

# EEO PUBLIC FILE REPORT

## WRKA-FM/WQNU-FM/WVEZ-FM/WSFR-FM

**APRIL 1, 2019 - MARCH 31, 2020**

### FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organization ns entitled to notification)*	Number Interviewed	Number Hired
1	Business Manager	3/15/2019	4/8/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ Client Referral Bluegrass Community & Technical College Brown Mackie College Louisville Campbellsville University Indiana University Southeast Sullivan University University of Kentucky University of Louisville Word of Mouth LinkedIn	2   1         1	1
2	Account Executive		7/9/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ Kentucky Broadcasters Association Client Referral Bellarmine University Bluegrass Community & Technical College Campbellsville University Indiana University Southeast Sullivan University	2  3  2	1  1

				University of Kentucky		
				University of Louisville		
				Walk In	1	
				LinkedIn	2	1
3	WQNU APD/PM On-Air Personality	3/18/2019	5/13/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral		
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				All Access	6	1
				Mutual Friend Referral	1	
				Country Aircheck	1	
				RAMP	1	
				Kentucky Broadcasters Association		
				Bellarmino University		
				Bluegrass Community & Technical College		
				Brown Mackie College Louisville		
				Campbellsville University		
				Centre College		
				Indiana University Southeast		
				Sullivan University		
				University of Kentucky		
				University of Louisville		
				Word of Mouth		
4	Account Executive		12/2/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral		
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				American Advertising Federation of Louisville		
				Campbellsville University		
				University of Louisville		
				University of Kentucky		
				Indiana University Southeast		
				Kentucky Broadcasters Association		
				Bluegrass Community and Technical College		

				Bellarmino University		
				Word of Mouth		
				Indeed	4	1
5	WQNU Afternoons/APD	10/10/2019	3/2/2020	Internal Posting– Bulletin Boards on each floor / Employee Referral	2	1
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				All Access	4	
				RAMP		
				Bellarmino University		
				Campbellsville University		
				Centre College		
				Sullivan University		
				Indiana University Southeast		
				University of Kentucky		
				University of Louisville		
				Word of Mouth		

**\*The Attached List of Recruitment Sources were contacted for the above openings**

## Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Internal Posting– Bulletin Boards on each floor / Employee Referral	Hiring Manager	4	
2	Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	Hiring Manager	3	
3	Advertising Federation of Louisville	<a href="http://aaflouisville.org/classifieds.php">http://aaflouisville.org/classifieds.php</a>		
4	Kentucky Broadcasters Association	<a href="http://kbawordpress.mcallenphp.net/employment-opportunities-2/">http://kbawordpress.mcallenphp.net/ employment-opportunities-2/</a>		
5	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, CA 90265	<a href="mailto:idenver@allaccess.com">idenver@allaccess.com</a>	10	
5	RAMP	661-294-9408 <a href="mailto:carermedia@gmail.com">carermedia@gmail.com</a>	1	
6	Country Aircheck	(615) 320-1450 <a href="mailto:news@countryaircheck.com">news@countryaircheck.com</a>	1	
7	Bellarmino University Career Development Center 2001 Newburg Road	502-272-8000		

Louisville, KY 40205

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|----|--|--------------|
| 8  | Bluegrass Community & Technical College<br>Student Employment Services<br>470 Cooper Dr<br>Lexington, KY 40506 | 502-839-8488 |
| 9  | Brown Mackie College Louisville<br>Career Services<br>625 Eden Park Dr. Suite 1100<br>Cincinnati, OH 45202     | 502-968-7191 |
| 10 | Campbellsville University<br>Career Services<br>1 University Dr, UPO 917<br>Campbellsville, KY 42718           | 800-264-6014 |
| 11 | Indiana University Southeast<br>Career Development Center<br>4201 Grantline Road<br>New Albany, IN 47150       | 812-941-2333 |
| 12 | Sullivan University<br>Career Services<br>3101 Bardstown Road<br>Louisville, KY 40205                          | 502-456-6505 |
| 13 | University of Kentucky<br>James W Stickert Career Center<br>408 Roase St<br>Lexington, KY 40506                | 859-257-2746 |

14	University of Louisville Career Development Center 2211 South Brook St Louisville, KY 40202	502-852-6701	
15	Centre College	(859) 238-5283 <a href="mailto:careers@centre.edu">careers@centre.edu</a>	
16	Walk In		1
17	Client Referral		3
18	Mutual Friend Referral		1
19	Linked In	<a href="http://www.linkedin.com">www.linkedin.com</a>	3
20	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>	4
21	Former Employee Referral		2

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**EEO PUBLIC FILE REPORT**  
**April 1, 2019 – March 31, 2020**

**III. RECRUITMENT INITIATIVES**

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	College Internship Program	On an ongoing, basis the Stations recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. During this reporting period, the Stations hosted 1 intern from Jefferson Community College in the Fall of 2019. The intern worked primarily with the promotions department and the street team. But, spent time in each department shadowing them throughout the internship.
2	Career Fairs (2)	The stations participated in the Jeffersontown Chamber Career Fair on June 19, 2019. We handed out literature. Answered Questions, offered insight and collected resumes. We also participated in the Job News USA Job Fair on June 26 <sup>th</sup> in Shepherdsville, KY.
3	Participate in event/program on behalf of educational institutions related to careers in broadcasting (4)	Stations' employees including Management and Promotions attended career days to highlight and answer students' questions about the broadcasting industry. We spoke to UofL Communication's students on Ja. 29 and October 1, 2019. We also were a part of the KBA WKU Radio Talent Institute at Western Kentucky University on July 30, 2019. Our DOS, also spoke at his Alma Mater's Speakers Bureau and promoted a career in Broadcasting to students.
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