

EEO PUBLIC FILE REPORT

PERIOD: April 2, 2022 to APRIL 1, 2023

The purpose of this EEO Public File 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 stations: WDHR-FM, WPKE-AM, WPKE-FM, WXCC-FM, WZLK-FM, WLSI-AM, WEKB-AM, WBTH-AM, and WPRT-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 **April 2, 2022 to and including April 1, 2023.**

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 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone;
- 3 The recruitment source that referred the hire 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.

For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree reported for work. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.
Annual EEO Public File Report Covering the Period from April 2, 2022 to APRIL 1, 2023

Radio Stations Comprising Station Employment Unit: WDHR-FM, WPKE-AM, WPKE-FM, WXCC-FM, WZLK-FM, WLSI-AM, WEKB-AM, WBTH-AM and WPRT-AM

Total Full-Time Jobs Filled:	Date Filled:	Recruitment Source	Interviewees:
MARKETING SPECIALIST	4-13-22	Referral	3
CONTENT CREATOR	5-10-22	Part-time promoted to FT	n/a
CONTENT CREATOR	9-19-22	Part-time promoted to FT	n/a
CONTENT CREATOR	10-4-22	Facebook	1
OFFICE ASSISTANT	10-6-22	Facebook	2
IT DIRECTOR	11-1-22	Facebook	1
CONTENT CREATOR	1-18-23	Facebook	4
DIRECTOR OF VISUAL COMMUNICATIONS	2-13-23	Non radio position (Facebook)	3
MARKETING SPECIALIST	2-14-23	MTM Radio Stations	2

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Facebook	13
*Mountain Top Media Radio Stations	2
Referrals	1
Walk-ins	0
Edgewater Recovery Center	0

**Mountain Top Media Radio Stations include the following: WDHR-FM, WPKE AM-FM, WXCC-FM, WZLK-FM, WLSI-AM, WEKB, WBTH-AM and WPRT-AM.*

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Recruitment Source & Contact Information	Total number of interviews per source	Full-time positions for which this source was utilized
Facebook.com	13	Marketing Specialists, IT Director, Content Creators, Director of Visual Communications
Referral	1	Content Creator
Mountain Top Media radio stations	2	Marketing Specialist
Edgewater Recovery Center, Raychel North, 606-637-1844	0	Marketing Coordinator, Content Creator

**Mountain Top Media Radio Stations include the following: WDHR-FM, WPKE AM-FM, WXCC-FM, WZLK-FM, WLSI-AM, WEKB, WBTH-AM and WPRT-AM.*

Summary Description of Supplemental Outreach Initiatives April 2, 2022 to APRIL 1, 2023

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDHR-FM, WPKE AM-FM, WXCC-FM, WZLK-FM, WLSI-AM, WEKB-AM, WBTH-AM and WPRT-AM.

1. Employee Brittany Rowe was guest speaker of the Communication Alumni Panel of University of Pikeville in October 2022, discussing the rewards of her college education in a successful broadcasting career. Contact: Chandra Massner at UPIKE.
2. A student intern from Big Sandy Community and Technical College performed graphic design June and July 2022. Contact: Tommy Fleming, 606-437-4051.
3. Mountain Top Media promotes the Kentucky Broadcasters Harry Barfield Scholarship Award which is given by Kentucky Broadcasters Association to up to four college or universities across Kentucky.
4. Mountain Top Media promotes the Kentucky Broadcasters' Association Scholarship Fund, a postsecondary partial scholarship grant program for children of employees of Kentucky radio and television stations.
5. John W. Koehn Memorial Scholarship Fund benefits family members of employees of IBIB member stations. Mountain Top Media is proud to promote this annual scholarship in the amount of \$1,000.