

HAM BROADCASTING COMPANY, INC.
P. O. BOX 1900
19 D. J. EVERETT DR
CADIZ, KY 42211
(270)522-3232

April 17, 2024

EEO Staff - Policy Division
FCC - Media Bureau
45 L Street N.E.
Washington, DC 20554

RE: WHVO (AM), Hopkinsville, KY – Facility ID #55651
Response to EEO Audit Letter dated March 22, 2024

Dear Sir or Madam:

Ham Broadcasting Co., Inc. (“HBC”), the licensee of broadcast station WHVO (AM), Hopkinsville, Kentucky, hereby responds to the Commission’s notice of audit issued March 22, 2024 to HBC for WHVO (AM). This response includes information about the following stations which, with WHVO(AM), comprise HBC’s employment unit (the “Unit” or “Stations”):

WKDZ (AM), Cadiz, KY (Facility Id.# 25887)
WKDZ-FM, Cadiz, KY (Facility Id.#25886)
WEKT (AM), Elkton, KY (Facility Id.#39460)
WPKY (AM), Princeton, KY (Facility Id.#50637)

Responses to the audit data requested in paragraph 2 of the audit request letter dated March 22, 2024 are identified below by paragraph number.

2 (b)(i) Public File Report. Copies of HBC’s two most recent EEO public file reports for the periods covering April 1, 2022 to March 31, 2023 (the “2022-23 Reporting Period) and April 1, 2023 to March 31, 2024 (the “2023-24 Reporting Period”) (the 2022-23 Reporting Period and the 2023-24 Reporting Period, together, the “Audit Period”) are attached as Exhibit 1 and Exhibit 2, respectively.

2 (b)(ii) Website Addresses. The Stations’ website addresses are <https://www.whvoradio.com>, <https://www.wpkyonline.com>, <https://www.wektradio.com>, and <https://www.wkdzradio.com>. The Unit’s most recent public file report is posted on each of these websites. The total number of interviewees for each full-time vacancy filled during the Audit Period and the referral sources for each interviewee are provided in the Unit’s EEO public file reports (see Exhibit 1 and Exhibit 2).

2 (b)(iii) Supporting Documentation for Filled Vacancies. The Unit did not hire any full-time employees for the 2023-24 Reporting Period, and hired two (2) full time employees for the 2022-23 Reporting Period, on 2/1/23 and 3/16/23, respectively. Documentation regarding recruitment efforts for those two hires is attached as Exhibit 3. None of the recruitment sources listed in the EEO public file reports have requested to be notified of full-time job openings. The Unit ran vacancy-specific notices for both positions. Supporting documentation is included in Exhibit 3.

2 (b)(iv) Total Number of Interviewees and Referral Sources. The total number of interviewees for each full-time vacancy filled during the Audit Period and the referral sources for each interviewee are provided in the Unit's EEO 2022-23 Public File Report (see Exhibit 1).

2 (b)(v) Documentation of Recruitment Initiatives. Descriptions of each recruitment initiative performed during the Audit Period are provided in the Unit's EEO public file reports for the Audit Period (see Exhibit 1 and Exhibit 2). As summarized in the EEO public file reports for the Audit Period, the Stations maintained internship programs for students to acquire skills needed for broadcast employment, co-sponsored job fairs, maintained mentoring programs conducted by department heads for careers in radio, participated in a scholarship program for students seeking careers in broadcasting, participated in events by educational institutions and community organizations relating to career opportunities in broadcasting, as well as training programs on methods of ensuring equal employment opportunity and preventing discrimination. In addition, the Stations maintained a development program to all employees to provide professional development growth opportunities within the Stations. The Unit personnel involved in these outreach efforts were Sales Manager, Director of Business Development, Marketing Manager, President, News Director, Program Director, Assistant Program Director, Office Manager, Team Leader. For sample documentation evidencing at the four (4) initiatives below, see Exhibit 4.

Co-Sponsored "Step Into a Job" Hiring Event

Established Internship Program

Scholarship Program

Educational Institution Outreach with Focus on Careers in Media

The Unit currently has a total of 25 full-time employees. The Stations operate as part of the Clarksville TN MSA, with a population in excess of 250,000. Therefore, the Unit is required to perform four (4) recruitment initiatives within a two-year period pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

2 (b)(vi) Discrimination Complaints. There are no pending or resolved complaints alleging unlawful discrimination in the employment practices of the Unit during the current license term.

2 (b)(vii) Management's EEO Responsibilities. EEO compliance is an integral function of management at all levels within the Unit. The President requires key department managers to attend meetings with Human Resources, during which they discuss general employment issues and training, as well as methods for handling problems that might arise in these areas. Each year, the General Manager and key department managers receive training on conducting interviews and performance reviews in a manner that is in line with the Unit's EEO policy. The President works with the key department managers to ensure that decisions regarding hiring and promotion are carried out in a non-discriminatory approach.

All job openings must be filtered through the President, who is responsible for EEO compliance. No job can be filled by a department manager without prior approval of the President, who signs off on EEO compliance. Though the department managers actively participate in the process, the President bears the ultimate responsibility for enforcement of the Unit's EEO policy.

The Unit makes a collaborative effort to ensure that both employees and applicants are well informed of the Unit's EEO policy. Upon commencement of employment, every employee receives a copy of the Unit's Employee Policy Manual, which contains a description of the Unit's EEO policy. In addition, management convenes department head meetings weekly and discuss EEO and other employment-related issues.

2 (b)(viii) Management's Analysis of EEO Program's Effectiveness. The success of the Unit's EEO recruiting program is vital to the success of the company, and management therefore devotes a significant amount of time and resources to evaluating the success of its outreach initiatives, and the program as a whole. The President and the key managers of the various departments evaluate the success of each outreach initiative on a case-by-case basis. After each job fair, community event, educational institution event or other outreach initiative, the participants in that event, together with management, analyze the relative success of the event, including number of attendees, interest levels, number and quality of applications received (if applicable), and the like. Likewise, management actively evaluates the sources and methods by which it advertises specific job vacancies in order to ensure that the Stations receive a wide variety of qualified applicants for all employment positions. Thus, this process of constant self-evaluation allows the Unit to continue to utilize the most effective methods, while strategizing how to strengthen its other outreach efforts.

Management has determined that participation in local job fairs and career fairs which were common prior to the audit reporting period, coupled with its vacancy-specific announcements and its mentoring, internship and professional development program, allows station personnel to come into contact with, and select its employees from, a wide cross-section of members in the community. It continually evaluates and modifies its program to ensure and optimize recruiting success.

2 (b) (ix) Analysis of Pay, Benefits and Selection Techniques. The Unit recognizes the need to evaluate the effects of its employment process and decisions, and actively monitors employment outcomes to ensure their non-discriminatory effect. The President, assisted by the key department heads, analyzes the effect of each employment decision on a case-by-case basis to ensure that it has a non-discriminatory effect.

With regard to pay, the President prepares the payroll budget annually and awards merit-based pay increases to employees at that time. The President looks to local industry standards to provide the benchmark for setting pay scales for all employees to avoid assigning pay rates in a discriminatory fashion. With respect to hiring, the President meets with department heads to ensure that each individual has the skills and the interest for the position and, with respect to promotion decisions, the impact the employee has had on the Unit is discussed with the department heads. Each such decision is likewise evaluated for any potential discriminatory effect. It is encouraged within the Unit to pursue promotions within the Unit and career growth outside the Unit.

With regard to fairness and equal opportunity, the President, in conjunction with the management team, discuss during staff meetings and in one-on-one sessions ways to provide an environment of fairness and opportunities.

The Unit's selection and promotions techniques have provided equal opportunities to all employees and applicants. The Unit has succeeded in ensuring that applicants and employees are treated fairly in a non-discriminatory fashion, and that no discriminatory effect arises from its practices. The Unit does not have any union agreements.

2(b)(x) The Unit is not a religious broadcaster.

3. The Unit has no time brokerage agreements.

4. Not Applicable.

I certify that the information and statements herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge that the attached exhibits are considered material representations.

Very Truly Yours,

A handwritten signature in cursive script that reads "Beth Mann".

Beth Mann
President/General Manager
bmann@wkdzradio.com

Exhibit 1

EEO Report for April 1, 2022 through March 31, 2023

WKDZ AM/FM – WHVO - WPKY

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WKDZ-AM, WKDZ-FM, WHVO-AM, and WPKY-AM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 1 April ’22 to and including 31 March ’23 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.208(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Job Title: Broadcast Journalist – 2/1/23 Start Date

Recruitment Sources Used: Numbers 1 thru 18

Recruitment Source of this Hire: 15

Total Persons Interviewed for this Position: 5

Job Title: Marketing Specialist – 3/16/23 Start Date

Recruitment Sources Used: Numbers 1 thru 18

Recruitment Source of this Hire: 16

Total Persons Interviewed for this Position: 8

Total Number of Persons Interviewed for Full-Time Positions: 13

(Total Number of Interviewees referred by each source is in parenthesis following the source name.)

Recruitment Sources:

1. Murray State University – Hopkinsville Campus
5305 Ft. Campbell Blvd.
Hopkinsville, KY 42240
Lisa Joiner
270-707-1526
2. Austin Peay State University
P. O. Box 4567
Clarksville, TN 37044
Dr. Mike Gotcher, Dr. David Von Palko
931-221-7868; 931-221-6364
3. Hopkinsville Community College
720 North Drive
Hopkinsville, KY 42240
Kanya Allen
270-707-3827
4. Trigg County High School
ASK Youth Services Center
202 Main St.
Cadiz, KY 42211
Laura Shelton
270-522-2200 Ext. 4118
5. Western Kentucky University
Broadcast Dept.
216 Mass Media & Technology Hall
1906 College Heights Boulevard #11070
Bowling Green, KY 42101-1070
Teresa Jameson
Teresa.jameson@wku.edu
6. Western Kentucky University
Broadcast Dept.
216 Mass Media & Technology Hall
1906 College Heights Boulevard #11070

Bowling Green, KY 42101-1070
Brad Pfranger
Bradley.pfranger@wku.edu

7. Murray State University – Murray Campus
Dr. Debbie Owens
270-809-6318
dowens@murraystate.edu
8. West Kentucky Workforce Board
Tom Sholar
Tom.sholar@ky.gov
9. Trigg Co. Chamber of Commerce
Beth Sumner
beth@triggchamber.org
10. Todd Co. Chamber of Commerce
Tiffany Groves
info@toddchamber.com
11. Princeton-Caldwell Co. Chamber of Commerce
Heather Riley
Princetonkychamber@gmail.com
12. Kentucky Broadcasters Assn. Web Site Job Bank
101 Enterprise Drive
Frankfort, KY 40601
Karen Mucci/Liza Livers
1-888-843-5221
13. Posting on Our Own Web Sites (1)
14. On Air Announcements (4)
15. Referred from Staff (4)
16. Outside Referral (2)
17. Current Employee
18. Social Media (2)

April 1, 2022 – March 31, 2023

EEO RECRUITMENT

- 5/23-6/30/22 Ran radio campaign for Broadcast Journalist – new position (No
- 5/19/22 Notified Sources of Broadcast Journalist position
- 11/9-11/30/22 Ran radio campaign for Broadcast Journalist – new position.
- 11/8/22 Notified Sources of Broadcast Journalist position
- 2/1/23 Hired Broadcast Journalist
- 2/9/23 Notified Sources of Marketing Specialist position
- 3/16/23 Marketing Specialist Hired

OUTREACH PRONG

- 4/4 – 4/30/22 Ran radio campaign for ag internship. Ag intern works directly with news/ag director for the summer.
- 4/6-4/30/22 Ran radio campaign for DJ Everett III Scholarship, which was established by our company to honor our former owner. We raise money every year and donate it to the DJ Everett II Scholarship fund and then select a student each year to receive a scholarship.
- 5/15-5/18/22 GM attended International Broadcasters Conference in Montgomery, AL for professional development.
- 5/18/22 WKDZ/WHVO funded, advertised, processed and awarded the DJ Everett III Broadcast Scholarship and Mentorship in partnership with the Cadiz Rotary Club.
- 6/1 – 7/31/22 Hired Ag Edge Intern who worked for 8 weeks in the news and ag division. Ag intern worked daily on the development of our statewide radio. She also learned about the marketing aspect of our business, using social media and radio to promote ag. This led to a part-time position while she attends college.
- 8/12/22 News & Ag Director served as Master of Ceremonies for Trigg Co. Farm Bureau Outstanding Youth Contest, answering questions about agriculture and communications.
- 8/17/22 Hosted Leadership Trigg Class and talked about career opportunities in the broadcast industry.

- 8/30/22 Hosted Military Spouses from Fort Campbell and shared employment opportunities.
- 8/24 – 9/15/22 Co-sponsored Regional Job Fair – Step Into a Job Hiring Event with West Kentucky Workforce Development. Ran extensive radio and digital campaign promoting regional job fair, co-sponsored by WKDZ/WHVO/WPKY. Included radio, digital billboards, email marketing, etc.
- 9/2/22 Ag & News Director moderated a panel of agriculture and agribusiness leaders for the Christian County Leadership program. Talked about farm broadcasting and media.
- 9/14/22 News & Ag Director coordinated and hosted Trigg Leadership Ag Day, sharing with class members career opportunities including ag broadcasting.
- 9/15/22 Co-sponsored 7 county-wide job fair. Promoted on all radio stations, billboards, social media, email marketing, etc. Sponsored booth to educate people about positions with our company such as producers, journalists, marketing specialists, etc. Distributed materials about positions within our company and sought out candidates for our Marketing Specialists, journalists and producers.
- 9/25 – 9/27/22 GM, DBD, Sales Director, Digital Manager, PD, Broadcast Journalist and 2 Marketing Specialists (Desiring to move into Leadership roles) attended Kentucky Broadcasters Conference in Owensboro. Attended some excellent training/educational sessions.
- 10/23-10/26/23GM, DBD, Sales Director attended International Broadcasters Conference in Indianapolis, which provided wonderful growth opportunities for management.
- 10/20/22 Journalist represented us at Murray State University's Meet the Pros, whereby students majoring in advertising, graphic communications media, journalism, public relations, and television production were in attendance. We shared information about positions in our company.
- 10/20/22 News & Ag Director spoke with Trigg Leadership Class and discussed career opportunities in news and agriculture broadcasting.
- 10/21/22 News & Ag Director spoke to the Christian County Youth Leadership about Ag Communications and the role that it fills in agriculture.
- 10/26/22 News & Ag Director met with Kentucky Agriculture Leadership Program during their Western Kentucky tour of Agriculture to discuss the role of farm broadcasting in Kentucky. Provided information on career opportunities and how to find qualified leads.
- 11/4/22 Marketing Executive hosted a college student for a day of shadowing in order to learn more about careers in broadcasting. They worked in the field together on sales and marketing presentations.
- 11/18/22 Senior Marketing Specialist spoke with Lyon Co. High School Marketing Class on career opportunities in broadcasting.

- 12/6/22 Hosted ½ day workshop for Leadership Trigg Youth class. Each manager shared about their role with our company and discussed in depth the various career opportunities we offer.
- 12/9/22 Director of Business Development hosted a student interested in learning more about broadcasting for a half day.
- 1/9/23 Conducted a full day sales retreat for our sales team.
- 1/13/23 Senior Marketing Specialist participated in a mentorship session for Caldwell County Students.
- 1/13-1/15/23 PD, DBD, GM, Sales Director, PD, and 2 Marketing Specialists attended a sales/programming weekend workshop in St. Louis.
- 2/3/23 News & Ag Director served on a panel for an Employability Workshop at Christian County High School. He shared job skills needed and career opportunities.
- 2/28/23 President & CEO met with Trigg County High School’s “Lead Like a Girl” class and talked about what it takes to be a leader and gaining positions in broadcasting.
- 3/9/23 Broadcast Journalist spoke with 85 – 90 students at Farmington Elementary Career Day. He answered questions about radio careers, a day in the life of a journalist, and how technology has changed the business. 2 Hours
- 3/10/23 Marketing Specialist met with students at South Christian during a half day Career Fair. He shared broadcast career opportunities.
- 3/14/23 President of company formed a Futures Team, made up of 7 aspiring younger employees. This team will meet every 4 to 6 weeks to talk about the future of our industry and to work on skills they will need to move into leadership roles in our company (or in the industry). A team leader will give a progress report at each staff meeting (held monthly). This team is designed to prepare for future leadership.

Ongoing:

Summer of 2022 – Mentored a high school student and a college student who had an interest in broadcasting. Led to hiring one as a part time producer and one as a freelance writer for the news department.

Operations Manager and News Director mentored daily a broadcast journalist who may have some desire to move up. He was coached and trained in writing and anchoring. He worked daily with a seasoned anchor with the anticipation of moving into that role with time.

RAB Sales Training Academy & rab.com available and used by sales team

Weekly training provided for all sales staff

Monthly in-depth Sales Academy for Marketing Specialists

Weekly management training for entire management team

Weekly writing/video/coverage training for sports reporters.

Weekly writing/news coverage/video training for news reporters.

Weekly Think Tank Tuesday Team meets to train and create new media opportunities for the company

Group GM chairing education grant committee for Cadiz Rotary Club, guiding students with interest in journalism, broadcasting, marketing.

News Director serving on National Farm Broadcasters awards committee that selects Farm Broadcaster of the Year and Horizon Award Winner

Partnership with Trigg County Schools and Trigg Co. Economic Development to assist with students receiving Work Ready Skills Certificates to enhance employment opportunities

Narrative Statement

Ham Broadcasting Co. Inc. added two positions during this reporting period. We had 18 recruitment sources for two hires. Ham Broadcasting Co. Inc. fulfilled all recruitment requirements by posting full-time job vacancies with all recruitment sources and referral sources.

Ham Broadcasting Co. Inc. engaged in numerous outreach initiatives including, but not limited to:

1. Job Fairs/Career Days/Career Fairs/Information Dissemination

8/24 – 9/15/22 Co-sponsored Regional Job Fair – Step Into a Job Hiring Event with West Kentucky Workforce Development. Ran extensive radio and digital campaign promoting regional job fair, co-sponsored by WKDZ/WHVO/WPKY. Included radio, digital billboards, email marketing, etc.

8/12/22 News & Ag Director served as Master of Ceremonies for Trigg Co. Farm Bureau Outstanding Youth Contest, answering questions about agriculture and communications.

8/17/22 Hosted Leadership Trigg Class and talked about career opportunities in the broadcast industry.

