

E.E.O. — Public File

Covering the Period from April 1, 2023 through March 31, 2024

NEWBERRY BROADCASTING, INC.

Bowling Green, KY

See FCC Public Files at the links below.

WOVO-FM

RECRUITMENT INITIATIVES

1. E.E.O. Public Service announcements ran on WOVO-FM during April 2023 through March 2024. These are announcements intended to reach organizations or job seekers, informing them of employment opportunities or to contact us if they would like to receive job vacancy notices. They also announce to the public that we are an equal opportunity employer.
2. Continued partnership with Barren County high School Broadcasting Club (founded by Commonwealth Broadcasting.)
3. Spoke to Barren County High School Broadcasting Club student membership about opportunities and careers in broadcasting.
4. Tours were conducted of our broadcasting studios and offices by students from Barren County High School Broadcasting Club who were interested in careers in radio broadcasting.
5. Accepted a student intern for several weeks from Barren County High School's Broadcasting Club who worked at the radio station learning the many facets of a radio broadcasting career from sale to production to office duties.
6. Tours of our broadcasting studios and offices by Red Cross Elementary, Eastern Elementary, and South Green Elementary schools, speaking to them about the different careers available in radio broadcasting.
7. Gave tours of our studios to students in the Leader in Me Program with whom we are partnered at North Jackson Elementary.
8. Partnered with Barren County High School Agriculture Department for tours of the studios, allowing the time on the air to promote the Ag Community and showing them the opportunities available in radio broadcasting.
10. April 2023 through May 2023 — Greg Bowen, Sales Manager, visited Barren County Trojan Academy each Friday morning to discuss radio broadcasting careers.
11. July 2023 — Dale Thornhill and Derron Steenbergen spoke to a group of Western Kentucky University students on behalf of the KBA WKU Radio Talent Institute about the opportunities on careers in broadcasting at all Commonwealth Broadcasting locations.
13. Community Partnership co-op/Intern Program at the South Central Kentucky Community and Technical College, consistently accepting student interns who are interested in radio.
14. Operated and exhibit at the Southern Kentucky EXPO where employment information was distributed to those persons interested in radio-related careers in August 2023.
15. September 2023 through March 2024 — Greg Bowen and Chris Houchens visited Barren County Trojan Academy, where he described various career opportunities in radio broadcasting and the educational needs for those positions.
16. October 2023 — Dale Thornhill spoke to broadcasting and marketing classes at Western Kentucky University about opportunities and careers in radio broadcasting offered by Commonwealth Broadcasting Corporation.

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FULL-TIME JOBS FILLED (Vacancy List) — 2

Job Title — Digital Sales
Date Filled — October 16, 2023
Number of Interviews Referred by Sources — New Position
Number of Interviews — 3
New Hire Referral Source — Advertisement

Job Title — Digital Sales
Date Filled — September 6, 2023
Number of Interviews Referred by Sources — New Position
Number of Interviews — 3
New Hire Referral Source — Advertisement

RECRUITMENT SOURCES USED TO FILL FULL-TIME VACANCY
Number of Interviews Referred by Source — On-Air, Job Bank
Interviewee/Hiree Recruitment Source — On-Air