

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 1, 2018 to March 1, 2019.

1) Employment Unit: UB Louisville

2) Unit Members (Stations and Communities of License): WHBE-AM Newburg, KY  
WHBE-FM Eminence, KY  
WLCL- FM Sellersburg, IN

3) EEO Contact Information for Employment Unit:

Mailing Address: 337 W Cardinal Blvd. Louisville, KY 40208	Telephone Number: 502-240-0602
	Contact Person/Title: Drew Deener
	E-mail Address: DrewD@ESPNLouisville.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Answered on-air ad
2. Account Executive	Answered on-air ad

**Stations WHBE-AM/WHBE-FM and WLCL are Equal Opportunity Employers.**

**[PREPARE ONE COPY OF THIS PAGE FOR EVERY FULL-TIME JOB VACANCY FILLED DURING THE REPORTING PERIOD]**

**5) Job Title: Account Executive Referral Source(s) of Hiree: On-air ad**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
ESPNLouisville.com	Nathan Huber	ESPNLouisville.com	(502) 267-9680	8	No
ESPN Louisville (on-air ad)	Nathan Huber	337 W Cardinal Blvd, Louisville, KY 40208	(502) 267-9680	3	No
LinkedIn	Nathan Huber		(502) 267-9680	0	No

[Copy and insert this chart for *each* Job Vacancy.]



**6) Total # of Interviewees Referred:** For the period from March 1, 2018 to March 1, 2019, this Employment Unit interviewed 15 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

**(a) Initiative:** (v) establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

The Employment Unit has developed an internship program to help students in the community acquire the skills necessary for a successful career in the broadcast industry. There are three sessions a year: summer, fall and spring. From spring 2018 through spring 2019, students from 4 different universities have served as interns at stations within the Employment Unit. The program ensures each intern receives the necessary training and exposure. The Employment Unit advertises the program at all local colleges and universities and on its stations' web sites. One of these interns has been hired into a full-time position at the Employment Unit.

**(b) Initiative:** (xi) sponsorship of at least two events in the community designed to inform the public as to the employment opportunities in broadcasting

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

The employment unit regularly gives tours to youth groups wanting to learn more about broadcasting. The tour groups were shown the complete broadcast set up. They also received an explanation of what responsibilities each employee has in the day to day operations of a radio station.

Several show hosts have spoken at lunch engagements in the metro area about sports journalism.

Several shows have been job shadows for multiple high school and college students interested in a career in broadcasting.

**(c) Initiative:** (viii) establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

The Employment Unit offers training opportunities at no cost to its employees. Through these training opportunities, employees are exposed to the skills needed for higher-level positions. Specifically, members of the sales staff have learned to work with the new Nielsen ratings software. Also members of the programming staff have been trained one on one in the use of the Media Monitors system.