- 8/30/22 Hosted Military Spouses from Fort Campbell and shared employment opportunities.
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- 9/14/22 News & Ag Director coordinated and hosted Trigg Leadership Ag Day, sharing with class members career opportunities including ag broadcasting.
- 9/15/22 Co-sponsored 7 county-wide job fair. Promoted on all radio stations, billboards, social media, email marketing, etc. Sponsored booth to educate people about positions with our company such as producers, journalists, marketing specialists, etc. Distributed materials about positions within our company and sought out candidates for our Marketing Specialists, journalists and producers.
- 10/20/22 Journalist represented us at Murray State University's Meet the Pros, whereby students majoring in advertising, graphic communications media, journalism, public relations, and television production were in attendance. We shared information about positions in our company.
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- 11/18/22 Senior Marketing Specialist spoke with Lyon Co. High School Marketing Class on career opportunities in broadcasting.
- 12/6/22 Hosted ½ day workshop for Leadership Trigg Youth class. Each manager shared about their role with our company and discussed in depth the various career opportunities we offer.
- 2/3/23 News & Ag Director served on a panel for an Employability Workshop at Christian County High School. He shared job skills needed and career opportunities.
- 3/9/23 Broadcast Journalist spoke with 85 – 90 students at Farmington Elementary Career Day. He answered questions about radio careers, a day in the life of a journalist, and how technology has changed the business. 2 Hours

- 3/10/23 Marketing Specialist met with students at South Christian during a half day Career Fair. He shared broadcast career opportunities.
- Ongoing: Group GM chairing education grant committee for Cadiz Rotary Club, sharing various broadcast career opportunities with students
- Ongoing: Partnership with Trigg County Schools and Trigg Co. Economic Development to assist with students receiving Work Ready Skills Certificates to enhance employment opportunities

2. Internship Program/Coop Program

All managers are encouraged to assist with recruiting interns. We hired/sponsored one internship during this reporting cycle. The schools did not have a coop program due to covid.

- 4/4 – 4/30/22 Ran radio campaign for ag internship. Ag intern works directly with news/ag director for the summer.
- 6/1 – 7/31/22 Hired Ag Edge Intern who worked for 8 weeks in the news and ag division. Ag intern worked daily on the development of our statewide radio network. She also learned about the marketing aspect of our business, using social media and radio to promote ag. This led to a part-time position while she attends college.
- Ongoing: News Director serving on National Farm Broadcasters awards committee that selects Farm Broadcaster of the Year and Horizon Award Winner

3. Establish Scholarship Program/Mentoring Program & Assist with Others

- 4/6-4/30/22 Ran radio campaign for DJ Everett III Scholarship, which was established by our company to honor our former owner. We raise money every year and donate it to the DJ Everett II Scholarship fund and then select a student each year to receive a scholarship.
- 5/18/22 WKDZ/WHVO funded, advertised, processed and awarded the DJ Everett III Broadcast Scholarship and Mentorship in partnership with the Cadiz Rotary Club.
- 11/4/22 Marketing Executive hosted a college student for a day of shadowing in order to learn more about careers in broadcasting. They worked in the field together on sales and marketing presentations.
- 12/9/22 Director of Business Development hosted a student interested in learning more about broadcasting for a half day.

- 1/13/23 Senior Marketing Specialist participated in a mentorship session for Caldwell County Students.
- 2/28/23 President & CEO met with Trigg County High School's "Lead Like a Girl" class and talked about what it takes to be a leader and gaining positions in broadcasting.
- Ongoing: Provided Scholarships/Mentorships for 2 students who are attending college that received the DJ Everett III Radio Scholarship & Mentorship, given in honor of our former owner. The mentorship is for a student desiring a career in broadcasting or journalism.

Summer of 2022 – Mentored a high school student and a college student who had an interest in broadcasting. Led to hiring one as a part time producer and one as a freelance writer for the news department.

4. Ongoing Training Program designed to enable station personnel to acquire skills that could qualify them for higher-level positions. Ham Broadcasting Co., Inc. highly encourages promotions from within and mandates training for all staff.

- 5/15-5/18/22 GM attended International Broadcasters Conference in Montgomery, AL for professional development.
- 9/25 – 9/27/22 GM, DBD, Sales Director, Digital Manager, PD, Broadcast Journalist and 2 Marketing Specialists (Desiring to move into Leadership roles) attended Kentucky Broadcasters Conference in Owensboro. Attended some excellent training/educational sessions.
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- 1/9/23 Conducted a full day sales retreat for our sales team.
- 1/13-1/15/23 PD, DBD, GM, Sales Director, PD, and 2 Marketing Specialists attended a sales/programming weekend workshop in St. Louis.
- 3/14/23 President of company formed a Futures Team, made up of 7 aspiring younger employees. This team will meet every 4 to 6 weeks to talk about the future of our industry and to work on skills they will need to move into leadership roles in our company (or in the industry). A team leader will give a progress report at each staff meeting (held monthly). This team is designed to prepare for future leadership.

Ongoing Training:

Operations Manager and News Director mentored daily newly hired reporter who may have some desire to move up. He was coached and trained in writing and anchoring. He worked daily with a seasoned anchor with the anticipation of moving into that role with time.

General Manager and Sales Manager provided daily training and mentorship for a Marketing Specialist who desires to move into management.

RAB Sales Training Academy & rab.com available and used by sales team

Weekly training provided for all sales staff

Monthly in-depth Sales Academy for Marketing Specialists

Weekly management training for entire management team

Weekly writing/video/coverage training for sports reporters.

Weekly Think Tank Tuesday Team meets to train and create new media opportunities for the company

Weekly news writing/reporting/video training for entire news department.

Exhibit 2

EEO Report for April 1, 2023 through March 31, 2024

WKDZ AM/FM – WHVO – WPKY - WEKT

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WEKT-AM, WKDZ-AM, WKDZ-FM, WHVO-AM, and WPKY-AM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 1 April ’23 to and including 31 March ’24 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.208(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

April 1, 2023 – March 31, 2024

EEO RECRUITMENT

No New Full-Time Positions in this reporting period

Ongoing Ran Radio Campaign for Marketing Specialists

OUTREACH PRONG

- 4/1-4/30/23 Ran radio campaign for ag internship. Ag intern works directly with news/ag director for the summer.
- 4/1-4/28/23 Ran radio campaign for DJ Everett III Scholarship, which was established by our company to honor our former owner. We raise money every year and donate it to the DJ Everett II Scholarship fund and then select a student each year to receive a scholarship.
- 4/20/23 Co-sponsored Trigg Co. Chamber of Commerce Job Fair that hosted high school juniors and seniors and then opened to the public to promote potential jobs in the region.
- 4/20/23 Two managers participated in the Fusion Work-Based Learning Seminar at the Bruce Convention Center that was held for high school juniors at Christian County Public Schools. They spoke on careers in broadcast marketing/sales/promotions.
- 5/1-5/19/23 WKDZ/WHVO funded, advertised, processed and awarded the DJ Everett III Broadcast Scholarship and Mentorship in partnership with the Cadiz Rotary Club.
- 5/20-5/24/23 GM attended International Broadcasters Conference for professional development.
- 6/1 – 8/15/23 Hired Ag Edge Intern for the summer to work in the news and ag division. Ag intern worked daily on ag programming and the development of our statewide radio. She also learned about the marketing aspect of our business, using social media and radio to promote ag.
- 6/29/23 News & Ag Director hosted the Christian County Farm Bureau Outstanding Youth and Talent Contest at the Western Kentucky State Fair in Hopkinsville. Shared about careers in broadcasting, news and ag.
- 7/10/23 Full day sales retreat for sales team and traffic manager. Worked with all sellers and provided some opportunities for management training for the next level of managers.
- 7/18/23 News & Ag Director spoke to Todd County 4-H and FFA members about farm broadcasting, careers in agriculture communications, and what he does each day. Also recorded Todd County Ag Facts with the 4-H and FFA members. Messages run on air.
- 7/20/23 News & Ag Director Hosted the Trigg County Farm Tour. Served as Master of Ceremonies and conducted a tour stop. Also hosted the midday awards ceremony. Shared about opportunities in ag broadcasting.
- 7/26/23 Program Director visited with Let's Go Play Childcare Center, children up to age 12, and shared with them about our radio stations.

- 8/3/23 Promoted & Participated in Todd County Open House at North Todd and South Todd, sharing opportunities to be a part of the upcoming multi-media curriculum at Todd Co. Schools.
- 8/4/23 Promoted & Participated in Todd County Open House at Todd County Middle School, sharing opportunities to be a part of the upcoming multi-media curriculum at Todd Co. Schools.
- 8/7/23 Promoted & Participated in Todd County Open House at Todd County High School, sharing opportunities to be a part of the upcoming multi-media curriculum at Todd Co. Schools.
- 8/11/23 News & Ag Director Hosted the Trigg County Farm Bureau Outstanding Youth Contest, sharing job opportunities the Edge Media Group.
- 8/23/23 Hosted Leadership Trigg Class and talked about career opportunities in the broadcast industry.
- 9/8/23 Met with Todd County Middle School & Todd County High School students who desire to work with us as part of a multi-media curriculum that is being established in Todd County Schools. Discussed career opportunities in all facets of media. Began plans for a mentorship program within the school system.
- 9/8/23 Shadowed with 2 students desiring to learn sports broadcasting at our high school tailgate party and football game.
- 9/20/23 News & Ag Director Coordinated Trigg County Leadership Agriculture Day. Spoke with the leadership class from 12:30 until 1:00 about farm broadcasting, sharing the story of farmers, and other details about the broadcast industry.
- 9/28/23 News & Ag Director Spoke to the Kentucky Farm Bureau Communications Advisory Committee in Louisville about radio, the importance of AM Radio, farm broadcasting, and recruiting young people into the business.
- 10/6/23 Mentored students in the multi-media curriculum at Todd County Schools on doing on-air interviews, allowing some to join us for homecoming coverage in Todd County.
- 10/6/23 Added freelance reporter who has worked in print. Will mentor her to learn broadcast journalism and to cover important government beat.
- 10/19/23 Journalist represented us at Murray State University's Meet the Pros, whereby students majoring in advertising, graphic communications media, journalism, public relations, and television production were in attendance. We shared information about positions in our company and about broadcasting as a career.

- 10/19/23 News & Ag Director spoke with Trigg County Youth Leadership class about broadcasting and farm broadcasting as a career. The event was headquartered at Cundiff Farms in Cadiz.
- 10/20/23 News & Ag Director mentored a college student for the day who wants to learn more about ag and media coverage.
- 11/15-11/18/23 Hosted 2 interns/freelancers and one part time high school student to attend the National Association of Farm Broadcasters' Conference. Both interns/freelancers are college students desiring to be in the broadcast business.
- 11/27-3/9/24 Mentored a high school student who desires to study sports broadcasting. Student was allowed to work on air at high school basketball games, learning to do stats, color, interviews, etc.
- 11/29/23 Owner of HBC met with the Elkton Rotary Club and shared about all aspects of the business and career opportunities available including a commitment to continue working with students at TCHS.
- 12/7/23 Hosted ½ day workshop for Leadership Trigg Youth class. We shared about all of the roles within our company and discussed in depth the various career opportunities we offer.
- 12/28/23 Hosted a 2-hour workshop for all interns, freelancers, and part-timers on covering news, audio production, photography, videography, news software usage, social media policies, etc.
- 1/2/24 Launched a leadership mentorship program, pairing every manager at Ham Broadcasting Co., Inc. with an employee who desires to advance in the company. Managers provide weekly updates on the progress for the ongoing mentorship program.
- 1/2/24 News Director shared with Cadiz Rotary Club all of the components of running a solid newsroom and talked about the need for journalists.
- 1/4/24 President/CEO served as a guest on TWIRT podcasts and encouraged other stations to give young people (high school) an opportunity to be a part of the broadcast industry.
- 1/8/24 Full day sales retreat for entire sales team and sales assistants. We talked about ways to move up in the company and how to contribute to the next level.
- 1/12-1/14/24 PD, Directors of Business Development, and GM, along with two newly appointed Team Leaders attended IBIB workshop in St. Louis allowing two of our future leaders to participate and learn from some of the best in the industry.

- 1/26/24 News Director & PD conducted a news/broadcast journalism workshop for high school students at Todd Co. desiring to learn more about broadcast journalism. This is part of our ongoing mentorship program at Todd County Schools.
- 1/30/24 General Manager, Sales Managers and Team leader presented a program to the Todd County Chamber of Commerce, sharing what kind of team members we need in order to build better radio stations.
- 1/31/24 Director of Business Development & Marketing Specialist participated in Christian County Public Schools Career Expo for 700 freshmen. We distributed info about careers in broadcasting with QR codes linking to proper emails for students to inquire.
- 2/20/24 Broadcast Journalist and GM made a presentation to the Cadiz Rotary Club on the importance of community journalism and shared about skills needed in today's busy newsroom.
- 2/21/24 Hosted Leadership Trigg for half-day workshop about media in our market and shared information about every aspect of our industry, including radio and digital opportunities.
- 2/23/24 Assistant Program Director and Team Leader participated in Pembroke Elementary School Career Fair where they shared about all of the various job opportunities within broadcast media.
- 3/7/24 Marketing Director participated in Todd County High School 2nd Annual Career and Technical Fair, providing information about potential careers within our company.
- 3/8/24 Marketing Director participated in South Todd Elementary Career Day, giving out information about potential careers within our company.
- 3/19/24 GM, Market Leader, and PD met with Todd County Middle School Media Class and talked about careers in broadcasting and in our company. We worked with them on their ongoing newscasts and provided some assistance on ways to keep growing and learning about broadcasting. This is part of our ongoing mentorship program with Todd County Schools.

Ongoing:

RAB Sales Training Academy & rab.com available and used by sales team

Weekly training provided for all sales staff

Monthly in-depth Sales Academy for Marketing Specialists

Weekly management training for entire management team

Weekly writing/video/coverage training for sports reporters.

Weekly writing/news coverage/video training for news reporters.

Weekly Think Tank Tuesday Team meets to train and create new media opportunities for the company.

Group GM chairing education grant committee for Cadiz Rotary Club, guiding students with interest in journalism, broadcasting, marketing.

News Director serving on National Farm Broadcasters awards committee that selects Farm Broadcaster of the Year and Horizon Award Winner

Partnership with Trigg County Schools and Trigg Co. Economic Development to assist with students receiving Work Ready Skills Certificates to enhance employment opportunities.

Partnership with Todd County Schools to implement and mentor students desiring to learn journalism, photography, video, anchoring, etc.

Narrative Statement

Ham Broadcasting Co. Inc. did not add any full-time positions during this reporting period.

Ham Broadcasting Co. Inc. engaged in numerous outreach initiatives including, but not limited to:

1. Job Fairs/Career Days/Career Fairs/Information Dissemination

- | | |
|---------|--|
| 4/20/23 | Co-sponsored Trigg Co. Chamber of Commerce Job Fair that hosted high school juniors and seniors and then opened to the public to promote potential jobs in the region. |
| 4/20/23 | Two managers participated in the Fusion Work-Based Learning Seminar at the Bruce Convention Center that was held for high school juniors at Christian County Public Schools. They spoke on careers in broadcast marketing/sales/promotions. |
| 6/29/23 | News & Ag Director hosted the Christian County Farm Bureau Outstanding Youth and Talent Contest at the Western Kentucky State Fair in Hopkinsville. Shared about careers in broadcasting, news and ag. |
| 7/18/23 | News & Ag Director spoke to Todd County 4-H and FFA members about farm broadcasting, careers in agriculture communications, and what he does each day. Also recorded Todd County Ag Facts with the 4-H and FFA members. Messages run on air. |

- 7/20/23 News & Ag Director Hosted the Trigg County Farm Tour. Served as Master of Ceremonies and conducted a tour stop. Also hosted the midday awards ceremony. Shared about opportunities in ag broadcasting.
- 7/26/23 Program Director visited with Let's Go Play Childcare Center, children up to age 12, and shared with them about our radio stations.
- 8/3/23 Promoted & Participated in Todd County Open House at North Todd and South Todd, sharing opportunities to be a part of the upcoming multi-media curriculum at Todd Co. Schools.
- 8/4/23 Promoted & Participated in Todd County Open House at Todd County Middle School, sharing opportunities to be a part of the upcoming multi-media curriculum at Todd Co. Schools.
- 8/7/23 Promoted & Participated in Todd County Open House at Todd County High School, sharing opportunities to be a part of the upcoming multi-media curriculum at Todd Co. Schools.
- 8/11/23 News & Ag Director Hosted the Trigg County Farm Bureau Outstanding Youth Contest, sharing job opportunities the Edge Media Group.
- 8/23/23 Hosted Leadership Trigg Class and talked about career opportunities in the broadcast industry.
- 9/20/23 News & Ag Director Coordinated Trigg County Leadership Agriculture Day. Spoke with the leadership class from 12:30 until 1:00 about farm broadcasting, sharing the story of farmers, and other details about the broadcast industry.
- 9/28/23 News & Ag Director Spoke to the Kentucky Farm Bureau Communications Advisory Committee in Louisville about radio, the importance of AM Radio, farm broadcasting, and recruiting young people into the business.
- 10/19/23 Journalist represented us at Murray State University's Meet the Pros, whereby students majoring in advertising, graphic communications media, journalism, public relations, and television production were in attendance. We shared information about positions in our company and about broadcasting as a career.
- 10/19/23 News & Ag Director spoke with Trigg County Youth Leadership class about broadcasting and farm broadcasting as a career. The event was headquartered at Cundiff Farms in Cadiz.
- 11/29/23 Owner of HBC met with the Elkton Rotary Club and shared about all aspects of the business and career opportunities available including a commitment to continue working with students at TCHS.

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- 1/2/24 News Director shared with Cadiz Rotary Club all of the components of running a solid newsroom and talked about the need for journalists.
- 1/4/24 President/CEO served as a guest on TWIRT podcasts and encouraged other stations to give young people (high school) an opportunity to be a part of the broadcast industry.
- 1/30/24 General Manager, Sales Managers and Team leader presented a program to the Todd County Chamber of Commerce, sharing what kind of team members we need in order to build better radio stations.
- 1/31/24 Director of Business Development & Marketing Specialist participated in Christian County Public Schools Career Expo for 700 freshmen. We distributed info about careers in broadcasting with QR codes linking to proper emails for students to inquire.
- 2/20/24 Broadcast Journalist and GM made a presentation to the Cadiz Rotary Club on the importance of community journalism and shared about skills needed in today's busy newsroom.
- 2/21/24 Hosted Leadership Trigg for half-day workshop about media in our market and shared information about every aspect of our industry, including radio and digital opportunities.
- 2/23/24 Assistant Program Director and Team Leader participated in Pembroke Elementary School Career Fair where they shared about all of the various job opportunities within broadcast media.
- 3/7/24 Marketing Director participated in Todd County High School 2nd Annual Career and Technical Fair, providing information about potential careers within our company.
- 3/8/24 Marketing Director participated in South Todd Elementary Career Day, giving out information about potential careers within our company.
- Ongoing: Group GM chairing education grant committee for Cadiz Rotary Club, guiding students with interest in journalism, broadcasting, marketing.
- News Director serving on National Farm Broadcasters awards committee that selects Farm Broadcaster of the Year and Horizon Award Winner

Partnership with Trigg County Schools and Trigg Co. Economic Development to assist with students receiving Work Ready Skills Certificates to enhance employment opportunities.

