Director | 2-3,5-7,12,14,16 | 5 |

¹ This report was revised in May 2024 to address reporting issues.

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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 | |
| 2 | Word-of-Mouth Referral | N | 1 |
| 3 | Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, KY 40601 www.kba.org Phone: 888.843.5221 | N | |
| 4 | 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 | |
| 5 | Indeed Website (<i>automated posting from Alpha careers website</i>) https://www.indeed.com/ | N | 15 |
| 6 | Allaccess.com Website: https://www.allaccess.com/ | N | |
| 7 | Alpha Media Career Website http://www.alphamediausa.com/careers | N | 3 |
| 8 | Unknown (source not adequately identified upon SEU inquiry) | N | 1 |
| 9 | Linkedin | N | 2 |
| 10 | Walk in/Self Referral | N | 1 |
| 11 | Job News Louisville Job Fairs | N | |
| 12 | Glassdoor https://www.glassdoor.com/ | N | |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|---|--|
| 13 | Circa/Diversity Jobs http://circaworks.com/careers | N | |
| 14 | RadioInk https://radioink.com/jobs/ | N | |
| 15 | Facebook Job Search: https://www.facebook.com/jobs/ | N | |
| 16 | The Morning Mouth www.themorningmouth.com | N | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 23 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|---|--|
| 1 | Participate in Job Fair | On May 18, 2022 our SEU attended a Job Fair held by Job News Louisville. The Market Manager set up a booth to collect resumes and conducted preliminary interviews of attendees who were interested in a career in broadcasting and with our company. |
| 2 | Participate in Job Fair | On June 22, 2022 our SEU attended a Job Fair held by Job News Louisville. The Market Manager set up a booth to collect resumes and conducted preliminary interviews of attendees who were interested in a career in broadcasting and with our company. |
| 3 | Management-level training regarding Preventing Discrimination | In June 2022, the SEU Promotions Manager participated in Preventing Employment Discrimination (Manager). The Manager was required to complete the course online through ThinkHR. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|---|
| 4 | 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 Assistant Content Direct and Community Affairs Director, 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 Programming Department, they are also exposed to our Promotions, 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"> • Kentucky State University – March 1 2023-Present |