

**WDJX(FM), WXMA(FM), WMJM(FM), WGZB-FM and WGHL(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023-March 31, 2024**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Chief Engineer	5,7,9,12-13,16	7
Integrated Marketing Consultant	2,5,7,9,12-13,16,17	2,5,7,17
Promotions Director	5,7,9,12,16	7
Sales Assistant	5,7,9,12,16	5

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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>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	
2	<b>Word-of-Mouth Referral</b>	N	1
3	<b>Kentucky Broadcasters Association</b> 101 Enterprise Drive Frankfort, KY 40601 <a href="http://www.kba.org">www.kba.org</a> Phone: 888.843.5221	N	
4	<b>Handshake</b> ( <i>college recruitment provider</i> ) 660 4th Street #113 San Francisco, CA 94107 Career Link, <a href="https://handshake.com">https://handshake.com</a> <i>Distributing job postings to the following colleges &amp; universities:</i> <ul style="list-style-type: none"> <li>• University of Kentucky</li> <li>• Indiana University-Purdue University-Fort Wayne</li> <li>• University of Louisville</li> <li>• Bellarmine University</li> <li>• Transylvania University</li> <li>• Purdue University Northwest</li> </ul>	N	
5	<b>Indeed Website</b> ( <i>automated posting from Alpha careers website</i> ) <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	43
6	<b>Allaccess.com Website:</b> <a href="https://www.allaccess.com/">https://www.allaccess.com/</a>	N	
7	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">http://www.alphamediausa.com/careers</a>	N	14
8	<b>Unknown</b> (source not adequately identified upon SEU inquiry)	N	
9	<b>Linkedin</b>	N	
10	<b>Walk in/Self Referral</b>	N	
11	<b>Job News Louisville Job Fairs</b>	N	
12	<b>Glassdoor</b> (SEU does not actively post to this source) <a href="https://www.glassdoor.com/">https://www.glassdoor.com/</a>	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	<b>ZipRecruiter</b> (SEU does not actively post to this source) <a href="http://ziprecruiter.com">http://ziprecruiter.com</a>	N	
14	<b>RadioInk</b> <a href="https://radioink.com/jobs/">https://radioink.com/jobs/</a>	N	
15	<b>Facebook Job Search:</b> (SEU does not actively post to this source) <a href="https://www.facebook.com/jobs/">https://www.facebook.com/jobs/</a>	N	
16	<b>Market Websites:</b> <a href="http://www.wdix.com">www.wdix.com</a> ; <a href="http://www.alt105.com">www.alt105.com</a> ; <a href="http://www.hiphop965.com">www.hiphop965.com</a> ; <a href="http://www.1023therose.com">www.1023therose.com</a> ; <a href="http://www.1013online.com">www.1013online.com</a>	N	
17	<b>Internal Hire/Transfer</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			59

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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 Job Fair	On October 18, 2023 our SEU attended a Job Fair held by Job News Louisville. The Market Manager set up a booth to collect resumes and conducted preliminary interviews of attendees who were interested in a career in broadcasting and with our company.
<b>2</b>	Management-level training regarding Preventing Discrimination	During the month of October 2023, the SEU Promotions Manager, Market Manager, Sales Manager, Program Director and Operations Manager participated in Workplace Violence & Bullying Prevention (Manager). Managers were required to complete the course online through Paycor.
<b>3</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU on February 9, 2024, WGZB-FM Afternoon OnAir Personality hosted Central High School students from 9 <sup>th</sup> – 12 <sup>th</sup> grade in the studios/offices of the SEU. The host gave a tour of the studios/offices of the SEU. The students were given a tour of the facility, at which the host explained how the radio station worked and also what careers are available within each department they interacted with.
<b>4</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU in October 2023, WGZB-FM Afternoon OnAir Personality hosted 10 students affiliated with Black EDquity, their ages ranged from 13-17. The host gave a tour of the studios/offices of the SEU. The students were given a tour of the facility, at which the host explained how the radio station worked and also what careers are available within each department they interacted with.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>5</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU on February 28, 2024, Content Director of WGZB-FM/WMJM-FM hosted a student from Trinity High School. The Content Director was asked if he would allow a student to shadow him on this day. The student was interested in pursuing a career in broadcasting and had chosen the station to observe and learn about the careers in broadcasting.
<b>6</b>	Management-level training addressing equal employment opportunity and preventing discrimination.	On September 15, 2023, our SEU's SVP Market Manager & Business Manager completed an FCC EEO training webinar entitled, "The FCC's Equal Employment Opportunity Rules:" presented by Wiley Rein, LLP, that provided an in-depth overview focusing on Recruitment, Record Keeping, & Reporting.