2. Internship Program

All managers are encouraged to assist with recruiting interns. We hired/sponsored one internship during this reporting cycle. We continued with one additional internship from the previous year.

- 4/1-4/30/23 Ran radio campaign for ag internship. Ag intern works directly with news/ag director for the summer.
- 6/1 – 8/15/23 Hired Ag Edge Intern for the summer to work in the news and ag division. Ag intern worked daily on ag programming and the development of our statewide radio. She also learned about the marketing aspect of our business, using social media and radio to promote ag. We hired her part-time when she completed the summer internship.
- 11/15-11/18/23 Hosted 2 interns and one part time high school student to attend the National Association of Farm Broadcasters' Conference. Both interns are college students desiring to be in the broadcast business.
- Ongoing: Continued working with two prior interns after they returned to college, helping them to learn more about quality audio, producing, editing, photography, writing, etc.

3. Establish Scholarship Program/Mentoring Program & Assist with Others

- 4/1-4/28/23 Ran radio campaign for DJ Everett III Scholarship, which was established by our company to honor our former owner. We raise money every year and donate it to the DJ Everett II Scholarship fund and then select a student each year to receive a scholarship.
- 5/1-5/19/23 WKDZ/WHVO funded, advertised, processed and awarded the DJ Everett III Broadcast Scholarship and Mentorship in partnership with the Cadiz Rotary Club.
- 9/8/23 Met with Todd County Middle School & Todd County High School students who desire to work with us as part of a multi-media curriculum that is being established in Todd County Schools. Discussed career opportunities in all facets of media. Began plans for a mentorship program within the school system.

- 9/8/23 Shadowed with 2 students desiring to learn sports broadcasting at our high school tailgate party and football game.
- 10/6/23 Mentored students in the multi-media curriculum at Todd County Schools on doing on-air interviews, allowing some to join us for homecoming coverage in Todd County.
- 10/6/23 Added freelance reporter who has worked in print. Will mentor her to learn broadcast journalism and to cover important government beat. News Director worked with her throughout the year on news writing. PD served as a voice coach for her to learn radio news delivery.
- 10/20/23 News & Ag Director mentored a college student for the day who wants to learn more about ag and media coverage.
- 11/27-3/9/24 Mentored a high school student who desires to study sports broadcasting. Student was allowed to work on air at high school basketball games, learning to do stats, color, interviews, etc.
- 12/28/23 Hosted a 2-hour workshop for all interns, freelancers, and part-timers on covering news, audio production, photography, videography, news software usage, social media policies, etc.
- 1/2/24 Launched a leadership mentorship program, pairing every manager at Ham Broadcasting Co., Inc. with an employee who has a desire to advance in the company. Managers provide weekly updates on the progress for the ongoing mentorship program.
- 1/26/24 News Director & PD conducted a news/broadcast journalism workshop for high school students at Todd Co. desiring to learn more about broadcast journalism. This is part of our ongoing mentorship program at Todd County Schools.
- 3/19/24 GM, Market Leader, and PD met with Todd County Middle School Media Class and talked about careers in broadcasting and in our company. We worked with them on their ongoing newscasts and provided some assistance on ways to keep growing and learning about broadcasting. This is part of our ongoing mentorship program with Todd County Schools.
- Ongoing: Provided Scholarships/Mentorships for 3 students who are attending college that received the DJ Everett III Radio Scholarship & Mentorship, given in honor of our former owner. The mentorship is for a student desiring a career in broadcasting or journalism.
- Partnership with Todd County Schools to implement and mentor students desiring to learn journalism, photography, video, anchoring, etc.

4. Ongoing Training Program designed to enable station personnel to acquire skills that could qualify them for higher-level positions. Ham Broadcasting Co., Inc. highly encourages promotions from within and mandates training for all staff.

- 5/20-5/24/23 GM attended International Broadcasters Conference for professional development.
- 7/10/23 Full day sales retreat for sales team and traffic manager. Worked with all sellers and provided some opportunities for management training for the next level of managers.
- 10/22-10/25/24 Three managers attended IBIB Conference in Pikeville, along with two future leaders for HBC. We had 3 days of sessions and countless meetings with various broadcast leaders talking about what it takes to be a leader in the broadcast industry.
- 1/8/24 Full day sales retreat for entire sales team and sales assistants. We talked about ways to move up in the company and how to contribute to the next level.
- 1/12-1/14/24 PD, Directors of Business Development, and GM, along with two newly appointed Team Leaders attended IBIB workshop in St. Louis allowing two of our future leaders to participate and learn from some of the best in the industry.
- Ongoing: RAB Sales Training Academy & rab.com available and used by sales team
- Weekly training provided for all sales staff
- Monthly in-depth Sales Academy for Marketing Specialists
- Weekly management training for entire management team
- Weekly writing/video/coverage training for sports reporters.
- Weekly writing/news coverage/video training for news reporters.
- Weekly Think Tank Tuesday Team meets to train and create new media opportunities for the company.
- Minimum Monthly meetings with GM and market team leaders to provide ongoing training for next level of leadership.

EXHIBIT 3

BROADCAST JOURNALIST

File Help Tell me what you want to do

Ignore Delete Archive Reply Forward Meeting

Junk Reply All

Music License To Manager

Team Email Done

Reply & Delete Create New

Move: Actions Move

Send to OneNote

Unread Mark Categorize Follow

Translate Editing

Read Immersive Reader

Zoom

Employment Opportunity

MN
 mmoel@wkdzradio.com
 To: 'kba@kba.org'
 Cc: 'amber@kba.org'
 Bcc: lisa.joner@murraystate.edu; 'vonpalkod@apsu.edu'; 'kanya.allen@kctcs.edu'; 'laura.shelton@trigg.kyschools.us'; 'teresa.jameson@wku.edu'; 'bradley.prainger@wku.edu'; 'dowens@murraystate.edu'; 'tom.stolar@ky.gov'; 'beth@triggchamber.org'; 'info@todschamber.com'; 'princetonkychamber@gmail.com'; 'amajor@christiancountychamber.com'; 'mmoel@wkdzradio.com'

You responded on Thursday, March 28, 2024 3:47 PM

 News Edge Position November 2022.docx
 224 KB

Attached you will find a Broadcast Journalist position opening at The Edge Media Group.

Please post and feel free to pass along to anyone you think might be interested.

Thanks!

Melissa S. Noel, Business Office Manager
 Edge Media Group - Cadiz/Hopkinsville/Princeton

Broadcast Center
 19 D. J. Everett Drive
 P. O. Box 1900
 Cadiz, KY 42211

Phone: (270) 522-3232, Ext. 104
 Fax: (270) 522-1110
 mmoel@wkdzradio.com



Type here to search

From: mnoel@wkdzradio.com
Sent: Tuesday, November 8, 2022 12:38 PM
To: 'kba@kba.org'
Cc: 'amber@kba.org'
Subject: Employment Opportunity
Attachments: News Edge Position November 2022.docx

Attached you will find a Broadcast Journalist position opening at The Edge Media Group.

Please post and feel free to pass along to anyone you think might be interested.

Thanks!

Melissa S. Noel, Business Office Manager
Edge Media Group - Cadiz/Hopkinsville/Princeton

Broadcast Center
19 D. J. Everett Drive
P. O. Box 1900
Cadiz, KY 42211

Phone: (270) 522-3232, Ext. 104
Fax: (270) 522-1110
mnoel@wkdzradio.com



wkdzradio.com - whvoradio.com - wpkyonline.com
yoursportsedge.com - youragedge.com

EMPLOYMENT ADS - CONTACT LIST - EEO

POSITION: The Edge Media Group - BROADCAST JOURNALIST - November, 2022

RECRUITMENT SOURCE	CONTACT	TELEPHONE	FAX	EMAIL	DATE NOTIFIED	VIA
Murray State University - Hopkinsville	Lisa Joiner	270-707-1526	270-707-1535	lisa.joiner@murraystate.edu	11/8/22	email
Austin Peay State University [names per Melony Shemberger (her info) email: shembergerm@apsu.edu]	Dr. David von Palko	931-221-6364		vonpalkod@apsu.edu		email
Hopkinsville Community College	Kanya V. Allen	270-707-3827	270-886-2808	kanya.allen@kctcs.edu		email
TCHS Ask Youth Services Center	Laura Shelton (x-4118)	270-522-2200		laura.shelton@trigg.kyschools.us		email
Western KY University	Teresa Jameson	270-745-4143	(Ofc.Mgr.)	teresa.jameson@wku.edu		email
Western KY University	Brad Pfranger	270-745-6497	(Bcast Co-ord)	bradley.pfranger@wku.edu		email
Murray State University - Murray	Dr. Debbie Owens	270-809-6318		dowens@murraystate.edu		email
West KY Workforce Board	Tom Sholar	270-886-9484		tom.sholar@ky.gov		email
Trigg Co. Chamber of Commerce	Beth Sumner	270-522-0259		beth@triggchamber.org		email
Todd Co. Chamber of Commerce	Tiffany Groves	270-604-7201		info@toddachamber.com		email
Princeton-Caldwell Co. Chamber of Commerce	Heather Riley	833-460-1321		princetonkychamber@gmail.com		email
Christian Co. Chamber of Commerce	Angie Major	270-885-9096		amajor@christiancountychamber.com		email
KY Broadcasters Association	Amber Rhodes			amber@kba.org kba@kba.org	11/8/22	email
Company Websites						
On-Air Announcements						

Scheduled:

Copy



BROADCAST JOURNALIST WANTED

Here's a chance for you to join the awarding winning WKDZ-WHVO-WPKY News Edge team.

We are expanding our team of broadcast journalists, who are responsible for gathering, writing and reporting the area's top local news. This position requires strong writing skills and a comprehensive understanding of digital products. Video experience is a plus.

We offer competitive pay and benefits and a great working environment.

**For more information, email
Beth Mann at bmann@wkdzradio.com or
Alan Watts at awatts@wkdzradio.com.**

We are an Equal Opportunity Employer.



Cadiz Office: 270-522-3232
Fax: 270-522-1110
Hopkinsville Office: 270-886-1480
Fax: 270-522-1110
Princeton Office: 270-963-9155



19 DJ Everett Dr
PO Box 1900
Cadiz, KY 42211

1035 West Main St
Princeton, KY 42445



WKDZradio.com
WHVOradio.com
WPKYonline.com

WKDZ / WHVO / WPKY
 P. O. BOX 1900
 CADIZ, KY 42211
 (270) 522-3232

WKDZ / WHVO / WPKY Order Confirmation

OrderID: 0092-1811

Sponsor: WKDZ/WHVO
 Product: Broadcast News Journalist Wanted
 Estimate/PO: Broadcast Journalist Wanted
 AccountRep: House Accounts
 BillingCycle: Calendar Month
 InvoiceType: Times
 Run Dates: 11/9/2022 - 11/30/2022
 Items Ordered: 330
 Ordered Amount: \$0.00

WKDZ/WHVO
 P. O. BOX 1900
 CADIZ, KY 42211

Scheduled Station(s): WKDZ-FM / WHVO / WPKY WKDZ/WHVO/WPKY

Printed 11/8/2022 9:03:56 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
02 11/9/2022 - 11/30/2022	All Weeks	06:00 AM - 09:00 AM	1	1	1	1	1			5	:30	Spot	CC	COM-DA26	16	0.00	0.00
03 11/9/2022 - 11/30/2022	All Weeks	09:00 AM - 09:00 PM	3	3	3	3	3	4	4	23	:30	Spot		COM-DA26	72	0.00	0.00
07 11/9/2022 - 11/30/2022	All Weeks	09:00 PM - 11:59 PM	1	1	1	1	1	1	1	7	:30	Spot		COM-DA26	22	0.00	0.00

Calendar Month Projected Billing:

Oct-22	0.00	Nov-22	0.00	Dec-22	0.00	Q4-2022	0.00
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Confirmed Correct; Payment Guaranteed

Accepted for WKDZ-FM/WKDZ-AM/WHVO

Here's a chance for you to join the awarding winning WKDZ-WHVO-WPKY News Edge team. We are expanding our team of broadcast journalists, who are responsible for gathering, writing and reporting the area's top local news. This position requires strong writing skills and a comprehensive understanding of digital products. Video experience is a plus. We offer competitive pay and benefits and a great working environment. For more information, email Beth Mann at bmann@wkdzradio.com or Alan Watts at awatts@wkdzradio.com. We are an Equal Opportunity Employer.

WKDZ-FM Invoice

WKDZ- FM HAM BROADCASTING
 P. O. BOX 1900
 CADIZ, KY 42211
 (270) 522-3232

Invoice ID: 22111561
 Invoice Date: 11/30/2022
 Account ID: 0092
 Order ID: 0092-1811
 Account Rep: House Accounts

Amount Due: \$0.00

Amount Paid: _____

WKDZ/WHVO
 P. O. BOX 1900
 CADIZ, KY 42211

Go Paperless! Want your invoices emailed?
 Email mnoel@wkdzradio.com or
 call us to give us your email address.

Sponsor: WKDZ/WHVO / Broadcast News Journalist Wanted for P.O./Estimate # Broadcast Journalist Wanted
 WKDZ/WHVO/WPKY

Date	Description	Times	Times	Times	Times	Times	Times	Times	Times	Cost
11/9/2022	:30 Spot	06:54 AM	07:57 AM	04:52 PM	08:23 PM	10:21 PM				0.00
11/10/2022	:30 Spot	07:28 AM	07:25 PM							0.00
11/11/2022	:30 Spot	08:46 AM	11:17 PM							0.00
11/12/2022	:30 Spot	04:44 AM	05:17 PM	10:21 PM						0.00
11/13/2022	:30 Spot	06:20 PM	11:41 PM							0.00
11/14/2022	:30 Spot	08:45 AM	09:41 PM							0.00
11/15/2022	:30 Spot	07:36 AM								0.00
11/16/2022	:30 Spot	11:40 PM								0.00
11/17/2022	:30 Spot	06:54 AM								0.00
11/18/2022	:30 Spot	08:05 PM	09:47 PM							0.00
11/19/2022	:30 Spot	11:21 PM								0.00
11/20/2022	:30 Spot	02:45 PM	11:46 PM							0.00
11/21/2022	:30 Spot	08:44 AM	11:17 PM							0.00
11/22/2022	:30 Spot	08:22 AM	05:35 PM							0.00
11/23/2022	:30 Spot	03:48 AM	11:41 PM							0.00
11/24/2022	:30 Spot	07:32 AM	12:28 PM							0.00
11/25/2022	:30 Spot	08:49 AM	10:15 PM							0.00
11/26/2022	:30 Spot	10:22 PM								0.00
11/27/2022	:30 Spot	04:45 AM	09:44 PM							0.00
11/28/2022	:30 Spot	08:40 AM	05:30 PM							0.00
11/29/2022	:30 Spot	07:38 AM								0.00
11/30/2022	:30 Spot	07:14 AM								0.00

41 Total Items

Total Cost:

\$0.00

Amount Due:

\$0.00

WHVO Invoice

WHVO HAM BROADCASTING
 P. O. BOX 1900
 CADIZ, KY 42211
 (270) 886-1480

Invoice ID: 22111562
 Invoice Date: 11/30/2022
 Account ID: 0092
 Order ID: 0092-1811
 Account Rep: House Accounts

Amount Due: \$0.00

Amount Paid: _____

WKDZ/WHVO
 P. O. BOX 1900
 CADIZ, KY 42211

Go Paperless! Want your invoices emailed?
 Email mnoel@wkdzradio.com or
 call us to give us your email address.

Sponsor: WKDZ/WHVO / Broadcast News Journalist Wanted for P.O./Estimate # Broadcast Journalist Wanted
 WKDZ/WHVO/WPKY

Date	Description	Times	Times	Times	Times	Times	Times	Times	Cost
11/9/2022	:30 Spot	12:40 AM	07:19 AM	10:27 AM	06:27 PM	10:39 PM			0.00
11/10/2022	:30 Spot	11:37 PM							0.00
11/11/2022	:30 Spot	06:23 AM	05:32 PM	11:25 PM					0.00
11/12/2022	:30 Spot	10:26 AM	01:05 PM	03:31 PM	06:03 PM	09:16 PM			0.00
11/13/2022	:30 Spot	12:46 PM	02:02 PM	03:32 PM	07:48 PM	10:47 PM			0.00
11/14/2022	:30 Spot	08:42 AM	08:51 AM	11:42 PM					0.00
11/15/2022	:30 Spot	06:22 AM	11:22 PM						0.00
11/16/2022	:30 Spot	08:45 AM							0.00
11/17/2022	:30 Spot	09:26 AM							0.00
11/18/2022	:30 Spot	06:28 AM	10:28 PM						0.00
11/19/2022	:30 Spot	10:23 AM	12:07 PM	04:40 PM	05:08 PM	11:41 PM			0.00
11/20/2022	:30 Spot	12:30 PM	05:52 PM						0.00
11/21/2022	:30 Spot	08:51 AM							0.00
11/22/2022	:30 Spot	08:54 AM	09:44 PM						0.00
11/23/2022	:30 Spot	06:52 AM	09:18 PM						0.00
11/24/2022	:30 Spot	09:25 PM							0.00
11/25/2022	:30 Spot	06:41 AM							0.00
11/26/2022	:30 Spot	12:05 PM	05:26 PM	09:42 PM					0.00
11/27/2022	:30 Spot	11:44 PM							0.00
11/28/2022	:30 Spot	06:24 AM							0.00
47 Total Items								Total Cost:	\$0.00

Amount Due: \$0.00

WPKY 103.3/1580 Invoice

WPKY HAM BROADCASTING
 P. O. BOX 1900
 CADIZ, KY 42211
 (270) 522-3232

Invoice ID: 22111563
 Invoice Date: 11/30/2022
 Account ID: 0092
 Order ID: 0092-1811
 Account Rep: House Accounts

Amount Due: \$0.00

Amount Paid: _____

WKDZ/WHVO
 P. O. BOX 1900
 CADIZ, KY 42211

Go Paperless! Want your invoices emailed?
 Email mnoel@wkdzradio.com or
 call us to give us your email address.

