

**E.E.O. — Public File  
Covering the Period from April 1, 2019 through March 31, 2020**

**ELIZABETHTOWN CBC, INC.  
Elizabethtown, KY  
WKMO-FM, WVKB-FM, WRZI-FM, WIEL-AM**

**RECRUITMENT INITIATIVES**

1. E.E.O. Public Service announcements ran on WKMO-FM, WVKB-FM, WRZI-FM and WIEL-AM during April 2019 through March 2020. 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. March 2019 — General Manager Mark Buckles attended the Central Kentucky Career and Job Fair Expo presented by The News Enterprise Newspaper. Primary positions that CBC were interviewing for were outside Account Sales Representatives for the CBC stations that serve the Elizabethtown, KY market. Other various area industries were also represented at the event. The event was poorly attended.
3. September 2019 - General Manager Mark Buckles utilized WRZI, WIEL, WKMO and WVKB, along with Indeed.com to recruit candidates for vacant Sales Account Executive positions. A total of 10 different interviews were performed at various locations and one candidate was hired.
4. January 2020 – General Manager Mark Buckles utilized WRZI, WIEL, WKMO, WVKB, the corresponding social media channels and Indeed.com to recruit candidates to fill vacant sales account executive positions. An open job fair was hosted at Holiday Inn Express Radcliff for all interested applications. Scheduled interviews were also held simultaneously from those expressing interest. Over 2 weeks, 15 different interviews were conducted. 3 vacancies were filled.