

E.E.O. Report-Public File

Covering the Period from April 1, 2015 through March 31, 2016

ELIZABETHTOWN CBC INC.

WKMO-FM, WTHX-FM, WRZI-FM, WIEL-AM, WXAM-AM

Elizabethtown, KY.

RECRUITMENT INITIATIVES

1. E.E.O. Public Service announcements ran on WKMO-FM, WVKB, WTHX, WRZI-FM, WIEL-FM-WXAM-AM. 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. 8x 30 sec commercials per day Monday-Sunday specifically advertising for Radio Broadcast Sales Account Executive positions were scheduled from 6a-Midnight on the following stations:
 - WKMO
 - WTHX
 - WRZI
 - WIEL/WXAM

 - **Flight dates for recruitment ads:**
 - 2/1/16-3/27/16
 - 12/7/15-1/31/16
 - 6/29/15-7/26/15
 - 5/19/15-6/14/15

3. On Thursday April 16, 2015 Commonwealth Broadcasting General Sales Manager(GSM) Bob Dakin attended the Regional Job and Career Fair at the Pritchard Community Center from 10a-3pm in Elizabethtown. The event was presented by Hardin County Chamber of Commerce. During the Job Fair (GSM) Bob Dakin conducted several on-site interviews at the Commonwealth Broadcasting booth primarily for the position of Radio Broadcast Sales Account Executives. Also interested persons could fill out an application on site as well as drop off their resume and schedule an interview.

4. On Wednesday March 9 , 2016 Commonwealth Broadcasting General Sales Manager (GSM) attended the Hardin County Chamber of Commerce Annual Good Neighbor Expo which was held from 11a-1:30pm at the Pritchard Community Center in E-Town. During the Good Neighbor Expo...GSM Bob Dakin answered questions about the radio Account Executive Sales position, provided applications, accepted resumes and conducted several on site interviews.

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Elizabethtown, KY

FULL-TIME JOB FILLED (Vacancy List)-Account Executive

Job Title-Account Executive 2-positions

Date filled 9/17/15...3/14/16

Number of Interviews-12

New Hire Referral Sources-

Radio Recruitment ads on WKMO/WTHX/WIEL/WRZI

Hardin Co. Chamber Regional Job Expo

Hardin Co. Good Neighbor Day Event

RECRUITMENT SOURCES USED TO FILL FULL-TIME VACANCY

Radio Recruitment Ads

Hardin Co. Chamber Regional Job Expo

Hardin Co. Chamber Good Neighbor Day Event

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2. April 2016-Bob Dakin General Sales Manager for CBC Elizabethtown, KY attended and participated in the Hardin County Chamber Regional Job and Career Expo. CBC Ops Mgr. Ben McCarty also attended the event and answered any questions as it pertained to any potential "on-air" job openings and part-time positions.
3. June 2016-CBC General Sales Manager Bob Dakin and Operations Manager Ben McCarty attended the Small Business Expo in Elizabethtown presented by the Hardin Co. Chamber of Commerce. Ops. Manager Ben to answer any questions about on-air operations and potential part-time on air positions. Bob Dakin was available to accept resumes and distribute applications to prospective Account Executive Sales candidates.
4. Sept. 2016-CBC Account Executive Kayla Douthitt attended the Central Kentucky Career and Job Fair Expo presented by the New Enterprise in Elizabethtown. CBC Ops. Mgr. Ben McCarty was also present to any questions about potential on-air openings. Kayla Douthitt was available at the CBC Booth to accept resumes and distribute applications to prospective Account Executives.
5. Jan. 2017-CBC General Sales Manager attended the News-Enterprise Central Kentucky Career and Job Fair Expo in Elizabethtown. Several on-site interviews were conducted along with several resumes and job applications being completed. For this event CBC was primarily interviewing for Account Executive positions.

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Elizabethtown, KY

FULL-TIME JOB FILLED(Vacancy List)-Account Executive

Job Title-Account Executive

Date Filled-6/1/16...7/16/16...11/14/16...10/3/16

Number of Interviews Referred by Sources-10

Number of Interviews-5

New Hire Referral Sources-

Hardin Co. Chamber Job Expo

News Enterprise-Central KY Jobs.net

On Air Recruitment ads

RECRUITMENT SOURCES USED TO FILL FULL-TIME VACANCY

KBA Employment Ads

News Enterprise-Central KY Jobs.net

All-Access Employment Site

On-Air Recruitment ads

Hardin Co. Chamber Job Expo

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WKMO-FM, WVKB-FM, WRZI-FM, WIEL-FM, WXAM-AM