Sponsor: WKDZ/WHVO / Broadcast News Journalist Wanted for P.O./Estimate # Broadcast Journalist Wanted
 WKDZ/WHVO/WPKY

Date	Description	Times	Times	Times	Times	Times	Times	Times	Cost
11/9/2022	:30 Spot	06:41 AM	12:28 PM	12:44 PM	05:19 PM	10:29 PM			0.00
11/10/2022	:30 Spot	10:49 AM	02:41 PM	06:47 PM	10:23 PM				0.00
11/11/2022	:30 Spot	09:47 AM	11:50 AM	12:46 PM	05:41 PM	11:30 PM			0.00
11/12/2022	:30 Spot	09:46 AM	11:44 AM	02:32 PM					0.00
11/13/2022	:30 Spot	02:52 PM	07:43 PM	11:27 PM					0.00
11/14/2022	:30 Spot	10:01 AM	12:39 PM	05:31 PM					0.00
11/15/2022	:30 Spot	11:47 AM	10:04 PM						0.00
11/16/2022	:30 Spot	10:37 AM	04:33 PM	05:38 PM	09:36 PM				0.00
11/17/2022	:30 Spot	05:48 AM	12:38 PM	05:27 PM					0.00
11/18/2022	:30 Spot	05:58 AM	09:46 PM						0.00
11/19/2022	:30 Spot	11:42 AM	02:35 PM						0.00
11/20/2022	:30 Spot	01:44 PM	03:28 PM						0.00
11/21/2022	:30 Spot	05:50 AM	12:25 PM	03:31 PM	05:26 PM	09:47 PM			0.00
11/22/2022	:30 Spot	06:20 AM	10:31 AM	12:10 PM	06:49 PM				0.00
11/23/2022	:30 Spot	10:30 AM	05:34 PM	06:25 PM	09:26 PM				0.00
11/24/2022	:30 Spot	08:43 PM	11:49 PM						0.00
11/25/2022	:30 Spot	10:35 AM	06:35 PM	10:23 PM					0.00
11/26/2022	:30 Spot	09:47 AM	11:32 AM	04:48 PM	11:39 PM				0.00
11/27/2022	:30 Spot	02:38 PM	04:27 PM	11:29 PM					0.00
11/28/2022	:30 Spot	08:05 AM	12:36 PM	05:24 PM					0.00
11/29/2022	:30 Spot	05:49 AM	09:39 AM	12:28 PM	05:32 PM				0.00
11/30/2022	:30 Spot	10:27 AM	07:01 PM						0.00

72 Total Items

Total Cost:

\$0.00

Amount Due:

\$0.00

Edit Post Add New

WKDZ-WHVO-WPKY /

Permalink:
<https://whvo.itmwpb.com/2022/09/15/wkdz-whvo-wpky-t...dcast-journalist/jobs/>
Edit

Categories

All Categories Most Used

- Find A Job
- 2017 Pink Out
- 2017 Trigg County Ham Festival
- 2019 Trigg County Country Ham Festival
- 2023 Ham Festival Coverage

+ Add New Category

DASHBOARD

POSTS

All Posts

Add New

Categories

Tags

Push Bins

SOCIAL POSTS

DISCOVER CONTENT

EVENTS

MEDIA

FORMS

PAGES

PODCASTS

SHOWS

COMMENTS

GALLERIES

VIDEO

BANNERS

APPEARANCE

USERS

TOOLS

SETTINGS

AMP

PREVENT XSS

VULNERABILITY

DATA USAGE

CLEAR ALL CACHE

ALL EXPORT

Here's a chance for you to join the awarding winning WKDZ-WHVO-WPKY News Edge team.

Add Media Add Form

Paragraph B I [List Icons] [Link Icon] [Table Icon] [Image Icon]

experience is a plus. WKDZ-WHVO-WPKY offers competitive pay and benefits, a great working environment and a tremendous team of people who work together.

HOW TO APPLY

For more information, email Beth Mann at bmenn@wkdzradio.com or Alan Watts at awatts@wkdzradio.com.

Word count: 94 Last edited on March 20, 2023 at 10:08 am

Attributes

Author

News Edge Newsroom (wkdz)

Revisions

- News Edge Newsroom, 2 years ago (September 15, 2022 @ 08:06:51)
- News Edge Newsroom, 2 years ago (May 23, 2022 @ 09:21:30)

Custom Fields

Visual Text

Remove featured image

- Show featured image.
- Have image open in lightbox.

Send to Facebook

Facebook Comment (max 500 char)

Re-linked your account? [click here](#) to refresh your account token.

- WHVO
- WKDZ
- Youragedge.Com
- Travelin' the Bluegrass
- Your Weather Edge
- WPKY Online - FM 103.3
- Southside Church of Christ [Re-link Facebook account](#)
- YourSportsEdge.com
- Outreach - A Mission of Faith [Re-link Facebook account](#)

E.N.P. PAGES



PLUGIN SETTINGS

UGC



POLLS



SITE KIT

VIP CLUB



ALL IN ONE SEO

SCHOOL CLOSINGS



ONECMS TOOLS



Collapse menu

Insert video

Player

Default player

Insert As

Shortcode Embed Code

Video

Video Playlist Upload

Search videos

- Garage Destroyed In Newstead Road Fire
- Family Displaced, Home Severely Damaged In Hopkinsvi...
- Hopkinsville Home Damaged In Fire
- East 17th Street Home Destroyed In Fire
- Oak Grove Apartment Building Destroyed In Fire

Add Super Gallery To This Post



Create a Gallery below, and the shortcode will be automatically added to the end of the post

Gallery Title

Gallery Categories

- 2017 Pink Out
- 2017 Trigg County Ham Festival
- 2019 Trigg County Country Ham Festival
- 2023 Ham Festival Coverage

Hold CTRL to select multiple

If you do not select a category, the gallery will be added to: **Uncategorized**

Add Images to Gallery

Max's [Re-link Facebook account](#)

WEKT

Share Video

Send to Twitter

Twitter Status (max 250 char)

WHVO

Twitter Card Type Options

- Summary
- Summary w/ Large Image
- Audio/Video

Publish

Save Draft

Preview

Status: Draft [Edit](#)

Visibility: Public [Edit](#)

Revisions: 2 [Browse](#)

Publish on: Sep 15, 2022 at 07:21 [Edit](#)

AMP: Enabled [Edit](#)

[Move to Trash](#)

Push Bins

All Collections Most Used

Send to WHVO

WKDZ

[+ Add New](#)

Post Expirator

Enable Post Expiration

Rich text editor toolbar with icons for Paragraph, Bold, Italic, Underline, Link, Unlink, Bulleted List, Numbered List, Indent, Outdent, Undo, Redo, and Help.

Here's a chance for you to join the awarding winning WKDZ-WHVO-WPKY News Edge team.



We are expanding our team of broadcast journalists, who are responsible for gathering, writing and reporting the area's top local news. This position requires strong writing skills and a comprehensive understanding of digital products. Video experience is a plus. WKDZ-WHVO-WPKY offers competitive pay and benefits, a great working environment and a tremendous team of people who work together.

HOW TO APPLY

For more information, email Beth Mann at bmann@wkdzradio.com or Alan Watts at awatts@wkdzradio.com.

We are an Equal Opportunity Employer.

REMOVED AD



BROADCAST JOURNALIST WANTED

Here's a chance for you to join the awarding winning WKDZ-WHVO-WPKY News Edge team.

We are expanding our team of broadcast journalists, who are responsible for gathering, writing and reporting the area's top local news. This position requires strong writing skills and a comprehensive understanding of digital products. Video experience is a plus.

We offer competitive pay and benefits and a great working environment.

**For more information, email
Beth Mann at bmann@wkdzradio.com or
Alan Watts at awatts@wkdzradio.com.**

We are an Equal Opportunity Employer.

 Cadiz Office 270-522-3232
Fax 270-522-1110
Hopkinsville Office: 270-886-1480
Fax 270-522-1110
Princeton Office 270-963-9155

 19 DJ Everett Dr
PO Box 1900
Cadiz, KY 42211

1035 West Main St
Princeton, KY 42445

 WKDZradio.com
WHVOradio.com
WPKYonline.com

WEBSITES / FACE BOOK

EXHIBIT 3

MARKETING SPECIALIST

From: mnoel@wkdzradio.com
Sent: Thursday, February 9, 2023 12:04 PM
To: 'lisa.joiner@murraystate.edu'; 'vonpalkod@apsu.edu'; 'kanya.allen@kctcs.edu';
'laura.shelton@trigg.kyschools.us'; 'teresa.jameson@wku.edu';
'bradley.pfranger@wku.edu'; 'dowens@murraystate.edu'; 'tom.sholar@ky.gov';
'beth@triggchamber.org'; 'Todd County Chamber of Commerce';
'princetonkychamber@gmail.com'; 'amajor@christiancountychamber.com'
Subject: Hiring - Sales and Marketing Person
Attachments: Sales & Marketing Position February 2023.docx

Please post and pass along the attached Sales and Marketing position opening.

Thanks!

Melissa S. Noel, Business Office Manager
Edge Media Group - Cadiz/Hopkinsville/Princeton

Broadcast Center
19 D. J. Everett Drive
P. O. Box 1900
Cadiz, KY 42211

Phone: (270) 522-3232, Ext. 104
Fax: (270) 522-1110
mnoel@wkdzradio.com



wkdzradio.com - whvoradio.com - wpkyonline.com
yoursportsedge.com - youragedge.com

EMPLOYMENT ADS - CONTACT LIST - EEO

POSITION: The Edge Media Group - MARKETING SPECIALIST - February, 2023

RECRUITMENT SOURCE	CONTACT	TELEPHONE	FAX	EMAIL	DATE NOTIFIED	VIA
Murray State University - Hopkinsville	Lisa Joiner	270-707-1526	270-707-1535	lisa.joiner@murraystate.edu	2/9/2023	email
Austin Peay State University [names per Melony Shemberger (her info) email: shembergerm@apsu.edu]	Dr. David von Palko	931-221-6364		vonpalkod@apsu.edu	2/9/2023	email
Hopkinsville Community College	Kanya V. Allen	270-707-3827	270-886-2808	kanya.allen@kctcs.edu	2/9/2023	email
TCHS Ask Youth Services Center	Laura Shelton (x-4118)	270-522-2200		laura.shelton@trigg.kyschools.us	2/9/2023	email
Western KY University	Teresa Jameson	270-745-4143	(Ofc.Mgr.)	teresa.jameson@wku.edu	2/9/2023	email
Western KY University	Brad Pfranger	270-745-6497	(Bcast Co-ord)	bradley.pfranger@wku.edu	2/9/2023	email
Murray State University - Murray	Dr. Debbie Owens	270-809-6318		dowens@murraystate.edu	2/9/2023	email
West KY Workforce Board	Tom Sholar	270-886-9484		tom.sholar@ky.gov	2/9/2023	email
Trigg Co. Chamber of Commerce	Beth Sumner	270-522-0259		beth@triggchamber.org	2/9/2023	email
Todd Co. Chamber of Commerce	Tiffany Groves	270-604-7201		info@toddchamber.com	2/9/2023	email
Princeton-Caldwell Co. Chamber of Commerce	Heather Riley	833-460-1321		princetonkychamber@gmail.com	2/9/2023	email
Christian Co. Chamber of Commerce	Angie Major	270-885-9096		amajor@christiancountychamber.com	2/9/2023	email
KY Broadcasters Association	Amber Rhodes			amber@kba.org kba@kba.org	2/9/2023	email
Company Websites						
On-Air Announcements		Scheduled: BM				Copy



THE EDGE
DIGITAL ADVERTISING



THE EDGE
MARKETING SERVICES

**INTERESTED IN MARKETING?
WOULD YOU LIKE TO HELP SMALL BUSINESSES GROW?**

**THE EDGE MEDIA GROUP NEEDS ANOTHER MEMBER ON
OUR SALES AND MARKETING TEAM!**

The position(s) may be part-time or full-time

Our next team member(s) will:

- Have a high-level interest in digital marketing**
- Be proficient with facebook, twitter, and other social media**
- Have a high-level interest in learning more about radio marketing**
- Be a motivated, focused self-starter**
- Be a great "People Person"**
- Have a strong desire to succeed**
- Be a team player**
- Have a strong desire to serve the client's needs**
- Be perceptive to the reactions of others**
- Have a strong self-image and be resilient**
- Possess a strong work ethic**
- Have above-average organizational skills**
- Have strong computer skills**
- Have prior marketing and/or direct sales experience**
- Be a high-energy individual**
- Desire a career, not a job**

Have a desire to earn a GREAT living!

**Please email resume to:
aberry@oldies1480.com**

No phone calls, please

The Edge Media Group is an Equal Opportunity Employer



Cadiz Office: 270-522-3232
Fax: 270-522-1110
Hopkinsville Office: 270-886-1480
Fax: 270-522-1110
Princeton Office: 270-963-9155



19 DJ Everett Dr
PO Box 1900
Cadiz, KY 42211

1035 West Main St
Princeton, KY 42445



WKDZradio.com
WHVOradio.com
WPKYonline.com

WKDZ / WHVO / WPKY
 P. O. BOX 1900
 CADIZ, KY 42211
 (270) 522-3232

WKDZ / WHVO / WPKY Order Confirmation

OrderID: 0092-922

Sponsor: WKDZ/WHVO
 Product: Sales Recruitment Ad
 Estimate/PO:
 AccountRep: House Accounts
 BillingCycle: Calendar Month
 InvoiceType: None-Statement Only
 Run Dates: 11/7/2012 - TFN
 Items Ordered: 32,835
 Ordered Amount: \$0.00

WKDZ/WHVO
 P. O. BOX 1900
 CADIZ, KY 42211

Scheduled Station(s): WKDZ-FM / WHVO / WPKY
 WKDZ/WHVO ***TFN Order amounts computed for the period 11/7/2012 - 12/30/2028***

Printed 3/27/2023 11:28:35 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 11/7/2012 - 1/31/2013	All Weeks	09:00 AM - 10:00 PM	4	4	4	4	4	4	4	28	:30	Spot	COM-DA07	344	0.00	0.00	
02 2/1/2013 - 5/27/2017	All Weeks	09:00 AM - 10:00 PM	4	4	4	4	4	4	4	28	:30	Spot	COM-DA07	6308	0.00	0.00	
03 4/18/2018 - 5/14/2018	All Weeks	09:00 AM - 10:00 PM	4	4	4	4	4	4	4	28	:30	Spot	COM-DA07	108	0.00	0.00	
04 5/23/2018 - 7/10/2019	All Weeks	09:00 PM - 11:59 PM	1	1	1	1	1	1	1	7	:30	Spot	COM-DA07	414	0.00	0.00	
05 2/6/2019 - 3/31/2019	All Weeks	09:00 AM - 11:59 PM	3	3	3	3	3	3	3	21	:30	Spot	COM-DA07	182	0.00	0.00	
06 4/17/2019 - TFN	All Weeks	06:00 AM - 09:00 PM	1	1	1	1	1	1	1	7	:30	Spot	COM-DA07	3546	0.00	0.00	
07 2/8/2023 - 2/28/2023	All Weeks	06:00 AM - 09:00 PM	3	3	3	3	3	3	3	21	:30	Spot	COM-DA07	63	0.00	0.00	

Calendar Month Projected Billing:

Oct-12	0.00	Nov-12	0.00	Dec-12	0.00	Q4-2012	0.00
Jan-13	0.00	Feb-13	0.00	Mar-13	0.00	Q1-2013	0.00
Apr-13	0.00	May-13	0.00	Jun-13	0.00	Q2-2013	0.00
Jul-13	0.00	Aug-13	0.00	Sep-13	0.00	Q3-2013	0.00
Oct-13	0.00	Nov-13	0.00	Dec-13	0.00	Q4-2013	0.00
Jan-14	0.00	Feb-14	0.00	Mar-14	0.00	Q1-2014	0.00
Apr-14	0.00	May-14	0.00	Jun-14	0.00	Q2-2014	0.00
Jul-14	0.00	Aug-14	0.00	Sep-14	0.00	Q3-2014	0.00
Oct-14	0.00	Nov-14	0.00	Dec-14	0.00	Q4-2014	0.00
Jan-15	0.00	Feb-15	0.00	Mar-15	0.00	Q1-2015	0.00
Apr-15	0.00	May-15	0.00	Jun-15	0.00	Q2-2015	0.00
Jul-15	0.00	Aug-15	0.00	Sep-15	0.00	Q3-2015	0.00
Oct-15	0.00	Nov-15	0.00	Dec-15	0.00	Q4-2015	0.00
Jan-16	0.00	Feb-16	0.00	Mar-16	0.00	Q1-2016	0.00
Apr-16	0.00	May-16	0.00	Jun-16	0.00	Q2-2016	0.00
Jul-16	0.00	Aug-16	0.00	Sep-16	0.00	Q3-2016	0.00
Oct-16	0.00	Nov-16	0.00	Dec-16	0.00	Q4-2016	0.00
Jan-17	0.00	Feb-17	0.00	Mar-17	0.00	Q1-2017	0.00
Apr-17	0.00	May-17	0.00	Jun-17	0.00	Q2-2017	0.00
Jul-17	0.00	Aug-17	0.00	Sep-17	0.00	Q3-2017	0.00
Oct-17	0.00	Nov-17	0.00	Dec-17	0.00	Q4-2017	0.00
Jan-18	0.00	Feb-18	0.00	Mar-18	0.00	Q1-2018	0.00
Apr-18	0.00	May-18	0.00	Jun-18	0.00	Q2-2018	0.00
Jul-18	0.00	Aug-18	0.00	Sep-18	0.00	Q3-2018	0.00
Oct-18	0.00	Nov-18	0.00	Dec-18	0.00	Q4-2018	0.00
Jan-19	0.00	Feb-19	0.00	Mar-19	0.00	Q1-2019	0.00
Apr-19	0.00	May-19	0.00	Jun-19	0.00	Q2-2019	0.00
Jul-19	0.00	Aug-19	0.00	Sep-19	0.00	Q3-2019	0.00
Oct-19	0.00	Nov-19	0.00	Dec-19	0.00	Q4-2019	0.00
Jan-20	0.00	Feb-20	0.00	Mar-20	0.00	Q1-2020	0.00
Apr-20	0.00	May-20	0.00	Jun-20	0.00	Q2-2020	0.00
Jul-20	0.00	Aug-20	0.00	Sep-20	0.00	Q3-2020	0.00
Oct-20	0.00	Nov-20	0.00	Dec-20	0.00	Q4-2020	0.00
Jan-21	0.00	Feb-21	0.00	Mar-21	0.00	Q1-2021	0.00
Apr-21	0.00	May-21	0.00	Jun-21	0.00	Q2-2021	0.00
Jul-21	0.00	Aug-21	0.00	Sep-21	0.00	Q3-2021	0.00
Oct-21	0.00	Nov-21	0.00	Dec-21	0.00	Q4-2021	0.00
Jan-22	0.00	Feb-22	0.00	Mar-22	0.00	Q1-2022	0.00
Apr-22	0.00	May-22	0.00	Jun-22	0.00	Q2-2022	0.00
Jul-22	0.00	Aug-22	0.00	Sep-22	0.00	Q3-2022	0.00
Oct-22	0.00	Nov-22	0.00	Dec-22	0.00	Q4-2022	0.00
Jan-23	0.00	Feb-23	0.00	Mar-23	0.00	Q1-2023	0.00
Apr-23	0.00	May-23	0.00	Jun-23	0.00	Q2-2023	0.00
Jul-23	0.00	Aug-23	0.00	Sep-23	0.00	Q3-2023	0.00
Oct-23	0.00	Nov-23	0.00	Dec-23	0.00	Q4-2023	0.00
Jan-24	0.00	Feb-24	0.00	Mar-24	0.00	Q1-2024	0.00
Apr-24	0.00	May-24	0.00	Jun-24	0.00	Q2-2024	0.00
Jul-24	0.00	Aug-24	0.00	Sep-24	0.00	Q3-2024	0.00
Oct-24	0.00	Nov-24	0.00	Dec-24	0.00	Q4-2024	0.00
Jan-25	0.00	Feb-25	0.00	Mar-25	0.00	Q1-2025	0.00
Apr-25	0.00	May-25	0.00	Jun-25	0.00	Q2-2025	0.00
Jul-25	0.00	Aug-25	0.00	Sep-25	0.00	Q3-2025	0.00

