

# EEO PUBLIC FILE REPORT

WRKA-FM/WQNU-FM/WVEZ-FM/WSFR-FM

APRIL 1, 2018 - MARCH 31, 2019

## FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Recruitment Source(s) utilized to fill the vacancy (including organization ns entitled to notification)*	Number Interviewed	Number Hired
1	Sales Account Executive	Internal Posting– Bulletin Boards on each floor / Employee Referral	1	
		Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	3	1
		Kentucky Broadcasters Association		
		Previous Client Relationship	1	
		Internal Applicant	1	
		Bellarmino University		
		Bluegrass Community & Technical College		
		Brown Mackie College Louisville		
		Campbellsville University		
		Indiana University Southeast		
		Sullivan University		
		University of Kentucky		
		University of Louisville		
		Word of Mouth		
2	Sales Account Executive	Internal Posting– Bulletin Boards on each floor / Employee Referral	1	1
		Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	3	
		Client Referral	1	
		Bellarmino University		
		Bluegrass Community & Technical College		
		Word of Mouth	1	

3	Assistant Program Direction/PM (WQNU)	Internal Posting– Bulletin Boards on each floor / Employee Referral Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ Advertising Federation of Louisville Kentucky Broadcasters Association Bellarmine University Bluegrass Community & Technical College Brown Mackie College Louisville Campbellsville University Indiana University Southeast Sullivan University University of Kentucky University of Louisville Word of Mouth	1	2	1
4	Assistant Program Director/Afternoons (WSFR)	Internal Posting– Bulletin Boards on each floor / Employee Referral Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ All Access Kentucky Broadcasters Association Bellarmine University Bluegrass Community & Technical College Brown Mackie College Louisville Campbellsville University Indiana University Southeast Sullivan University University of Kentucky University of Louisville Word of Mouth	10	1	1

5	Sales Account Manager	Internal Posting– Bulletin Boards on each floor / Employee Referral	1	1
		Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	3	
		Linked In	6	
		Client Referral Word of Mouth	2	
6	Sales Account Executive	Internal Posting– Bulletin Boards on each floor / Employee Referral	1	1
		Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	2	
		Indeed.com	1	
		Kentucky Broadcasters Association		
		Bellarmino University		
		Bluegrass Community & Technical College		
		Brown Mackie College Louisville		
		Campbellsville University		
		Indiana University Southeast		
		Sullivan University		
University of Kentucky				
University of Louisville				
Word of Mouth				
7	Sales Administrative Assistant	Internal Posting– Bulletin Boards on each floor / Employee Referral		
		Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	3	1
		Kentucky Broadcasters Association		
		Bellarmino University		
		Bluegrass Community & Technical College		
		Brown Mackie College Louisville		
		Campbellsville University		
Indiana University Southeast				

Sullivan University  
University of Kentucky  
University of Louisville

8	Administrative Assistant	Internal Posting– Bulletin Boards on each floor / Employee Referral		
		Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ Advertising Federation of Louisville Kentucky Broadcasters Association	1	
		Bellarmino University		
		Bluegrass Community & Technical College		
		Brown Mackie College Louisville		
		Campbellsville University	1	
		Indiana University Southeast		
		Centre College		
		Indeed.com	1	1
		University of Louisville		

**\*The Attached List of Recruitment Sources were contacted for the above openings**

## Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Internal Posting– Bulletin Boards on each floor / Employee Referral	Hiring Manager	7	
2	Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	Hiring Manager	16	
3	Advertising Federation of Louisville	<a href="http://aaflouisville.org/classifieds.php">http://aaflouisville.org/classifieds.php</a>		
4	Kentucky Broadcasters Association	<a href="http://kbawordpress.mcallenphp.net/employment-opportunities-2/">http://kbawordpress.mcallenphp.net/ employment-opportunities-2/</a>		
5	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, CA 90265	<a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a>	10	
5	RAMP	661-294-9408 <a href="mailto:carermedia@gmail.com">carermedia@gmail.com</a>		
6	Bellarmine University Career Development Center 2001 Newburg Road Louisville, KY 40205	502-272-8000		

