

Kentucky River Broadcasting Company
Annual EEO Public File Report
Reporting Period: April 1, 2015--March 31, 2016

The purpose of this Annual EEO Report is to comply with Section 73.2080 (c.6) of the FCC's EEO Rule. This report has been prepared on behalf of the Station Employment Unit comprised of the stations listed:

WCYO, WIRV

This company does not practice any employment discrimination based on race, color, religion, national origin or gender. The General Manager of the stations is responsible for enforcing EEO policy, reviewing supervisory performance, conducting continuing educational programs designed to inform employees of EEO programs and continually reviewing EEO policies to ensure compliance. Stations also take periodic measures to review pay ranges, salary scales, fringe benefits, procedures for promotions, seniority practices and recruitment measures. Kentucky River Broadcasting has fewer than five full-time employees.

Full Time Positions Filled By Job Title	Date Position Hired	Total # Interviewed	Recruitment Sources Used	Recruitment Source of Hire
None	n/a	n/a	n/a	n/a

Supplemental Recruitment Outreach

Internship: The company has established an internship program to teach skills to students pursuing a career in media. We had one intern during this period, a student at Eastern Kentucky University. The internship coordinator for ECU communications students is Pam Parry. 859-622-1488 email: pamela.parry@eku.edu.

Community Outreach: During this period, staff met with local Boy and Girl Scout groups to discuss broadcasting. Both groups were given tours. In addition, the station General Manager discussed broadcasting careers with a local high school class.

Workshops: Company staff participated in the Kentucky Broadcasters Association annual convention in October, 2015, which included making contact with other Kentucky broadcasters to discuss employment issues and to share news about job vacancies.

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Supplemental Recruitment Outreach

Internship: The company has established an internship program to teach skills to students pursuing a career in media. We had one intern during this period, a student at Eastern Kentucky University. The career coordinator for ECU students is Gladys Johnson. 859-622-1296

Community Outreach: During the period, the General Manager met with members of the Richmond Chamber of Commerce to discuss potential openings and the availability of qualified candidates.