Continued

Calendar Month Projected Billing:

Oct-25	0.00	Nov-25	0.00	Dec-25	0.00	Q4-2025	0.00
Jan-26	0.00	Feb-26	0.00	Mar-26	0.00	Q1-2026	0.00
Apr-26	0.00	May-26	0.00	Jun-26	0.00	Q2-2026	0.00
Jul-26	0.00	Aug-26	0.00	Sep-26	0.00	Q3-2026	0.00
Oct-26	0.00	Nov-26	0.00	Dec-26	0.00	Q4-2026	0.00
Jan-27	0.00	Feb-27	0.00	Mar-27	0.00	Q1-2027	0.00
Apr-27	0.00	May-27	0.00	Jun-27	0.00	Q2-2027	0.00
Jul-27	0.00	Aug-27	0.00	Sep-27	0.00	Q3-2027	0.00
Oct-27	0.00	Nov-27	0.00	Dec-27	0.00	Q4-2027	0.00
Jan-28	0.00	Feb-28	0.00	Mar-28	0.00	Q1-2028	0.00
Apr-28	0.00	May-28	0.00	Jun-28	0.00	Q2-2028	0.00
Jul-28	0.00	Aug-28	0.00	Sep-28	0.00	Q3-2028	0.00
Oct-28	0.00	Nov-28	0.00	Dec-28	0.00	Q4-2028	0.00

Confirmed Correct; Payment Guaranteed

Accepted for WKDZ-FM/WKDZ-AM/WHVO

AT THE EDGE MEDIA GROUP, WE'RE LOOKING FOR A HIGHLY CREATIVE PERSON TO BECOME OUR NEXT MARKETING SPECIALIST ON OUR SALES TEAM. OUR MISSION IS TO HELP LOCAL SMALL BUSINESSES GROW. WE USE OUR RADIO STATIONS AS WELL AS ALL OF OUR DIGITAL MARKETING PRODUCTS TO CREATE PROMOTIONS THAT PROVIDE TREMENDOUS RESULTS FOR OUR CLIENTS. THE POSITION OFFERS TREMENDOUS EARNINGS OPPORTUNITY IN A PROGRESSIVE, FAST-PACED ENVIRONMENT. IF THIS SOUNDS INTERESTING TO YOU, EMAIL YOUR RESUME TO CAREERS@EDGEMEDIAGROUP.NET.

WHVO HAM BROADCASTING
P. O. BOX 1900
CADIZ, KY 42211
(270) 886-1480

WHVO Invoice

Invoice ID: 23021386
Invoice Date: 2/28/2023
Account ID: 0092
Order ID: 0092-922
Account Rep: House Accounts

Amount Due: \$0.00

Amount Paid: _____

WKDZ/WHVO
P. O. BOX 1900
CADIZ, KY 42211

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call us to give us your email address.

Sponsor: WKDZ/WHVO / Sales Recruitment Ad
WKDZ/WHVO

Date	Time	Length	Description	CopyID / ISCI Code	Cost
2/1/2023	07:41 AM	:30	Spot	COM-DA0738	0.00
2/4/2023	02:42 PM	:30	Spot	COM-DA0738	0.00
2/11/2023	08:25 AM	:30	Spot	COM-DA0738	0.00
2/12/2023	06:38 AM	:30	Spot	COM-DA0738	0.00
2/12/2023	08:33 PM	:30	Spot	COM-DA0738	0.00
2/18/2023	07:37 AM	:30	Spot	COM-DA0738	0.00
2/18/2023	12:45 PM	:30	Spot	COM-DA0738	0.00
2/18/2023	03:09 PM	:30	Spot	COM-DA0738	0.00
2/19/2023	06:23 AM	:30	Spot	COM-DA0738	0.00
2/19/2023	06:28 PM	:30	Spot	COM-DA0738	0.00
2/26/2023	06:23 AM	:30	Spot	COM-DA0738	0.00
2/27/2023	10:46 AM	:30	Spot	COM-DA0738	0.00
2/27/2023	08:29 PM	:30	Spot	COM-DA0738	0.00

13 Total Items

Total Cost:

\$0.00

Amount Due: \$0.00

WPKY 103.3/1580 Invoice

WPKY HAM BROADCASTING
P. O. BOX 1900
CADIZ, KY 42211
(270) 522-3232

Invoice ID: 23021387
Invoice Date: 2/28/2023
Account ID: 0092
Order ID: 0092-922
Account Rep: House Accounts

Amount Due: \$0.00

Amount Paid: _____

WKDZ/WHVO
P. O. BOX 1900
CADIZ, KY 42211

Go Paperless! Want your invoices emailed?
Email mnoel@wkdzradio.com or
call us to give us your email address.

Sponsor: WKDZ/WHVO / Sales Recruitment Ad
WKDZ/WHVO

Date	Time	Length	Description	CopyID / ISCI Code	Cost
2/1/2023	07:40 PM	:30	Spot	COM-DA0738	0.00
2/2/2023	05:48 AM	:30	Spot	COM-DA0738	0.00
2/5/2023	08:24 PM	:30	Spot	COM-DA0738	0.00
2/6/2023	12:12 PM	:30	Spot	COM-DA0738	0.00
2/8/2023	05:34 PM	:30	Spot	COM-DA0738	0.00
2/9/2023	01:02 AM	:30	Spot	COM-DA0738	0.00
2/9/2023	10:33 AM	:30	Spot	COM-DA0738	0.00
2/9/2023	12:15 PM	:30	Spot	COM-DA0738	0.00
2/9/2023	11:42 PM	:30	Spot	COM-DA0738	0.00
2/11/2023	07:47 AM	:30	Spot	COM-DA0738	0.00
2/12/2023	05:46 PM	:30	Spot	COM-DA0738	0.00
2/12/2023	06:50 PM	:30	Spot	COM-DA0738	0.00
2/12/2023	07:43 PM	:30	Spot	COM-DA0738	0.00
2/12/2023	08:44 PM	:30	Spot	COM-DA0738	0.00
2/13/2023	08:07 AM	:30	Spot	COM-DA0738	0.00
2/13/2023	08:42 PM	:30	Spot	COM-DA0738	0.00
2/14/2023	12:11 PM	:30	Spot	COM-DA0738	0.00
2/14/2023	12:37 PM	:30	Spot	COM-DA0738	0.00
2/15/2023	07:43 AM	:30	Spot	COM-DA0738	0.00
2/15/2023	05:34 PM	:30	Spot	COM-DA0738	0.00
2/15/2023	08:45 PM	:30	Spot	COM-DA0738	0.00
2/16/2023	12:46 PM	:30	Spot	COM-DA0738	0.00
2/17/2023	04:42 PM	:30	Spot	COM-DA0738	0.00
2/18/2023	08:45 AM	:30	Spot	COM-DA0738	0.00
2/18/2023	08:01 PM	:30	Spot	COM-DA0738	0.00
2/19/2023	08:38 PM	:30	Spot	COM-DA0738	0.00
2/20/2023	02:47 PM	:30	Spot	COM-DA0738	0.00
2/21/2023	09:39 AM	:30	Spot	COM-DA0738	0.00
2/21/2023	12:46 PM	:30	Spot	COM-DA0738	0.00
2/21/2023	05:33 PM	:30	Spot	COM-DA0738	0.00
2/22/2023	10:45 AM	:30	Spot	COM-DA0738	0.00
2/22/2023	05:33 PM	:30	Spot	COM-DA0738	0.00
2/23/2023	10:29 AM	:30	Spot	COM-DA0738	0.00
2/23/2023	12:44 PM	:30	Spot	COM-DA0738	0.00
2/23/2023	05:25 PM	:30	Spot	COM-DA0738	0.00
2/24/2023	07:52 AM	:30	Spot	COM-DA0738	0.00
2/24/2023	05:38 PM	:30	Spot	COM-DA0738	0.00
2/25/2023	10:45 AM	:30	Spot	COM-DA0738	0.00
2/25/2023	04:47 PM	:30	Spot	COM-DA0738	0.00
2/27/2023	08:45 AM	:30	Spot	COM-DA0738	0.00
2/27/2023	11:46 AM	:30	Spot	COM-DA0738	0.00
2/27/2023	08:29 PM	:30	Spot	COM-DA0738	0.00
2/28/2023	08:40 AM	:30	Spot	COM-DA0738	0.00
2/28/2023	02:39 PM	:30	Spot	COM-DA0738	0.00

44 Total Items

Total Cost:

\$0.00

Amount Due: **\$0.00**

WKDZ-FM Invoice

WKDZ-FM HAM BROADCASTING
P. O. BOX 1900
CADIZ, KY 42211
(270) 522-3232

Invoice ID: 23021385
Invoice Date: 2/28/2023
Account ID: 0092
Order ID: 0092-922
Account Rep: House Accounts

Amount Due: \$0.00

Amount Paid: _____

WKDZ/WHVO
P. O. BOX 1900
CADIZ, KY 42211

Go Paperless! Want your invoices emailed?
Email mnoel@wkdzradio.com or
call us to give us your email address.

Sponsor: WKDZ/WHVO / Sales Recruitment Ad
WKDZ/WHVO

Page 1

Date	Time	Length	Description	CopyID / ISCI Code	Cost
2/12/2023	12:25 PM	:30	Spot	COM-DA0738	0.00
2/12/2023	01:20 PM	:30	Spot	COM-DA0738	0.00
2/19/2023	10:48 AM	:30	Spot	COM-DA0738	0.00
2/19/2023	05:00 PM	:30	Spot	COM-DA0738	0.00
2/19/2023	08:01 PM	:30	Spot	COM-DA0738	0.00
2/25/2023	06:43 AM	:30	Spot	COM-DA0738	0.00
2/26/2023	11:18 AM	:30	Spot	COM-DA0738	0.00
2/26/2023	02:42 PM	:30	Spot	COM-DA0738	0.00
2/26/2023	03:41 PM	:30	Spot	COM-DA0738	0.00
2/26/2023	06:47 PM	:30	Spot	COM-DA0738	0.00
2/27/2023	02:23 PM	:30	Spot	COM-DA0738	0.00
2/28/2023	08:18 PM	:30	Spot	COM-DA0738	0.00

12 Total Items

Total Cost:

\$0.00

Amount Due: **\$0.00**

Website



**WE ARE
HIRING**

Marketing Executive
Equal Opportunity Employer

THE EDGE
MEDIA GROUP

Apply Now



**INTERESTED IN MARKETING?
WOULD YOU LIKE TO HELP SMALL BUSINESSES GROW?**

**THE EDGE MEDIA GROUP NEEDS ANOTHER MEMBER ON
OUR SALES AND MARKETING TEAM!**

The position(s) may be part-time or full-time

Our next team member(s) will:

- Have a high-level interest in digital marketing
- Be proficient with facebook, twitter, and other social media
- Have a high-level interest in learning more about radio marketing
- Be a motivated, focused self-starter
- Be a great "People Person"
- Have a strong desire to succeed
- Be a team player
- Have a strong desire to serve the client's needs
- Be perceptive to the reactions of others
- Have a strong self-image and be resilient
- Possess a strong work ethic
- Have above-average organizational skills
- Have strong computer skills
- Have prior marketing and/or direct sales experience
- Be a high-energy individual
- Desire a career, not a job

Have a desire to earn a GREAT living!

Please email resume to:
aberry@oldies1480.com

No phone calls, please

The Edge Media Group is an Equal Opportunity Employer



Cadiz Office: 270-522-3232
Fax 270-522-1110
Hopkinsville Office: 270-886-1480
Fax 270-522-1110
Princeton Office 270-963-9155



19 DJ Everett Dr
PO Box 1900
Cadiz, KY 42211

1035 West Main St
Princeton, KY 42445



WKDZradio.com
WHVOradio.com
WPKYonline.com



Interested in Marketing? Would you like to help small businesses grow? The E...

Post · Published on: Feb 9, 2023

Boost

Overview

Reach	Impressions	Interactions	Link clicks
454	454	0	1
Typical	Typical	Typical	Lower than typical

Reach

Feed preview

WHVO

Published by Sendible · February 9, 2023 ·

Interested in Marketing? Would you like to help small businesses grow? The Edge Media Group is looking for a member to add to our growing sales and marketing team. Click here to learn more and to

...

<http://www.wkdzradio.com/.../marketing-alist.../jobs/>



Interactions

Reactions	Comments	Shares	Saves
0	0	0	0
Typical	Typical	Typical	Typical

Typical Facebook post reach



**WE ARE
HIRING**



Marketing Executive

Equal Opportunity Employer

Fau Book

EXHIBIT 4

RECRUITMENT INITIATIVES

COMPANY SPONSORED JOB FAIR

Beth Mann

From: Sholar, Tom (Pennyrile ADD) <Tom.Sholar@ky.gov>
Sent: Wednesday, September 21, 2022 10:47 AM
Subject: 9/15/ Hiring Event

Good Wednesday morning, hope you are having a wonderful day!

Thank you for your attendance at the Step Into a Job Hiring Event held September 15th at the Bruce Convention Center. The West Kentucky Workforce Board and the sponsoring organizations appreciate your time, support and information at the event, It is our hope that you enjoyed the event and were able to make contacts with potential employees.

On that note, we ask that you take a moment to provide us with any feedback regarding your experience at the Hiring Event. We will gather and analyze your feedback to assist with making future events worth everyone's time and effort. I also would love to be informed of any individual that you hired or how many offers of employment you have made or will make due to interactions at this regional event.

Finally, we would like to express our appreciation to the organizations who made this event possible

- **South Western Kentucky Economic Development Council**
- **The Edge Media Group [WHVO - WKDZ - WPKY]**
- **Hopkinsville Community College**
- **The Bruce Convention Center**
- **West Kentucky Workforce**

We look forward to hearing from you and we will keep you abreast of future events in the area.

Tom Sholar

Business Liaison
West Kentucky Workforce Board
300 Hammond Drive
Hopkinsville KY 42240
270-886-9484
270-881-0207 Cell
270-886-3211 Fax
tom.sholar@ky.gov

STEP INTO A JOB HIRING EVENT RADIO SCHEDULES

Scheduled Station(s): WKDZ-FM West KY Workforce Board

Printed 8/30/2022 11:44:32 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
08 8/24/2022 - 9/14/2022	All Weeks	08:00 AM - 09:00 AM	2	2	2	2	2			10	:30	Spot	CC	P1131-011	32	0.00	0.00
09 8/24/2022 - 9/15/2022	All Weeks	12:00 PM - 01:00 PM	1	1	1	1	1	1	1	7	:30	Spot	NN	P1131-011	23	0.00	0.00
10 8/24/2022 - 9/14/2022	All Weeks	05:00 PM - 06:00 PM	1	1	1	1	1	1	1	7	:30	Spot	PM	P1131-011	22	0.00	0.00
11 8/24/2022 - 9/14/2022	All Weeks	09:00 AM - 12:00 PM	1	1	1	1	1	1	1	7	:30	Spot		P1131-011	22	0.00	0.00
12 8/24/2022 - 9/14/2022	All Weeks	01:00 PM - 05:00 PM	1	1	1	1	1	1	1	7	:30	Spot		P1131-011	22	0.00	0.00
13 8/24/2022 - 9/14/2022	All Weeks	06:00 PM - 11:59 PM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
14 8/24/2022 - 9/14/2022	All Weeks	12:00 AM - 08:00 AM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
15 9/15/2022 - 9/15/2022	All Weeks	10:00 AM - 02:00 PM				4				4	:30	Spot		P1131-011	4	0.00	0.00

Calendar Month Projected Billing:

Apr-21	0.00	May-21	0.00	Jun-21	0.00	Q2-2021	0.00
Jul-21	0.00	Aug-21	0.00	Sep-21	0.00	Q3-2021	0.00
Oct-21	0.00	Nov-21	0.00	Dec-21	0.00	Q4-2021	0.00
Jan-22	0.00	Feb-22	0.00	Mar-22	0.00	Q1-2022	0.00
Apr-22	0.00	May-22	0.00	Jun-22	0.00	Q2-2022	0.00
Jul-22	0.00	Aug-22	0.00	Sep-22	0.00	Q3-2022	0.00

Scheduled Station(s): WHVO West KY Workforce Board

Printed 8/30/2022 11:46:21 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
06 8/24/2022 - 9/14/2022	All Weeks	06:00 AM - 09:00 AM	2	2	2	2	2			10	:30	Spot	HM	P1131-011	32	0.00	0.00
07 8/24/2022 - 9/14/2022	All Weeks	09:00 AM - 03:00 PM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
08 8/24/2022 - 9/14/2022	All Weeks	03:00 PM - 07:00 PM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
09 8/24/2022 - 9/14/2022	All Weeks	07:00 PM - 11:59 PM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
10 8/24/2022 - 9/14/2022	All Weeks	12:00 AM - 06:00 AM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
11 9/15/2022 - 9/15/2022	All Weeks	10:00 AM - 02:00 PM				4				4	:30	Spot		P1131-011	4	0.00	0.00

Calendar Month Projected Billing:

Jul-22	0.00	Aug-22	0.00	Sep-22	0.00	Q3-2022	0.00
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Scheduled Station(s): WPKY West KY Workforce Board

Printed 8/30/2022 11:46:07 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
07 8/24/2022 - 9/14/2022	All Weeks	06:00 AM - 09:00 AM	2	2	2	2	2			10	:30	Spot		P1131-011	32	0.00	0.00
08 8/24/2022 - 9/14/2022	All Weeks	09:00 AM - 03:00 PM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
09 8/24/2022 - 9/14/2022	All Weeks	03:00 PM - 07:00 PM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
10 8/24/2022 - 9/14/2022	All Weeks	07:00 PM - 11:59 PM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
11 8/24/2022 - 9/14/2022	All Weeks	12:00 AM - 06:00 AM	2	2	2	2	2	2	2	14	:30	Spot		P1131-011	44	0.00	0.00
12 8/24/2022 - 9/15/2022	All Weeks	12:00 PM - 12:30 PM	1	1	1	1	1			5	:30	Spot	NN	P1131-011	17	0.00	0.00
13 9/15/2022 - 9/15/2022	All Weeks	10:00 AM - 02:00 PM				4				4	:30	Spot		P1131-011	4	0.00	0.00