7	Bluegrass Community & Technical College Student Employment Services 470 Cooper Dr Lexington, KY 40506	502-839-8488	
8	Brown Mackie College Louisville Career Services 625 Eden Park Dr. Suite 1100 Cincinnati, OH 45202	502-968-7191	
9	Campbellsville University Career Services 1 University Dr, UPO 917 Campbellsville, KY 42718	800-264-6014	1
10	Indiana University Southeast Career Development Center 4201 Grantline Road New Albany, IN 47150	812-941-2333	
11	Sullivan University Career Services 3101 Bardstown Road Louisville, KY 40205	502-456-6505	
12	University of Kentucky James W Stickert Career Center 408 Roase St Lexington, KY 40506	859-257-2746	

13 University of Louisville  
Career Development Center  
2211 South Brook St  
Louisville, KY 40202  
502-852-6701

14 Word of Mouth 4

15 Client Referral 4

16 Linked In [www.linkedin.com](http://www.linkedin.com) 6

<b>TOTAL</b>	<b>48</b>	<b>8</b>
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**WQNU-FM | WVEZ-FM | WSFR-FM | WRKA-FM**  
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 April 1, 2018 – March 31, 2019

**III. RECRUITMENT INITIATIVES**

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
College Internship Program	On an ongoing, basis the Stations recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. During this reporting period, the Stations hosted 1 Intern from Eastern Kentucky University in the Summer of 2018. The intern worked primarily in our Promotions Department, but spend time with each member of the Leadership Team learning all facets of the Radio Station
Kentuckiana Coalition for Heroes	On September 22, 2018, the Stations hosted a free Veterans/Military/Family Members Job fair with KC4H. We had a booth set up and distributed information, answered questions, offered insight and collected resumes.
UPS Jobs Fairs (3)	During the reporting period, our stations partnered with UPS for career fairs on site at UPS. We distributed information on our stations. Answered questions, and offered insights. Dates of the event were Oct-13, 2018, and November 25 <sup>th</sup> , 2018.

# EEO PUBLIC FILE REPORT

## WRKA-FM/WQNU-FM/WVEZ-FM/WSFR-FM

**APRIL 1, 2019 - MARCH 31, 2020**

### FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Business Manager	3/15/2019	4/8/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ Client Referral Bluegrass Community & Technical College Brown Mackie College Louisville Campbellsville University Indiana University Southeast Sullivan University University of Kentucky University of Louisville Word of Mouth LinkedIn	2  1          1	1
2	Account Executive		7/9/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ Kentucky Broadcasters Association Client Referral Bellarmine University Bluegrass Community & Technical College Campbellsville University Indiana University Southeast Sullivan University	2  3  2	1  1

				University of Kentucky		
				University of Louisville		
				Walk In	1	
				LinkedIn	2	1
3	WQNU APD/PM On-Air Personality	3/18/2019	5/13/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral		
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				All Access	6	1
				Mutual Friend Referral	1	
				Country Aircheck	1	
				RAMP	1	
				Kentucky Broadcasters Association		
				Bellarmino University		
				Bluegrass Community & Technical College		
				Brown Mackie College Louisville		
				Campbellsville University		
				Centre College		
				Indiana University Southeast		
				Sullivan University		
				University of Kentucky		
				University of Louisville		
				Word of Mouth		
4	Account Executive		12/2/2019	Internal Posting– Bulletin Boards on each floor / Employee Referral		
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				American Advertising Federation of Louisville		
				Campbellsville University		
				University of Louisville		
				University of Kentucky		
				Indiana University Southeast		
				Kentucky Broadcasters Association		
				Bluegrass Community and Technical College		

