

**WLXX (FM), WLTO (FM), WVLK (FM), WVLK (AM), WXZZ (FM), and  
WCYN-FM  
EEO PUBLIC FILE REPORT  
April 1, 2021 – March 31, 2022<sup>1</sup>**

**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	1-10, 32-55	1
Account Executive	1-30, 32-55	30
Producer/Board Op	1-29, 32-55	31
Account Executive	1-29, 32-55	1
Program Director	1-29, 32-55	1

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<sup>1</sup> This Report provides recruitment data collected from April 1, 2021 through March 21, 2022.

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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>Cumulus Careers Website</b> <a href="https://cumulusmedia.jobs.net/en-US/">https://cumulusmedia.jobs.net/en-US/</a>	N	14
2	<a href="https://www.adzuna.com/">https://www.adzuna.com/</a>	N	0
3	<a href="https://www.jobisjob.com/m">https://www.jobisjob.com/m</a>	N	0
4	<a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	N	0
5	<a href="https://jobs.oodle.com/careers/careers/">https://jobs.oodle.com/careers/careers/</a>	N	0
6	<a href="https://www.jobspider.com/">https://www.jobspider.com/</a>	N	0
7	<a href="https://www.trovit.com/">https://www.trovit.com/</a>	N	0
8	<a href="https://www.indeed.com/">https://www.indeed.com/</a> <i>(not directly contacted by SEU)</i>	N	2
9	<a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a> <i>(not directly contacted by SEU)</i>	N	0
10	<a href="https://www.linkedin.com/jobs/">https://www.linkedin.com/jobs/</a> <i>(not directly contacted by SEU)</i>	N	0
11	<a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<a href="http://www.hireblacknow.com/">//www.hireblacknow.com/</a>	N	0
22	<a href="https://www.hispanicjobexchange.com">https://www.hispanicjobexchange.com</a>	N	0
23	<a href="https://www.africanamericanjobsearch.com">https://www.africanamericanjobsearch.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	<a href="https://www.asianjobsearch.com">https://www.asianjobsearch.com</a>	N	0
25	<a href="https://www.lgbtjobsearch.com">https://www.lgbtjobsearch.com</a>	N	0
26	<a href="https://www.disabledjobseekers.com">https://www.disabledjobseekers.com</a>	N	0
27	<a href="https://www.usdiversityjobsearch.com">https://www.usdiversityjobsearch.com</a>	N	0
28	<a href="https://veterancareercenter.com">https://veterancareercenter.com</a>	N	0
29	<a href="https://www.seniorstowork.com">https://www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	1
31	<b>Internal Promotion</b>	N	1
32	<b>Northern Kentucky Community Action Commission</b> Lexington, KY ccommodore@nkcac.org	N	0
33	<b>Dress for Success</b> 1301 Winchester Rd. Lexington, KY 40505 859-231-7848 careercenter@dfslexington.org lexingtongpn@dressforsuccess.org	N	0
34	<b>Kentucky Refugee Ministries</b> 1710 Alexandria Drive, Suite 2 Lexington, KY 40504 859-226-5661 lpavey@krmllex.org	N	0
35	<b>KY Career Center</b> Vocational Rehab 153 Patchen Dr Lexington, KY 40517 laura.lyle@ky.gov	N	0
36	<b>OPPORTUNITY FOR WORK &amp; LEARNING</b> 650 KENNEDY RD Lexington , KY 40511 8592540576 jjohnson@owlinc.net	N	0
37	<b>EMPLOYMENT PLUS INC</b> 1051 NEWTOWN PIKE # 180 Lexington , KY 40511 8593670101 lexington@employmentplus.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	<b>MIDWAY COLLEGE</b> 512 E STEPHENS ST Midway , KY 40347 8598465390 gcourtney@midway.edu	N	0
39	<b>BLUEGRASS COMMUNITY &amp; TECH COLLEGE</b> 470 COOPER DR Lexington , KY 40502 859-246-6533 kammy.mccleery@kctcs.edu	N	0
40	<b>Foothills Community Action Partnership</b> 309 Spangler Drive Richmond , KY 40475 8596242046 jozef@foothillscap.org	N	0
41	<b>Division of Rehabilitation: Vocational Rehab</b> 301 East Main St Lexington, KY 40507 877-246-2185 craig.smith@ky.gov	N	0
42	<b>Wounded Warrior Project - KY</b> 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
43	<b>Kentucky Career Center – Winchester</b> 15 W Lexington Ave Winchester, KY 40391 joshua.pierce@ky.gov	N	0
44	<b>Kentucky Community and Technical College System:</b> Vocational Rehab Versailles, KY 40383 859-256-3100 ejacobs0014@kctcs.edu lisa.stethen@kctcs.edu	N	0
45	<b>Nicholas County Schools Family Resource Center</b> 105 School Drive Carlisle, KY 40311 859-289-3702 paula.hunter@nicholas.kyschools.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	<b>Jefferson Community and Technical College Shelbyville</b> 1361 Frankfort Rd., Counseling Center Shelbyville, KY 40065 502-213-3612 tiffany.jones@kentuckianaworks.org	N	0
47	<b>Jackson County Continuing Education</b> 654 Education Mountain Drive McKee, KY 40447 606-287-3571 joey.neeley@jackson.kyschools.us	N	0
48	<b>Leslie County Adult Education Center</b> 108 Maple Street Hyden, KY 41749 606-436-5721 hctc-stuinfo@kctcs.edu	N	0
49	<b>Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus</b> 700 College Road Cumberland, KY 40823 606-589-2145 jfulkerson0016@kctcs.edu joe.sutton@kctcs.edu angie.lockaby@kctcs.edu charlotte.lockaby@kctcs.edu	N	0
50	<b>Local Veteran Employ Rep</b> 2028 Merrick Drive Richmond, KY 40475 859-624-2564 briana.jones@ky.gov	N	0
51	<b>Kentucky Career Center</b> bruce.quire@ky.gov briana.jones@ky.gov ReneaA.houston@ky.gov charlest.belljr@ky.gov	N	0
52	<b>BLUEGRASS COMMUNITY &amp; TECH COLLEGE</b> 164 OPPORTUNITY WAY Lexington, KY 40511 859-246-6200 anthony.roberts@kctcs.edu kammy.mccleery@kctcs.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	<b>Kentucky Career Center - Frankfort</b> 1121 Louisville Road Frankfort, KY 40601 502-564-7046 charlest.belljr@ky.gov bruce.quire@ky.gov	N	0
54	<b>Kentucky Career Center - Florence</b> 8020 Veterans Memorial Drive Florence, KY 41042 859-371-0808 kjones@brightoncenter.com josh.longley@ky.gov	N	0
55	<b>Kentucky Career Center</b> 100 Technology Drive Georgetown, KY 40324 502-863-2402 ReneaA.houston@ky.gov charlest.belljr@ky.gov	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			18

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On September 22, 2021, our Market Manager participated in University of Kentucky’s Business, Communications, Liberal Arts Career Fair to share information with students about career opportunities in broadcasting, job openings in our SEU, and our internship program.
<b>2</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	On February 28, 2022, key members of our SEU’s management team met to review and discuss our in-house counsel’s comprehensive FCC EEO Power Point training presentation, during which we reviewed our Master Recruitment Source List to assess productivity. SEU participants included our Market, Operations, Sales and Business Managers.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.