

WAMZ, WHAS, WKJK, WKRD, WNRW, WQMF, WSDF, WTFX-FM
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Digital Planner	2-3, 5, 9-10, 14-15	10
Outside Account Executive	1-5, 8-9, 11, 14-15	1
Outside Account Executive	1-5, 8-9, 11, 14-15	8
Outside Account Executive	1-5, 8-9, 11, 14-15	8
Assistant Engineer	2-6, 9, 12, 14-15	4
Outside Account Executive	1-5, 9, 14-15	1
Outside Account Executive	1-5, 9, 14-15	1
Digital Planner	2-5, 9, 14-15	4
Executive Assistant	2-3, 5, 7, 9-10, 12, 14-15	7
Region Senior Vice President Sales	2-3, 5-7, 9, 14-15	7
Director of Country Programming, KY/IN Region	2-3, 5-7, 9, 13-15	7
Assistant Engineer	1-3, 5, 9, 14-15	1
General Sales Manager	2-6, 8-9, 14-15	8
Outside Account Executive	2-5, 8-9, 12, 14-15	8
Outside Account Executive	2-5, 7-9, 14-15	7
Outside Account Executive	2-5, 7-9, 14-15	8
Outside Account Executive	1-3, 5, 9, 14-15	1
Regional Digital Sales Strategist	1-3, 5, 9, 14-15	1

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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	Employee Referral	N	6
2	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
3	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	2
4	Indeed.com - Not Directly Contacted by SEU	N	9
5	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2275 Url : www.ius.edu/career Career Services Manual Posting	Y	0
6	Internal Candidate	N	9
7	Internal Transfer/Promotion	N	4
8	LinkedIn / Word of Mouth	N	7
9	Louisville Defender 1720 Dixie Highway Louisville, Kentucky 40210 Phone : 502-772-2591 Marie Brown Manual Posting	N	0
10	Non-Employee Referral	N	2
11	On-Air Announcement (One or More SEU Stations)	N	1
12	Unknown (source not adequately identified upon inquiry by SEU)	N	3
13	Word of Mouth Referral	N	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Work One 10 North Senate Ave Indianapolis, Indiana 46204 Phone : 800-891-6499 Fax : 1-812-948-6118 Career Services	Y	0
15	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/20/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted students from the Jefferson County Public Schools Literacy and Production Camp for a tour. Station participants gave the students a tour of our facilities and an overview of the industry, including discussion careers in broadcasting.	4	KY/Ind Regional President Program Director WLGX/WNRW General Sales Mgr Production Manager
2	6/28/2019	Hosting of Job Fair	On June 28, 2019 Our SEU hosted a job fair at the Crowne Plaza, Louisville – 830 Phillips Lane, Louisville. We had 17 businesses/agencies participating in addition to our own recruiting efforts. Station participants included a General Sales Manager and our Director of Promotions, who answered attendees questions about job opportunities, collected resumes, and explained how to apply online.	2	General Sales Manager Director of Promotions and Marketing
3	7/29/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in The Kentucky Broadcasters Association/Western Kentucky University Radio Talent Institute. Our News Anchor/Reporter served as a speaker to the University's Journalism Students on the Topic of "Today's News Radio.: Put It Together And Deliver it"	1	Anchor/Reporter
4	7/29/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in The Kentucky Broadcasters Association/Western Kentucky University Radio Talent Institute. Our On- Air Personality served as a speaker to the University's Journalism Students on the Topic of "How To Do A Great Talk Show"	1	On-Air Personality
5	9/17/2019	Hosting of Job Fair	On September 17, 2019 our SEU hosted a job fair at the Crowne Plaza, Louisville – 830 Phillips Lane, Louisville. We had 19 businesses/agencies participating in addition to our own recruiting efforts. Station participants included 2 General Sales Managers and the Director of Promotions, who answered attendees questions about job opportunities, collected resumes, and explained how to apply online.	3	General Sales Manager General Sales Manager Director of Promotions and Marketing

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/14/2019	Participation in events or programs sponsored by educational institutions	Our SEU spoke to a group of students that operate the Kentucky School for the Blind's radio station. Our SEU's Program Director spoke to the students about our operations and careers in broadcasting.	1	Program Director WKRD/WKJK
7	2/5/2020	Participation in events sponsored by community groups	Our SEU did an on-air interview with a student from South Oldham High School who is receiving an award at the YMCA Black Achievers Awards Gala on 2/22/2020. Station participants spoke with the student about careers in broadcasting.	1	On-Air Personality