Calendar Month Projected Billing:

Jul-22	0.00	Aug-22	0.00	Sep-22	0.00	Q3-2022	0.00
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STEP INTO A JOB HIRING EVENT RADIO ADS & DATES OF RUN

P1131-011

**:30 STEP INTO A JOB HIRING EVENT COM-DA2394 - VENDORS
RUNS 8/24 - 9/5**

**V1: EMPLOYERS...IT'S TIME TO MAKE QUALITY HIRES AT THE STEP INTO A JOB HIRING EVENT.
V2: RESERVE YOUR BOOTH AT THE BIGGEST HIRING EVENT IN THE AREA, ABSOLUTELY FREE!
V1: THE STEP INTO A JOB HIRING EVENT IS SEPTEMBER FIFTEENTH FROM TEN TIL THREE AT THE
BRUCE IN HOPKINSVILLE.
V2: AS A MEDIA PARTNER, THE EDGE MEDIA GROUP IS HEAVILY PROMOTING THIS EVENT TO
ENSURE A GREAT TURNOUT.
V1: BE SURE TO REGISTER BY SEPTEMBER SIXTH TO SECURE YOUR FREE SPOT. VISIT
WKWORKFORCE DOT WORK FOR LINK TO REGISTRATION.**

**:30 STEP INTO A JOB HIRING EVENT COM-DA2655 - ATTENDEES
RUNS 9/6 - 9/14**

**V1: LOOKING FOR A JOB, OR A CAREER CHANGE? ATTEND THE STEP INTO A JOB HIRING EVENT
ON SEPTEMBER FIFTEENTH BETWEEN TEN AND THREE, AT THE BRUCE IN HOPKINSVILLE!
V2: THIS WILL BE A FABULOUS OPPORTUNITY TO GET GENERAL CAREER ADVICE AND
INFORMATION, TALK TO AREA-WIDE EMPLOYERS, AND FIND JOB OPPORTUNITIES.
V1: TAKE ADVANTAGE OF ON-SITE RESUME ASSISTANCE AND GET RESUME COPIES FOR FREE.
V2: THERE WILL ALSO BE ACCESS TO COMPUTERS AVAILABLE FOR ON-LINE APPLICATIONS TOO.
V1: DRESS TO IMPRESS AS INTERVIEWS WILL BE OFFERED ON THE DAY.
V2: LEARN MORE AT WKWORKFORCE DOT WORK.**

**:30 STEP INTO A JOB HIRING EVENT COM-DA2656 - ATTENDEES SEPT 15TH
RUNS 9/15 ONLY**

**V1: LOOKING FOR A JOB, OR A CAREER CHANGE? ATTEND THE STEP INTO A JOB HIRING EVENT
ANYTIME TODAY BEFORE THREE PM, AT THE BRUCE IN HOPKINSVILLE!
V2: THIS WILL BE A FABULOUS OPPORTUNITY TO GET GENERAL CAREER ADVICE AND
INFORMATION AND FIND JOB OPPORTUNITIES.
V1: TAKE ADVANTAGE OF ON-SITE RESUME ASSISTANCE AND GET RESUME COPIES FOR FREE.
V2: ENJOY ACCESS TO COMPUTERS FOR ON-LINE APPLICATIONS, TOO.
V1: BUT DRESS TO IMPRESS AS INTERVIEWS WILL BE OFFERED, TODAY!
V2: ATTEND THE STEP INTO A JOB HIRING EVENT AT THE BRUCE TODAY! BUT, REMEMBER IT ALL
ENDS AT THREE PM!**



We are set up at The Bruce for the Step Into a Job Hiring Event. Stop by our boo...

Post · Published on: Sep 15, 2022

Boost

Overview

Reach	Impressions	Interactions	Link clicks
331 Typical	331 Typical	1 Typical	--

Reach

Interactions

Reactions	Comments	Shares	Saves
1 Typical	0 Typical	0 Typical	0 Typical

Feed preview

WHVO

Published by Becky Williamson · September 15, 2022

re set up at The Bruce for the Step Into a Job Hiring Event. Stop by our booth to see the position currently looking for.



insights and ads

Bo

Networking Begins At Hopkinsville's 'Step Into A Job' Fair

September 15, 2022 Edward Marlowe News Edge (<https://www.wkdzradio.com/category/news-edge/>)



The idea that people “don’t want to work” might just be the furthest from the truth.

Following Thursday’s “Step Into A Job” Fair at the Bruce Convention Center in Hopkinsville, more than 200 individuals — either already employed, or seeking such status — had a chance to visit with 58 businesses and industries from Kentucky’s Pennyriple region and northwest Tennessee.

While attendance may have been a little slimmer than last fall’s “ComeBack” Job Fair, things look a little different a year later. COVID-19 vaccines and improved treatments have reopened career doors. Higher inflation has brought some out of retirement. Others are seeking better benefits than the ones they currently have.

Tom Sholar, West Kentucky Workforce Board business liaison, said many people were either looking for part-time work, or were specifically searching out businesses they knew were in attendance.

00:00

00:00

Sheila Clark, WKWB’s long-time director, noted the workers of today face a great number of challenges before accepting, and keeping, the right job. Maybe they don’t have adequate child or after-school care. Maybe they enjoy working from home, as opposed to an automated or office setting. Or maybe they need certain health benefits that only a few certain industries can provide.

Whatever the reason, Clark said it's workers...and not really employers...who are dictating the market.

Her observation: people want to go to work; they just want to go to work on their own terms. And they want work that will fit into their lives.

00:00

00:00

Clark further noted that, in general, all employees nationwide should always be looking for the next new job.

And not because of a lack of loyalty, or this desire to scratch a random career itch. But because one should always know their value and worth in the current job market.

00:00

00:00

Clark reflected on an unnamed regional employer, one who'd been here a long time, who wanted to "get past" his human resource office — and take a look at the job fair and see the setting for himself.

00:00

00:00

Of the 58 businesses and industries represented, 35 of them were listed as second-chance employers — meaning they were willing to take on individuals with criminal backgrounds, in an effort to empower and impact those who had perhaps made a prior bad decision.

A list of the businesses who attended:

- 1) Hopkinsville Community College
- 2) Delavan Fluid Power
- 3) Plymouth Engineered Shapes
- 4) Novelis
- 5) Wabash
- 6) Homecare Products, Inc. — EZ ACCESS
- 7) SMX Staff Management
- 8) TGASK
- 9) United States Postal Service
- 10) FLEXcon North America
- 11) HUHTAMAKI
- 12) The Edge Media Group
- 13) FNB Bank
- 14) Metalsa
- 15) TempsPlus
- 16) Flynn Enterprises, LLC

- 17) Audobon Area Community Services
- 18) Hines Furlong Line
- 19) Continental Mills, LLC (Soon to the "The Krusteaz Company")
- 20) Sanctuary, Inc.
- 21) Jennie Stuart Health
- 22) Kentucky State Penitentiary
- 23) Department of Corrections
- 24) Western Kentucky Correctional Complex
- 25) PACS-KYNECT
- 26) Pennyrile Allied Community Services
- 27) Xtek Precision Maintenance
- 28) Office of Vocational Rehabilitation
- 29) H&R Agri-Power
- 30) Mountain Comprehensive Care Center
- 31) Clark Associates / Webstaurantstore
- 32) Porter Road
- 33) Trigg County Hospital
- 34) Legacy Metals, LLC
- 35) United Southern Bank
- 36) Douglas Autotech Corporation
- 37) Pregis
- 38) Christian County Water District
- 39) Carpenters Local 357
- 40) Load Covering Solutions
- 41) US Army
- 42) Teleworksusa.com
- 43) City of Hopkinsville
- 44) Marquette Transportation
- 45) WoodmenLife
- 46) Hankook Tire
- 47) Yamakin Corporation
- 48) Kentucky Lumber
- 49) Pennyroyal Center
- 50) Commonwealth Agri Energy
- 51) T.RAD North America
- 52) Manpower
- 53) Progress Rail Services
- 54) Christian County Public Schools
- 55) Stanley Engineered Fastening

(<https://facebook.com/sharer/sharer>.)

(<https://facebook.com/sharer/sharer>.)

EXHIBIT 4

RECRUITMENT INITIATIVES

INTERNSHIP PROGRAM

WKDZ- FM HAM BROADCASTING
P. O. BOX 1900
CADIZ, KY 42211
(270) 522-3232

WKDZ-FM Order Confirmation

OrderID: 0092-1747

Sponsor: WKDZ/WHVO
Product: Ag Internship Search
Estimate/PO: Ag Intern Search
AccountRep: House Accounts
BillingCycle: Calendar Month
InvoiceType: None-Statement Only
Run Dates: 4/4/2022 - 4/30/2022
Items Ordered: 101
Ordered Amount: \$0.00

WKDZ/WHVO
P. O. BOX 1900
CADIZ, KY 42211

Scheduled Station(s): WKDZ-FM Ag Intern Search

Printed 4/1/2022 10:40:48 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 4/4/2022 - 4/30/2022	All Weeks	05:00 AM - 06:00 AM	1	1	1	1	1			5	:30	Spot	AG	COM-DA11	20	0.00	0.00
02 4/4/2022 - 4/30/2022	All Weeks	06:00 AM - 09:00 AM	1	1	1	1	1			5	:30	Spot	CC	COM-DA11	20	0.00	0.00
03 4/4/2022 - 4/30/2022	All Weeks	09:00 AM - 09:00 PM	1	1	1	1	1	2	2	9	:30	Spot		COM-DA11	34	0.00	0.00
07 4/4/2022 - 4/30/2022	All Weeks	09:00 PM - 11:59 PM	1	1	1	1	1	1	1	7	:30	Spot		COM-DA11	27	0.00	0.00

Calendar Month Projected Billing:

Apr-22	0.00	May-22	0.00	Jun-22	0.00	Q2-2022	0.00
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Confirmed Correct; Payment Guaranteed

Accepted for WKDZ-FM

1190

Your Ag Edge Internship

April ~~1~~⁴ through April 30

Your Ag Edge network and the WKDZ Morning Ag Report are partnering with the National Association of Farm Broadcasting Foundation to offer an ag internship this summer. The internship is for a student in college who has an interest in agriculture communications or a related field. The intern will help contribute to our statewide radio network, plus learn about recording audio and video interviews, writing for the web and hosting the WKDZ Morning Ag Report. To apply for this ag internship please send a letter of interest to News and Ag Director Alan Watts at awatts@wkdzradio.com.

WKDZ / WHVO / WPKY
 P. O. BOX 1900
 CADIZ, KY 42211
 (270) 522-3232

WKDZ / WHVO / WPKY Order Confirmation

OrderID: 0092-1841

Sponsor: WKDZ/WHVO
 Product: Ag Interns Wanted
 Estimate/PO:
 AccountRep: House Accounts
 BillingCycle: Calendar Month
 InvoiceType: None-Statement Only
 Run Dates: 4/1/2023 - 4/30/2023
 Items Ordered: 360
 Ordered Amount: \$0.00

WKDZ/WHVO
 P. O. BOX 1900
 CADIZ, KY 42211

Scheduled Station(s): WKDZ-FM / WHVO / WPKY WKDZ/WHVO

Printed 3/28/2023 5:13:13 PM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 4/1/2023 - 4/30/2023	All Weeks	05:00 AM - 10:00 PM	4	4	4	4	4	4	4	28	:30	Spot	COM-DA31	120	0.00	0.00	
Calendar Month Projected Billing:																	
	Apr-23	0.00			May-23		0.00			Jun-23		0.00		Q2-2023			0.00

Confirmed Correct; Payment Guaranteed

Accepted for WKDZ-FM/WKDZ-AM/WHVO

Your Ag Edge Internship

April 1 through April 30

Your Ag Edge network and the WKDZ Morning Ag Report are partnering with the National Association of Farm Broadcasting Foundation to offer an ag internship this summer. The internship is for a student in college who has an interest in agriculture communications or a related field. The intern will help contribute to our statewide radio network, plus learn about recording audio and video interviews, writing for the web and hosting the WKDZ Morning Ag Report. To apply for this ag internship please send a letter of interest to News and Ag Director Alan Watts at awatts@wkdzradio.com.



NAFB FOUNDATION

P.O. Box 500, Platte City, MO 64079

May 15, 2023

Your Ag Edge Network
Attn: Alan Watts
PO Box 1900
Cadiz, KY 42211

Dear Alan,

Your Ag Edge Network has been selected to receive one of the 2023 NAFB Foundation Internship Grants! The internship program underscores the commitment of providing accurate and timely information to agricultural producers. The grant also compliments the efforts to support the entry of young people into agricultural careers.

We are proud to have member entities like Your Ag Edge Network that are supporting youth and career development in our industry. The NAFB Foundation believes internships are an excellent means to identify and secure new talent for the future.

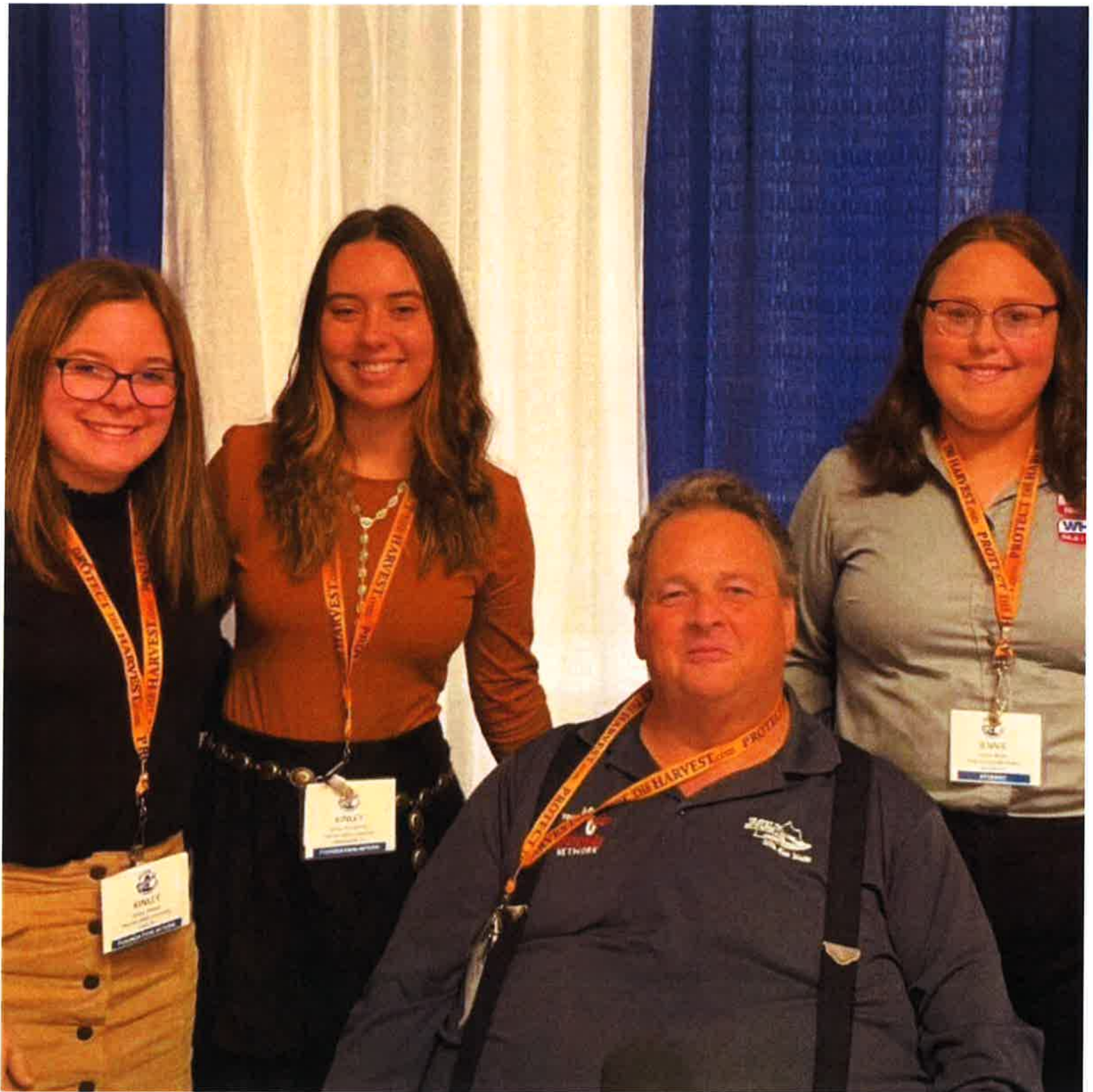
Please submit a short video of your intern to mary@nafb.com by July 28, 2023. The video will be used to highlight and promote the NAFB Foundation Internship Grant program during convention, through social media, in our *eChats* newsletter and/or *Airing on the Side of Agriculture*. Enclosed is a check for \$3,000 to be used for the 2023 NAFB Foundation Internship.

Sincerely,

Meghan Grebner
NAFB Foundation President

Enclosure

/mr





1/31/24
CCRS Job Fair



ARE YOU INTERESTED IN

**A STUDENT
INTERNSHIP?**



EMAIL
BMANN@WKDZRADIO.COM
OR SCAN THIS QR CODE!



THE
EDGE
MEDIA GROUP





ARE YOU INTERESTED IN

PRODUCING?



EMAIL

BBOOTH@WKDZRADIO.COM

OR SCAN THIS QR CODE!



THE
EDGE
MEDIA GROUP



EXHIBIT 4

RECRUITMENT INITIATIVES

**PARTICIPATION EDUCATIONAL INSTITUTIONS
RELATING TO BROADCAST CAREERS**

Beth Mann

From: emarlowe@wkdzradio.com
Sent: Friday, September 23, 2022 12:18 PM
To: Leigh Wright
Cc: bmann@wkdzradio.com
Subject: Re: Fwd: Murray State JMC Meet the Pros event invitation

Leigh, thanks for reaching out; I'm certain my email was full. It remains that way often.

I'm all in; I'll contact Beth and alert her that I'll be in Murray most of that afternoon. We've been encouraged here to reach out as professionals to discuss community reporting in west Kentucky. I'm almost certain that I have a Trigg County school board meeting that night, but I'll have to arrange other coverage.

This is also the same evening as Murray's Farm to Table dinner, which begins directly after Meet the Pros.

I'm CC'ing Beth Mann on this reply. Word is we're looking for unique individuals to fill some full-time spots. Perhaps Murray State has what we're looking for in an employee.

Talk soon!