				Bellarmino University		
				Word of Mouth		
				Indeed	4	1
5	WQNU Afternoons/APD	10/10/2019	3/2/2020	Internal Posting– Bulletin Boards on each floor / Employee Referral	2	1
				Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ		
				All Access	4	
				RAMP		
				Bellarmino University		
				Campbellsville University		
				Centre College		
				Sullivan University		
				Indiana University Southeast		
				University of Kentucky		
				University of Louisville		
				Word of Mouth		

**\*The Attached List of Recruitment Sources were contacted for the above openings**

## Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Internal Posting– Bulletin Boards on each floor / Employee Referral	Hiring Manager	4	
2	Summit Media Website/ station websites /Recruitment ads on WQNU/WRKA/WSFR/WVEZ	Hiring Manager	3	
3	Advertising Federation of Louisville	<a href="http://aflouisville.org/classifieds.php">http://aflouisville.org/classifieds.php</a>		
4	Kentucky Broadcasters Association	<a href="http://kbawordpress.mcallenphp.net/employment-opportunities-2/">http://kbawordpress.mcallenphp.net/employment-opportunities-2/</a>		
5	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, CA 90265	<a href="mailto:idenver@allaccess.com">idenver@allaccess.com</a>	10	
5	RAMP	661-294-9408 <a href="mailto:carermedia@gmail.com">carermedia@gmail.com</a>	1	
6	Country Aircheck	(615) 320-1450 <a href="mailto:news@countryaircheck.com">news@countryaircheck.com</a>	1	
7	Bellarmine University Career Development Center 2001 Newburg Road	502-272-8000		

Louisville, KY 40205

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|----|--|--------------|
| 8  | Bluegrass Community & Technical College<br>Student Employment Services<br>470 Cooper Dr<br>Lexington, KY 40506 | 502-839-8488 |
| 9  | Brown Mackie College Louisville<br>Career Services<br>625 Eden Park Dr. Suite 1100<br>Cincinnati, OH 45202     | 502-968-7191 |
| 10 | Campbellsville University<br>Career Services<br>1 University Dr, UPO 917<br>Campbellsville, KY 42718           | 800-264-6014 |
| 11 | Indiana University Southeast<br>Career Development Center<br>4201 Grantline Road<br>New Albany, IN 47150       | 812-941-2333 |
| 12 | Sullivan University<br>Career Services<br>3101 Bardstown Road<br>Louisville, KY 40205                          | 502-456-6505 |
| 13 | University of Kentucky<br>James W Stickert Career Center<br>408 Roase St<br>Lexington, KY 40506                | 859-257-2746 |

14	University of Louisville Career Development Center 2211 South Brook St Louisville, KY 40202	502-852-6701	
15	Centre College	(859) 238-5283 <a href="mailto:careers@centre.edu">careers@centre.edu</a>	
16	Walk In		1
17	Client Referral		3
18	Mutual Friend Referral		1
19	Linked In	<a href="http://www.linkedin.com">www.linkedin.com</a>	3
20	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>	4
21	Former Employee Referral		2



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**III. RECRUITMENT INITIATIVES**

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	College Internship Program	On an ongoing, basis the Stations recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. During this reporting period, the Stations hosted 1 intern from Jefferson Community College in the Fall of 2019. The intern worked primarily with the promotions department and the street team. But, spent time in each department shadowing them throughout the internship.
2	Career Fairs (2)	The stations participated in the Jeffersontown Chamber Career Fair on June 19, 2019. We handed out literature. Answered Questions, offered insight and collected resumes. We also participated in the Job News USA Job Fair on June 26 <sup>th</sup> in Shepherdsville, KY.
3	Participate in event/program on behalf of educational institutions related to careers in broadcasting (4)	Stations' employees including Management and Promotions attended career days to highlight and answer students' questions about the broadcasting industry. We spoke to UofL Communication's students on Ja. 29 and October 1, 2019. We also were a part of the KBA WKU Radio Talent Institute at Western Kentucky University on July 30, 2019. Our DOS, also spoke at his Alma Mater's Speakers Bureau and promoted a career in Broadcasting to students.
4		