

**WQNU(FM), WVEZ(FM), WSFR(FM), WRKA(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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi-Media Account Executive	1-3, 5-10	7
Multi-Media Account Executive	1-3, 5-10	7
Multi-Media Account Executive	1-2, 5-10	1
WQNU Afternoon Air Talent / Asst. Program Director	1-3, 5-7, 9-10, 12, 14, 16	2
Multi-Media Account Executive	1-2, 5-10	6

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled <sup>1</sup> to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Word-of-Mouth Referral</b>	N	2
2	<b>SummitMedia Direct Recruited/Cold-Called</b> 612 S. 4 <sup>th</sup> Street, Suite 100, Louisville, KY 40202	N	9
3	<b>Employee Referral</b> 612 S. 4 <sup>th</sup> Street, Suite 100, Louisville, KY 40202	N	2
4	<b>On-Air Announcements (all stations)</b> 612 S. 4 <sup>th</sup> Street, Suite 100, Louisville, KY 40202	N	0
5	<b>Station Website Postings (all stations) / Summit Media Website</b> 800 Shades Creek Pkwy, Suite 725, Birmingham, AL 35209	N	2
6	<b>Indeed.com</b> 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 Indeed.com, 800-475-4361	N	1
7	<b>LinkedIn</b> 2029 Stirling Court, Mountain View, CA 94043 LinkedIn.com, 855-655-5653	N	4
8	<b>Handshake</b> 225 Bush Street, 12 <sup>th</sup> Fl, San Francisco, CA 94104 Joinhandshake.com, 248-255-7341	N	0
9	<b>National Alliance of State Broadcasters Association (NASBA)</b> 2333 Wisconsin Street NE, Albuquerque, NM 87110 Careerspage.org, 800-622-2414	N	0
10	<b>Kentucky Broadcasters Association</b> 101 Enterprise Drive, Frankfort, KY 40601 amber@kba.org, Amber Rhodes, 502-545-3278	N	0
11	<b>Radio Ink</b> 2263 NW 2 <sup>nd</sup> Ave, Suite 27, Boca Raton, FL 33431 Radioink.com, 561-655-8778	N	0
12	<b>All Access</b> 24955 Pacific Coast Highway, C303, Malibu, CA 90265 Allaccess.com, 310-457-6616	N	2
13	<b>Advertising Federation of Louisville</b> PO Box 20728, Louisville, KY 40250 Aaflouisville.org, info@aaflouisville.org, 502-895-2500	N	0
14	<b>RAMP</b> 24307 Magic Mountain Pkwy #65, Valencia, CA 91355 Ramp247.com, kevin@ramp247.com, Kevin Carter	N	0

<sup>1</sup> This Market has no entitled sources.

RS Number	RS Information	Source Entitled <sup>1</sup> to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>Inside Radio</b> 1635 Old Hwy 41, Ste 112-338, Atlanta, GA 30152 <i>Insideradio.com, 800-248-4242</i>	N	0
16	<b>Radio Online</b> <i>Radio-online.com</i>	N	0
17	<b>Bellarmine University, Career Development Center</b> 2001 Newburg Rd, Louisville, KY 40205 <i>careerdev@bellarmine.edu, 502-272-8000</i>	N	0
18	<b>Campbellsville University, Career Services</b> 1 University Drive, Campbellsville, KY 42718 <i>tmelmore@campbellsville.edu, 800-264-6014</i>	N	0
19	<b>Indiana University Southeast, Career Development Center</b> 4201 Grand Line Rd, New Albany, IN 47150 <i>webjob@ius.edu, 812-941-2333</i>	N	0
20	<b>Sullivan University, Career Services</b> 3101 Bardstown Rd, Louisville, KY 40205 <i>smannino@sullivan.edu, 800-844-1354</i>	N	0
21	<b>University of Kentucky, James W Stickert Career Center</b> 500 S Limestone, Lexington, KY 40526 <i>hireblue@uky.edu, 859-257-8026</i>	N	0
22	<b>University of Louisville, Career Development Center</b> 2301 S 3 <sup>rd</sup> St, Louisville, KY 40292 <i>cclinku@louisville.edu, 502-852-5555</i>	N	0
23	<b>Centre College, Center for Career &amp; Development</b> 601 W Walnut St, Danville, KY 40422 <i>careers@centre.edu, 859-238-5200</i>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			22

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Establishment of an Internship Program	In the summer of 2023, our SEU participated in a summer internship program. The 2023 Summer Internship Program was a 6-week unpaid internship from July 10, 2023 – August 18, 2023, and the intern was a senior student from the University of Louisville. The intern reported to the Promotions Director and gained knowledge and experience in various functions of broadcast radio/media by interacting with multiple departments (i.e. promotions/events, sales, on-air/programming). Examples include creating & scheduling social media posts, calling/interacting with listeners & winners, assisting with errands/signage & prep for upcoming events, on-site experience at station remotes and events, shadowing on-air talent in studio, meeting with leadership to learn about each department, and working with the sales team on planning/execution of promotions & events. At the end of the internship, the intern was hired as a part-time Promotions Assistant.
<b>2</b>	Host a Job Fair	On October 10, 2023 the SEU hosted a virtual career fair. The event was heavily promoted locally to colleges and business groups as well as through on-air and station website advertisements. Participants signed up and were scheduled for an interview with our hiring manager on the day of the career fair, either via phone or Zoom. An informational interview as well as four areas of interest were offered: sales, programming, promotions, and internships. Our hiring manager was available to interact with participants and our SEU was pleased with the interest shown in this event. All participants were offered the chance to apply into SummitMedia's talent-bank for current and future job openings.
<b>3</b>	Participate in a Job Fair	On October 17, 2023, the SEU's Promotions Director attended a career fair at the University of Kentucky to meet with qualified applicants for communication, information, journalism, and media-oriented career and internship positions. The Promotions Director informed interested students about SummitMedia Louisville, collected resumes, and directed students to submit applications through the SummitMedia website for current and future job openings. The SEU was very pleased with the response and participation of this event.
<b>4</b>	Participate in a Job Fair	On March 20, 2024, our SEU's Promotions Director attended a career fair at the University of Kentucky to meet with qualified applicants for communication, information, journalism, and media-oriented career and internship positions. The Promotions Director informed interested students about SummitMedia Louisville, collected resumes, and directed students to submit applications through the SummitMedia website for current and future job openings. The SEU was very happy with the participation and student response to this event.
<b>5</b>	Participation in events or programs sponsored by educational institutions	On March 13, 2024, the SEU hosted a senior student from Bullitt Central High School who was completing a mandatory job shadow for school credit. Participating employees include the General Manager, Operations Manager, Promotions Director, On-Air Talent, and Account Executives. The student learned the daily responsibilities of a GM in the radio business, attended and participated in a Promotions Meeting, and met with Account Executives to learn about their responsibilities and careers in media sales.