Elizabethtown, KY

RECRUITMENT INITIATIVES

1. E.E.O. Public Service announcements ran on WKMO-FM, WVKB-FM, WRZI-FM, WIEL-FM, WXAM-AM. 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. On **Thursday April 20th, 2017** Bob Dakin General Sales Manager for CBC attended the 2017 Job Fair at Pritchard Community Center in E-Town, KY which was presented by the Hardin County Chamber of Commerce and Kentucky Career Center-Lincoln Trail. Job Fair Expo hours were from 10a-3pm. Positions available at CBC of Elizabethtown were primarily for Radio Broadcast Sales Account Executives. Several interested parties dropped off resumes and completed applications. GSM Bob Dakin also answered questions about the radio industry and explained the job description to interested parties along with setting up appointments for potential interviews.
3. On **6/7/17-7/5/17**-Radio recruitment ads(6x per day) for Sales Account Executives were broadcast CBC stations WKMO-FM, WVKB-FM-WRZI-FM-WIEL-FM and WXAM-AM
4. On **Wednesday May 17, 2017** Commonwealth Broadcasting General Sales Manager Bob Dakin attended the The News Enterprise Central Career and Job Fair Expo. Positions available were for Radio Sales Account Executives. Interested candidates were encouraged to fill out applications and drop off their resumes. Stations represented at the event were CBC's WKMO-WRZI-WVKB-WIEL-WXAM serving the Elizabethtown-Radcliff markets including Hardin County. GSM Bob Dakin also conducted several "on-site" interviews and was present to answer any questions about the radio industry as it pertains to Radio Broadcast Sales.

5. On **Wednesday Sept. 27, 2017** Bob Dakin General Sales Manager for CBC (Elizabethtown market) attended the Central Kentucky Career and Job Fair Expo at the Pritchard Community Center (E-Town). The primary reason for attending was to recruit potential Radio Sales Account Executives. Applicants were encouraged to fill out the initial CBC application and submit their resumes at the event. GSM Bob Dakin conducted several on-site interviews and answered questions about the sales opportunity and the radio industry as it pertains to Radio Broadcast Sales. The event was held from 9a-1pm.
6. On **October 20, 2017** CBC General Sales Manager Bob Dakin attended the Fall Hardin County Chamber and Kentucky Career Center-Lincoln Trail 2017 Regional Job and Career Fair Expo. The primary positions that were being advertised for were Broadcast Sales Account Executives and part-time board operators. Several resumes were received and applications were completed. Dakin also conducted on-site interviews and answered questions about the radio industry as it pertained to radio broadcast sales.
7. On **January 11, 2018** CBC General Sales Manager Bob Dakin attended the News Enterprise Central KY Career and Job Fair Expo at the Pritchard Community Center. Bob Dakin accepted applications and resumes for the current opening for Radio Broadcast Sales Executives. Also Dakin answered questions from interested applicants as it pertains to the general radio industry. The event was promoted on all CBC stations WKMO-FM-WRZI-FM WVKB-FM-WIEL-FM and WXAM-AM In addition several on-site interviews were also conducted for the Broadcast Sales Account Executive position. Event Hours were 2p-6p.
8. On **March 14, 2018** CBC General Sales Manager Bob Dakin attended the Annual Good Neighbor Expo presented by the Hardin County Chamber of Commerce. The event included many various area businesses. GSM Bob Dakin answered questions from interested parties, that stopped by the CBC booth, about the radio industry as it pertained to outside radio broadcast sales. All interested parties in the current available Sales Executive position were encouraged to fill out an application which was furnished on site at the Expo and submit their resume. The primary position that we were offering during the 3/14/18 Expo was for an outside radio broadcast Sales Executive.
9. On **7/29/17-8/29/17** and **1/24/18-2/15/18** an ad was placed on the Kentucky Broadcasters Association employment website. The position being advertised was for a radio sales account executive.

10. On **7/27/17-8/9/17** and **1/22/18-2/4/18** an ad was placed in the radio industry trade website "All-Access". The position being advertised was for a radio sales account executive.
11. On **1/23/18-3/4/18**-Radio recruitment ads (6x per day) for Sales Account Executives were broadcast CBC stations WKMO-FM, WVKB-FM-WRZI-FM-WIEL-FM and WXAM-AM

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Elizabethtown, KY

FULL-TIME JOB FILLED (Vacancy List)-Account Executive

Job Title-Account Executive

Date Filled 4/3/17...3/19/18

Number of Interviews Referred by Sources-12

Number of Interviews 7

New Hire Referral Sources-

On-Air Recruitment Ads

RECRUITMENT SOURCES USED TO FILL FULL TIME VACANCY

KBA Employment Website

All-Access Employment Website

News Enterprise-Central KY Jobs.net

Hardin Co. Chamber Job Expo and KY Career Center.

On-Air Recruitment ads.