Edward Marlowe
WKDZ

> Hi Ed,
> I sent this the first time but it bounced back. I'm trying again. We
> would love to have you drive over to join us and talk with our
> students.
>
>
>
> ----- Forwarded message -----
> From: Leigh Wright <ewright@murraystate.edu>
> Date: Fri, Sep 23, 2022 at 11:56 AM
> Subject: Murray State JMC Meet the Pros event invitation
> To:
>
>
> SENT ON BEHALF OF DR. KEVIN QUALLS, CHAIR OF JOURNALISM AND MASS
> COMMUNICATIONS AT MURRAY STATE UNIVERSITY
>
>
>
>
> Hello from JMC at Murray State.
>
>
>
> We are excited to announce that our annual Meet the Pros event will be

> back as a live event this year from 4-6 p.m., Thursday, Oct. 20 on the
> third floor of the Curris Center. We invite you to this event to talk
> with our students. During this Meet the Pros event, students enrolled
> in our JMC
> 499
> Senior Seminar class will have an opportunity to interact with you,
> our alumni and professionals, for a robust discussion of media careers.
>
>
>
> Students majoring in advertising, graphic communications media,
> journalism, public relations, and television production will be
> attending. Some of them already have internships and employment
> plans. Others are looking for opportunities.
>
>
>
> Whether you have such an opportunity or not, our students would
> benefit greatly from your insight. What do you look for in
> candidates, their portfolios and applications? What expectations
> should they have for entry-level employment and career advancement?
> What does the job market look like and how should they prepare for it?
>
>
>
> Those are some of the questions that the faculty and I have. What we
> learn from you at meetings like this very much influences our
> decisions regarding the curriculum and technology.
>
>
>
> Our event will be a short chat, from 4 to 5 p.m. on Thursday, Oct. 20. I
> suspect (and hope) that it will precipitate subsequent conversations among
> us all, renewing relationships and finding opportunities to connect.
>
>
>
> During the 4-5 p.m. hour, we will divide students into groups by their
> academic majors. A faculty member will serve as the moderator to guide the
> discussion. If you have job postings, please let our students know. From
> 5-6 p.m., we will have an opportunity for you to talk with students in a
> more casual setting.
>
>
>
> I hope that you will be able to join us. Please contact Marion Hale, our
> administrative assistant, at: E-mail, mhale@murraystate.edu, or phone,
> (270) 809-2387 or Leigh Landini Wright, Meet the Pros coordinator, at
> ewright@murraystate.edu or 270-809-4741. It would help our planning if
> you
> would let us know by Oct. 13 if you can join us.
>

>
>
> We are looking forward to seeing you at Meet the Pros.

>
>
>
> Sincerely,

>
>
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>
>
>
>
>
>
> Kevin Qualls, M.A., J.D.

>
> Associate Professor and Chair

>
>
>
>
> --

>
> *Leigh Landini Wright, MFA*Associate Professor, journalism
> Curriculum coordinator, Journalism
> The Arthur J. Bauernfeind College of Business
> Department of Journalism and Mass Communications
> 216A Wilson Hall
> Murray State University
> Phone: 270-809-4741
> Fax: 270-809-2390
> Email: ewright@murraystate.edu
> Website: <http://murraystate.edu/jmc>

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> --

>
> *Leigh Landini Wright, MFA*Associate Professor, journalism
> Curriculum coordinator, Journalism
> The Arthur J. Bauernfeind College of Business
> Department of Journalism and Mass Communications
> 216A Wilson Hall
> Murray State University
> Phone: 270-809-4741
> Fax: 270-809-2390
> Email: ewright@murraystate.edu
> Website: <http://murraystate.edu/jmc>

>

Beth Mann

From: emarlowe@wkdzradio.com
Sent: Wednesday, December 7, 2022 11:53 AM
To: Beth Mann
Subject: Re: EEO

Just a reminder: I spoke for two hours at the "Meet the Pros" Career Fair for Murray State, third week of October 2022. Will be doing another speaking engagement in March 2023 in Farmington, Kentucky.

Edward Marlowe
WKDZ

> I need to update our EEO files. Please send me any information about
> events where you represented us and talked about employment
> opportunities in our company or industry. Examples would be speaking
> to a high school class, career fair, etc.

>

>

>

> Beth Mann, President / CEO
> WKDZ / WHVO / WPKY Radio - Cadiz / Hopkinsville / Princeton KY

>

> Broadcast Center
> P.O. Box 1900
> 19 D.J. Everett Dr
> Cadiz, KY 42211

>

> Phone: (270) 522-3232 ext. 103

> Fax: (270) 522-1110

> <mailto:bmann@wkdzradio.com> bmann@wkdzradio.com

>

> <http://www.wkdzradio.com/> www.wkdzradio.com

> <http://www.whvoradio.com/> www.whvoradio.com

> <http://www.wpkyonline.com/> www.wpkyonline.com

> <http://www.yoursportsedge.com/> www.yoursportsedge.com

>

>

>

>



Murray State University Journalism and Mass Communications Department

Thank you to all of our media professionals who spoke with our students during Meet the Pros tonight. We had a great time and learned so much about opportunities. The b... See more

Gill Welsch and 25 others

26



1



Beth Mann

Participated
Becky Williamson
Nicole Blackman

To: Beth Mann
Subject: RE: CCPS Career Expo 2024

From: Sandra Hancock <sandra.hancock@christian.kyschools.us>
Sent: Thursday, December 21, 2023 2:21 PM
To: undisclosed-recipients:
Subject: CCPS Career Expo 2024

Good afternoon! You are receiving this email because you have voiced an interest in participating in the CCPS Career Expo 2024. ***It is not too late to register!!***

The vision of the CCPS Career Expo is to provide every freshman student an opportunity to explore potential career pathways and career opportunities for their future. This one-day career exploration event is scheduled for January 31, 2024, at The Bruce Convention Center. An alternate date has been set for February 7, 2024, in the event of inclement weather. We anticipate **approximately 700 freshman students** to be in attendance during the course of the day. Students will be scheduled for a specific block of time, allowing for a continuous flow of students to interact with business, industry, community, and postsecondary partners throughout the day. The event will begin around 8:45 a.m. and conclude by 2:00 p.m. We would like our business/industry partners to provide students insight and a hands-on opportunity to learn about careers in their sector. ***We would love for you to be a part of our CCPS Career Expo 2024 as an exhibitor for your organization!***

As an exhibitor, you would agree to:

- Send at least one representative (can be more than 1) from your organization to The Bruce Convention Center to participate on January 31, 2024.
 - While we would like an all-day commitment, we recognize that might not be feasible for some of our partners. If you are only available for part of the day, we would still be thrilled to have you. Please be sure to indicate on the registration form if you would be available for morning, afternoon, or all day.
- Be prepared to interact with students and bring an interactive exhibit for the students to get to know more about your organization and the career you represent. For example, this could be a hands-on activity, a demonstration, etc. You may review the [Tips and Helpful Guidelines for Exhibitors](#) to see examples of activities, but please do not allow this to limit your creativity.
- Set up your booth on the afternoon of January 30, 2024, or prior to 8:30 a.m. on January 31, 2024. (In the event of inclement weather, you will be able to set up your booth on the afternoon of February 6, 2024, or prior to 8:30 a.m. on February 7, 2024.)
- Complete the [CCPS Career Expo 2024 Exhibitor Registration Form](#).

As the host, we agree to:

- Provide you with the space to display your exhibit and the students for you to interact with to share the opportunities that are available in your field
- Provide you and your volunteers with lunch.

We will have an informational meeting for exhibitors at **1:00 p.m. on January 9, 2024 in the CCPS Board Room**. We will discuss the setup plan and the logistics of the day. If you are unsure about the activity/demonstration that you have planned for the Expo, this will be a great opportunity for us to help

you plan. If you can not attend, there will be an option to join us virtually. Please complete the **2024 CCPS Career Expo Informational Meeting RSVP** to let us know how you plan to attend the meeting. Please feel free to contact me via email or my cell phone (270.881.1898), if you have any questions or concerns.

Sincerely,

--

SANDRA HANCOCK

STUDENT TRANSITION COORDINATOR

200 Glass Avenue

Hopkinsville, KY 42240

270.887.7000 | ext. 77033

www.christian.kyschools.us



The mission of Christian County Public Schools is to ensure meaningful learning experiences that empower ALL students IN reaching their fullest potential in a changing world. We will provide the tools for preschool to post-graduation success by uniting all shareholders to support diverse academic and social-emotional needs.

Notice of Confidentiality

This email, including any attachments, is intended only for the use of the individual or entity to which it is addressed and may contain confidential information that is legally privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are notified that any review, use, disclosure, distribution or copying of this message is strictly prohibited. If you have received this communication in error, please notify the sender by reply email and destroy all copies of the original message.

CAREER EXP



Christian County Public Schools

Thank You!!

Dear Mitchell,

On behalf of CCPS, I would like to thank you for participating in our First Annual Career Expo for our Freshmen Academy students. Your presence and contribution played a pivotal role in making the event a success.

By sharing your expertise and showcasing opportunities within your industry, you have inspired our students to explore diverse career paths. Your willingness to engage with our students, answer their questions, and provide guidance reflects your commitment to investing in the future workforce and dedication to supporting our educational initiatives.

We appreciate your partnership and look forward to the possibility of collaborating again in the future.

Please mark your calendar now for the CCPS Career Expo 2025, scheduled for **January 29, 2025**.

Sincerely,
Sandra Henrich



WKDZ
106.5 FM

THE EDGE
MEDIA GROUP
STATEWIDE
NETWORK

WHVO
96.5 | 100.9 FM

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FM
...COM
ocal.
tted.
WEATHER
EDGE
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THE EDGE
MEDIA GROUP

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MEDIA GROUP

Your Area's

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3 FM | 1580 AM

WKDZradio.com
WHVO **WKDZ**
96.5 | 100.9 FM 106.5 FM
WHVOradio.com

BIG
Save big at your favorite local hangouts! Support local, save cash. See what's up at the Big Deals store today!
QR CODE
WKDZ WHVO WKY WHT

ARE YOU INTERESTED?
PRODUCE
EMAIL: BROOCH@WKDZ.COM OR SCAN QR CODE
QR CODE
EDGE

Dorothy Kingston Family Resource Center

Pembroke Elementary School
1600 Pembroke Oak Grove Rd
Pembroke, KY 42266
FRC Coordinator: Tierra Leavell
Office: 270-887-7292



Dear Community Organizations and Businesses,

Pembroke Elementary would like to invite you to be a guest presenter as part of our College and Career Fair on Friday, February 23, 2024 from 11:00am-1:00pm. Inspire the youth of our community by sharing your career journey, a typical workday, education requirements and more. It is important that we introduce different college and career options to our students so they can begin to brainstorm on their future goals. You will be presenting to 3rd-6th grade students. If you can bring tools or samples of your work, it would be very helpful, as visuals and hands on opportunities seem to make the biggest impact. Also, if you normally wear a uniform, please do so for the College and Career Fair.

Students have a very short amount of time to go through the career stations, so please keep your presentations informal and allow time for students to ask questions. We will provide a table for each organization/business. If you need an electrical outlet, please let us know so we can make the proper arrangements. If you want to pass out information or brochures there will be roughly 300 students participating but this is not a requirement. We will welcome organizations/businesses starting at 10:30am to set up so we can start promptly at 11:00am. Grades will enter in 30-minute increments for the College and Career Fair.

Having your organization participate in our annual College and Career Fair will help the day be a huge success.

Please contact me at 270-887-7292 or email me at tierra.leavell@christian.kyschools.us if you are interested in participating. We ask that you confirm with us by Friday, February 9, 2024.

Sincerely,

Tierra Leavell
Family Resource Center Coordinator

WHVO
Feb 23 · 🌐

We are excited to spend some time with third through six graders at Pembroke Elementary school!



Like Comment Send Share

Sarah Francis and 16 others

1 share

Most relevant

Comment as John Mor...



Beth Mann

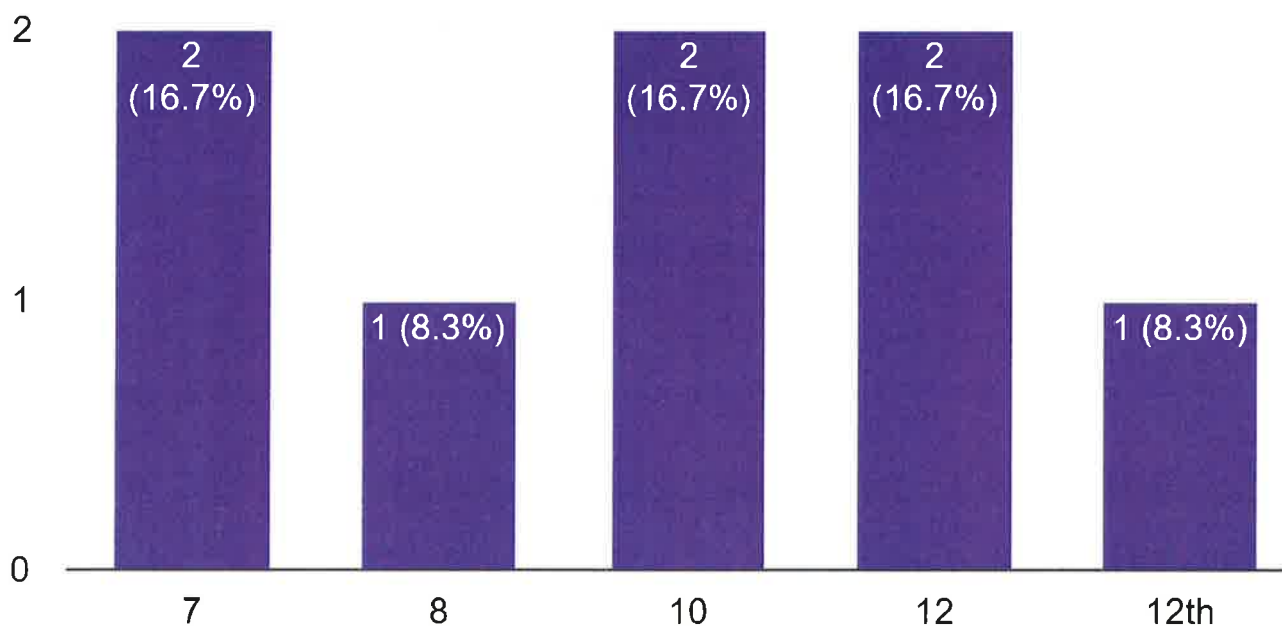
From: Mark Thomas <mark.thomas@todd.kyschools.us>
Sent: Wednesday, July 19, 2023 9:51 AM
To: Beth Mann
Subject: student interest survey for assisting at WEKT

Twelve students have already completed the survey.

Here is a graph of the students' grade level information:

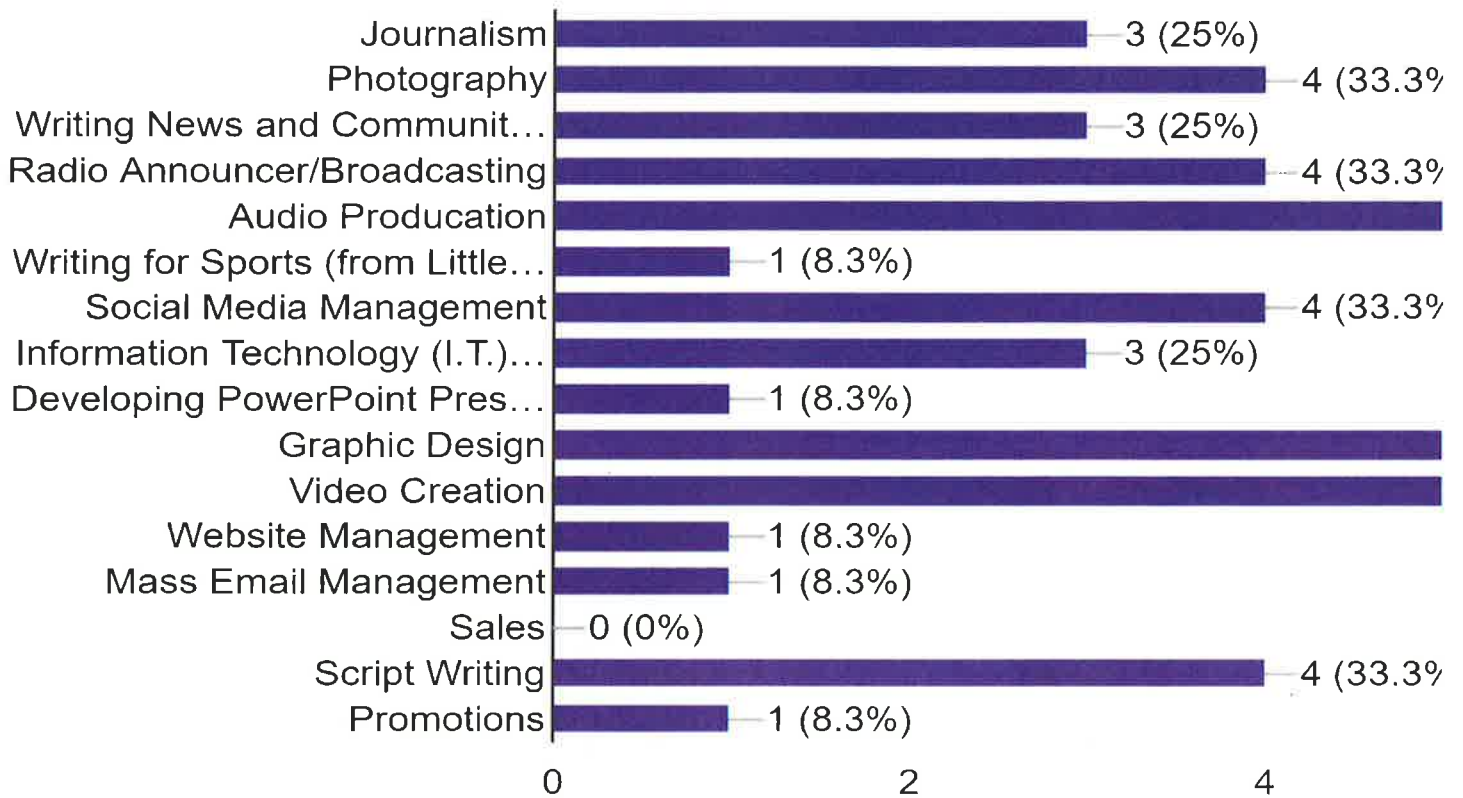
Grade

12 responses



Here is a graph of what they are interested in:

Please check what you already like to do, or have an interest in le
12 responses



Please let me know when you would like to meet for us to discuss moving forward.

Mark Thomas, Superintendent
Todd County School District
205 Airport Road
Elkton, KY 42220
270-265-2436
270-265-5414 fax
Teaching, Caring, Serving

Beth Mann

From: Mark Thomas <mark.thomas@todd.kyschools.us>
Sent: Friday, September 29, 2023 9:07 AM
Subject: stories, photos, videos, graphic work for our WEKT collaboration project

Good morning, everyone! If you haven't already reached out to Beth Mann (owner of WEKT) please do so in order for her to get you on her distribution list email list. Her email account is: info@wektradio.com.

