

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 1, 2023 to March 31, 2024.

1) **Employment Unit:** UB Louisville

2) **Unit Members (Stations and Communities of License):** WHBE-AM Newburg, KY (facility ID 56520)  
WHBE-FM Eminence, KY (facility ID 42126)  
WLCL- FM Sellersburg, IN (facility ID 58380)

3) **EEO Contact Information for Employment Unit:**

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

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	Answered on-air ad
2. Account Executive	Answered on-air ad
3. Production	Internal promotion
4. Production	Barrett Sports Media

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









**6) Total # of Interviewees Referred:** For the period from April 1, 2023 to March 31, 2024, this Employment Unit interviewed 26 interviewees for full-time job vacancies.

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

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

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

The Employment Unit has developed an internship program to help students in the community acquire the skills necessary for a successful career in the broadcast industry. There are three sessions a year: summer, fall and spring. From spring 2023 through spring 2024, students from 5 different colleges and universities have served as interns at stations within the Employment Unit. The program ensures each intern receives the necessary training and exposure. The Employment Unit advertises the program at all local colleges and universities and on its stations' web sites.

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

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

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