I would like each of you to begin producing content for WEKT. Please submit your draft work to me and I'll work with you on getting a finalized project for use by WEKT.

To get us started, you can begin working on anything you are interested in. For example: At TCMS we have the chickens; at TCCHS we have our Band competitions. You are free to put together content that would entail photos and/or videos (if you send me photos / videos, please let me know what it is that you've sent me). You can put together news stories (written and/or recorded). You can put together graphic designs for any events we have upcoming, any recognitions, and promoting anything we have going on at your school. Or you are free to do all of the above. Additionally, you also are free to work collaboratively with each other on your projects.

If you're not certain what you'd like to work on, feel free to email about any interests you have and we'll go from there.

I am very excited to see your work! This is going to be fun!

Mark Thomas, Superintendent
Todd County School District
205 Airport Road
Elkton, KY 42220
270-265-2436
270-265-5414 fax
Teaching, Caring, Serving

9/8/23

TCCHS CURRICULUM PLAN

WHO IS THE EDGE MEDIA GROUP

CHILDHOOD DREAM – OWNER OF THE COMPANY

7 RADIO – WEBSITES – APPS – SOCIAL MEDIA – GRAPHIC DESIGN – VIDEO – PHOTOGRAPHY

NEWS – SPORTS – MARKETING – SALES

CHOOSE WHICH AVENUE

MENTORSHIPS FOR EACH DIVISION (ONE ON ONE PRACTICUM)

BUILD YOUR RESUME'

HANDS-ON EXPERIENCE; COMPETITIVE ENVIRONMENT; BEST OF BEST

HOW TO MAKE YOURSELF LOOK DIFFERENT

STUDENT CONTRIBUTIONS:

SPILL THE "TEA"...WITH WEKT

AG CAMPAIGN BEING DONE CURRENTLY

PROVIDE FOR US:

GRAPHICS/SOCIAL/VIDEO/PHOTOGRAPHY

SCHOOL NEWS

CLUB NEWS

EVENT COVERAGE

GAME DAY COVERAGE

HOW TO CONTACT US:

7:18



Elkton
September 8, 2023 1:45 PM

Edit



📷 LIVE ▾



7:19



Elkton
September 8, 2023 1:48 PM

Edit



LIVE



7:19



Elkton
September 8, 2023 @ 07 PM

Edit



LIVE



YOUR NEWS EDGE WORKSHOP
12/28/23 - 11:30 – 1:30

11:30 A Look Ahead at 2024 – Beth Mann

News Diversity
News Responsibilities – Sharing
Assignments/Timelines
Writing in NewsBoss
Review Product as End User
Time Sheets

*Equipment
Mic flags*

11:50 Quality Audio – Bill Booth

Start with Good Audio
Audio Clean Up Software
Editing

12:15 NewsBoss 101 – Alan Watts

12:40 Photography 202 – Ed Marlowe

Start with Content
Proper Framing
Proper Lighting
Cropping – Best Practices
Video

1:05 Website – Tom Rogers

Posting Stories with Pics
Galleries
Video

1000 x 563

1:25 Social Media – Kim Allen

Need for community presence

YOUR NEWS EDGE WORKSHOP
12/28/23 - 11:30 – 1:30

11:30 A Look Ahead at 2024 – Beth Mann

News Diversity

News Responsibilities – Sharing

Assignments/Timelines

Writing in NewsBoss

Review Product as End User

Time Sheets

11:50 Quality Audio – Bill Booth

Start with Good Audio

Audio Clean Up Software

Editing

12:15 NewsBoss 101 – Alan Watts

12:40 Photography 202 – Ed Marlowe

Start with Content

Proper Framing

Proper Lighting

Cropping – Best Practices

Video

1:05 Website – Tom Rogers

Posting Stories with Pics

Galleries

Video

1:25 Social Media – Kim Allen

Need for community presence

TCCHS Student Meeting

1-26-24

1. Writing stories for News

Decide what is most important or relevant and put that first

Use audio when possible (future training)

Think about how the story and the content will impact the community

No need to include unimportant information unless it adds to the story

Write stories in Microsoft Word or other format that we can access

Email stories to wekt-news@wektradio.com

2. Record audio using voice record pro 7

a. Place phone or recorder near source of audio

b. Use a station microphone and mic flag on a podium

c. Make notes during presentation to make it easier to find audio cuts

3. Taking photos for WEKT website

a. Take photos horizontally

b. Try to get as close to subject as possible to reduce extra space in photo

c. Look for action shots or photos that tell a story

d. Upload photos to the WEKT Student dropbox folder

12 in attendance

Alan Watts

Josh Claussen

Amy Chester

Todd County Central High School

806 South Main St. • Elkton, KY 42220 • Phone: 270-265-2506 • Fax: 270-265-9408

Lee Quarles
Principal

Alexzandra Carrington
Assistant Principal

Brandi Francies
Guidance Counselor

Mitchell
Blackman

We here at TCCHS want to give our students the opportunity to see that there are many ways to be successful in our community, besides the traditional four year college route. We are hosting our 2nd Annual Career and Technical Fair, Thursday, March 7th and would like to invite you to come. During this event, we will be hosting technical colleges, industries, and companies that are looking for students to join their team in the years to come. We will have all grades come through the fair beginning with the senior class.

Last year this event was extremely successful for both students and the companies that participated. There were many students that began summer jobs, CO-OP opportunities, and careers after the Career and Technical Fair. My hope is our students utilize this event to ask questions and learn about the opportunities your company may have for them. We would like to offer you the chance to interview seniors on the spot if needed. Todd County Central High School appreciates you considering this event and hopes that you can find time to attend. Please fill out the attached form and return it by mail or email to rachel.westerman@todd.kyschools.us by February 9th.

If you have any questions, please call the school at 270-265-2506

We hope to see you March 7th!

Sincerely,

Rachel Westerman
College and Career Counselor

Todd County Central High School Career & Technical Fair

School or Business Name: WEXI

Representative Name: Berk Mann; Mitchel Blackman

Representative's Email address: bmann@wkzradio.com

Please check one of the following:

I will be attending the Career & Technical Fair, March 7th, from 8:30-11:30 a.m.

I will be unable to attend the Career & Technical Fair, March 7th.

Please return by February 1st to Rachel Westerman at rachel.westerman@todd.kyschools.us.

Beth Mann

From: Rachel Westerman <rachel.westerman@todd.kyschools.us>
Sent: Thursday, March 7, 2024 12:45 PM
To: DeeAnna Sova; Olivia.Humphrey@PTLFab.com; Oliver, Meghan E.; Kiana Diamond; Ashlee Newcomb; Tina Sears; Hyams, Julie J (Hopkinsville); Leach, Mary Rachel (Hopkinsville); Jon Stahl; Tara Stokes; Bobby.Lee@logan-aluminum.com; Kimberly Archey; Rita Berman; Food Giant 515; Stephanie Christian; Rodriguez, Erika; Tedford, Brandon O SFC USARMY NG KYARNG (USA); Walden, Christopher J (KYTC-D03); bmann@wkdzradio.com; Hadden, Kaylah (Southcentral); Kristen Lilly
Subject: THANK YOU!

I just wanted to thank each of you for taking time out of your busy schedule to be with us this morning. Each of you made such a great contribution to our event and I can't thank you enough. We hope you enjoyed your time here at Todd Central as much as we enjoyed you being here.

We hope to see you again next year.

Have a wonderful day.

Rachel L. Westerman
Todd County Career Counselor
(270)265-2506
Ext:5050

Beth Mann

From: Mary Skipworth <mary.skipworth@todd.kyschools.us>
Sent: Tuesday, March 19, 2024 10:42 AM
To: Beth Mann
Subject: The Rebel T - TCMS

Here is yesterdays show.

https://www.canva.com/design/DAF-Go9X3Ck/HPsfoF5w7KWrlAB6ltwhYQ/edit?utm_content=DAF-Go9X3Ck&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton

However, our kids will have another show tomorrow morning. Here is the link, but its not finalized yet. I wouldn't upload it until early morning or late evening.

https://www.canva.com/design/DAF-G6jqW-o/YkSAeYB9oxZ8y0pV1p2WVyA/edit?utm_content=DAF-G6jqW-o&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton

Thank you again for taking the time to come in and introduce yourself as well as the business to my students. Feel free to come ANY time with ANY class period to introduce yourself to more. I think a lot of students will have an interest in Broadcasting. Which is why I am passionate about introducing it to them



A business card for Mary Skipworth. On the left is a smartphone displaying a photo of her wearing sunglasses. To the right of the photo, the text reads: **Mary Skipworth** (with a yellow bar to the right), **COMPUTERS/MEDIA TEACHER** (with **Educator** below it), phone number **1 270-265-2811**, email **mary.skipworth@todd.kyschools.us**, and a red URL **HTTP: BIT.LY 3LTD22A**. There is a blue logo that says **I'm a #KYDLC**. At the bottom, a red banner contains the quote: **IN EVERY JOB THAT MUST BE DONE, THERE'S AN ELEMENT OF FUN. YOU FIND THE FUN, AND SNAP! THE JOBS A GAME. — MARY POPPINS**

7:24



March 19
9:18 AM

Edit



📷 PORTRAIT ▾

👤 From Amy



7:24



March 19
9:21 AM

Edit



From Amy



EXHIBIT 4

RECRUITMENT INITIATIVES

SCHOLARSHIP PROGRAM

WKDZ- FM HAM BROADCASTING
P. O. BOX 1900
CADIZ, KY 42211
(270) 522-3232

WKDZ-FM Order Confirmation

OrderID: 0092-1748

Sponsor: WKDZ/WHVO
Product: WKDZ/WHVO - DJ Everett III Scholarship
Estimate/PO:
AccountRep: House Accounts
BillingCycle: Calendar Month
InvoiceType: None-Statement Only
Run Dates: 4/6/2022 - 4/30/2022
Items Ordered: 146
Ordered Amount: \$0.00

WKDZ/WHVO
P. O. BOX 1900
CADIZ, KY 42211

Scheduled Station(s): WKDZ-FM WKDZ/WHVO

Printed 4/4/2022 11:16:41 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
05 4/6/2022 - 4/30/2022	All Weeks	06:00 AM - 09:00 AM	1	1	1	1	1			5	:30	Spot	CC	COM-DA31	18	0.00	0.00
06 4/6/2022 - 4/30/2022	All Weeks	12:00 PM - 01:00 PM	1	1		1			1	4	:30	Spot	NN	COM-DA31	14	0.00	0.00
07 4/6/2022 - 4/30/2022	All Weeks	05:00 PM - 06:00 PM	1		1		1		1	4	:30	Spot	PM	COM-DA31	14	0.00	0.00
08 4/6/2022 - 4/30/2022	All Weeks	09:00 AM - 09:00 PM	3	3	3	3	3	3	3	21	:30	Spot		COM-DA31	75	0.00	0.00
09 4/6/2022 - 4/30/2022	All Weeks	09:00 PM - 11:59 PM	1	1	1	1	1	1	1	7	:30	Spot		COM-DA31	25	0.00	0.00

Calendar Month Projected Billing:

Apr-22	0.00	May-22	0.00	Jun-22	0.00	Q2-2022	0.00
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Confirmed Correct; Payment Guaranteed

Accepted for WKDZ-FM

ARE YOU OR SOMEONE YOU KNOW INTERESTED IN PURSUING A DEGREE IN BROADCASTING, JOURNALISM OR A MEDIA RELATED FIELD? IF SO, THE EDGE MEDIA GROUP ENCOURAGES YOU TO APPLY FOR THE D J EVERETT III BROADCAST SCHOLARSHIP. THIS FOUR YEAR SCHOLARSHIP ALSO INCLUDES A MENTORSHIP WITH THE WKDZ/WHVO/WPKY BROADCAST TEAM. DOWNLOAD AN APPLICATION AT WKDZRADIO.COM AND DROP OFF OR MAIL IT TO WKDZ, P O BOX 1900 CADIZ KY. WE PROUDLY PARTNER WITH THE CADIZ ROTARY CLUB TO PROVIDE THIS TREMENDOUS OPPORTUNITY. DEADLINE TO APPLY IS APRIL 30th.

CADIZ ROTARY CLUB
DJ EVERETT III SCHOLARSHIP/MENTORSHIP APPLICATION
Studying Journalism, Broadcasting or Related Field
DEADLINE IS APRIL 30, 2022

Name _____

Home address _____

Cell number _____

Email address _____

College, university or trade school you are attending _____

Current Grade Point Average _____

(You will need to supply copies of your grades).

What is your educational objective? (Must be broadcast, journalism, marketing or media-related)

Please tell us why you wish to receive this scholarship/mentorship? _____

In what other ways will you be financing your education? _____

Please list any school or community activities that you may be involved in currently:

If you receive this aid, please list which educational institution and the address where this aid needs to be sent:

If sending this aid to a college or university will affect additional aid that you will receive, and you want the money sent directly to you, please note where it is to be sent.

This application needs to be sent to:
WKDZ/WHVO
Attn: Beth A. Mann
P.O. Box 1900
Cadiz, KY 42211

THE DEADLINE FOR HAVING YOUR APPLICATION IN IS APRIL 30,2022.

DJ EVERETT III SCHOLARSHIP 2022

PRESENTED AT TRIGG CO HIGH SCHOOL SCHOLARSHIP DAY

THE DJ EVERETT III SCHOLARSHIP IS GIVEN IN MEMORY OF A LIFETIME BROADCASTER, D J EVERETT, WHO OWNED WKDZ AND WHVO FOR MORE THAN TWENTY YEARS. HE WAS HUGELY IMPACTFUL TO THE BROADCAST INDUSTRY LOCALLY AS WELL AS NATIONALLY....

THIS SCHOLARSHIP WAS CREATED IN 2015 TO PROVIDE OPPORTUNITIES FOR STUDENTS DESIRING TO STUDY JOURNALISM, BROADCASTING OR A RELATED FIELD.

THIS YEAR'S RECIPIENT OF THE D J EVERETT III SCHOLARSHIP AND MENTORSHIP IS [REDACTED] WHO IS PLANNING TO STUDY PHOTOJOURNALISM AT MURRAY STATE UNIVERSITY.

WKDZ- FM HAM BROADCASTING
 P. O. BOX 1900
 CADIZ, KY 42211
 (270) 522-3232

WKDZ-FM Order Confirmation

OrderID: 0092-1840

Sponsor: WKDZ/WHVO
 Product: DJ EVERETT III Scholarship
 Estimate/PO:
 AccountRep: House Accounts
 BillingCycle: Calendar Month
 InvoiceType: None-Statement Only
 Run Dates: 4/1/2023 - 4/28/2023
 Items Ordered: 164
 Ordered Amount: \$0.00

WKDZ/WHVO
 P. O. BOX 1900
 CADIZ, KY 42211

Scheduled Station(s): WKDZ-FM WKDZ/WHVO

Printed 3/28/2023 6:10:30 PM

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Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
05 4/1/2023 - 4/28/2023	All Weeks	06:00 AM - 09:00 AM	1	1	1	1	1			5	:30	Spot	CC	COM-DA31	20	0.00	0.00
06 4/1/2023 - 4/28/2023	All Weeks	12:00 PM - 01:00 PM		1		1			1	4	:30	Spot	NN	COM-DA31	16	0.00	0.00
07 4/1/2023 - 4/28/2023	All Weeks	05:00 PM - 06:00 PM	1		1		1		1	4	:30	Spot	PM	COM-DA31	16	0.00	0.00
08 4/1/2023 - 4/28/2023	All Weeks	09:00 AM - 09:00 PM	3	3	3	3	3	3	3	21	:30	Spot		COM-DA31	84	0.00	0.00
09 4/1/2023 - 4/28/2023	All Weeks	09:00 PM - 11:59 PM	1	1	1	1	1	1	1	7	:30	Spot		COM-DA31	28	0.00	0.00

Calendar Month Projected Billing:

Apr-23	0.00	May-23	0.00	Jun-23	0.00	Q2-2023	0.00
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Confirmed Correct; Payment Guaranteed

Accepted for WKDZ-FM

ARE YOU OR SOMEONE YOU KNOW INTERESTED IN PURSUING A DEGREE IN BROADCASTING, JOURNALISM OR A MEDIA RELATED FIELD? IF SO, THE EDGE MEDIA GROUP ENCOURAGES YOU TO APPLY FOR THE D J EVERETT III BROADCAST SCHOLARSHIP. THIS FOUR YEAR SCHOLARSHIP ALSO INCLUDES A MENTORSHIP WITH THE WKDZ/WHVO/WPKY BROADCAST TEAM. DOWNLOAD AN APPLICATION AT WKDZRADIO.COM AND DROP OFF OR MAIL IT TO WKDZ, P O BOX 1900 CADIZ KY. WE PROUDLY PARTNER WITH THE CADIZ ROTARY CLUB TO PROVIDE THIS TREMENDOUS OPPORTUNITY. DEADLINE TO APPLY IS APRIL 28th.

CADIZ ROTARY CLUB
DJ EVERETT III SCHOLARSHIP/MENTORSHIP APPLICATION
Studying Journalism, Broadcasting or Related Field
DEADLINE IS APRIL 28, 2023

Name _____

Home address _____

Cell number _____

Email address _____

College, university or trade school you are attending _____

Current Grade Point Average _____

(You will need to supply copies of your grades).

What is your educational objective? (Must be broadcast, journalism, marketing or media-related)

Please tell us why you wish to receive this scholarship/mentorship? _____

In what other ways will you be financing your education? _____

Please list any school or community activities that you may be involved in currently:

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This application needs to be sent to:
WKDZ/WHVO
Attn: Beth A. Mann
P.O. Box 1900
Cadiz, KY 42211

THE DEADLINE FOR HAVING YOUR APPLICATION IN IS APRIL 28, 2023.

Beth Mann

From: [REDACTED] <[REDACTED]@gmail.com>
Sent: Tuesday, June 13, 2023 12:06 PM
To: bmann@wkdzradio.com
Subject: DJ Everett III Scholarship + Mentorship

Dear Ms. Mann,

Firstly, I would just like to say that I am extremely honored and beyond grateful that I was selected to receive the DJ Everett III Scholarship and to be offered an opportunity for mentorship.

Now that I have had some time to think about the mentorship, I am 100% interested and would love to talk more about it. I just have a few questions:

1. Would I have a set schedule of days to come in per week? (Note: I work at the Lake Barkley Lodge and work Wednesdays-Sundays and off Mondays and Tuesdays. I could also come in during my work week depending on time. For example, if I have to work at the Lodge at 3, I could come in that morning if needed.)
2. What would I be expected to do?
3. How long will the mentorship last? Is it just for this summer, or could I return during my summer breaks in between college years?
4. When would be the best time for me to start?

Thank you so much for this amazing opportunity!

[REDACTED]