

WDJX(FM), WXMA(FM), WMJM(FM), WGZB-FM and WGHL(FM)
EEO PUBLIC FILE REPORT
April 1, 2023-March 31, 2024¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Chief Engineer	5,7,9,12-13,16	7
Account Executive	5,7,9,11	7
Integrated Marketing Consultant	2,5,7,9,12-13,16,17	2,5,17
Promotions Director	5,7,9,12,16	7
Sales Assistant	5,7,9,12,16	5

¹ This report was revised in May 2024 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements (<i>all SEU stations</i>)	N	
2	Word-of-Mouth Referral	N	1
3	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, KY 40601 www.kba.org Phone: 888.843.5221	N	
4	Handshake (<i>college recruitment provider</i>) 660 4th Street #113 San Francisco, CA 94107 Career Link, https://handshake.com <i>Distributing job postings to the following colleges & universities:</i> <ul style="list-style-type: none"> • University of Kentucky • Indiana University-Purdue University-Fort Wayne • University of Louisville • Bellarmine University • Transylvania University • Purdue University Northwest 	N	
5	Indeed Website (<i>automated posting from Alpha careers website</i>) https://www.indeed.com/	N	41
6	Allaccess.com Website: https://www.allaccess.com/	N	
7	Alpha Media Career Website http://www.alphamediausa.com/careers	N	9
8	Unknown (source not adequately identified upon SEU inquiry)	N	
9	Linkedin	N	
10	Walk in/Self Referral	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Job News Louisville Job Fairs	N	
12	Glassdoor (SEU does not actively post to this source) https://www.glassdoor.com/	N	
13	ZipRecruiter (SEU does not actively post to this source) http://ziprecruiter.com	N	
14	RadioInk https://radioink.com/jobs/	N	
15	Facebook Job Search: (SEU does not actively post to this source) https://www.facebook.com/jobs/	N	
16	Market Websites: www.wdix.com ; www.alt105.com ; www.hiphop965.com ; www.1023therose.com ; www.1013online.com	N	
17	Internal Hire/Transfer	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			52

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On October 18, 2023 our SEU attended a Job Fair held by Job News Louisville. The Market Manager set up a booth to collect resumes and conducted preliminary interviews of attendees who were interested in a career in broadcasting and with our company.
2	Management-level training regarding Preventing Discrimination	During the month of October 2023, the SEU Promotions Manager, Market Manager, Sales Manager, Program Director and Operations Manager participated in Workplace Violence & Bullying Prevention (Manager). Managers were required to complete the course online through Paycor.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU on February 9, 2024, WGZB-FM Afternoon OnAir Personality hosted Central High School students from 9 th – 12 th grade in the studios/offices of the SEU. The host gave a tour of the studios/offices of the SEU. The students were given a tour of the facility, at which the host explained how the radio station worked and also what careers are available within each department they interacted with.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU in October 2023, WGZB-FM Afternoon OnAir Personality hosted 10 students affiliated with Black EDquity, their ages ranged from 13-17. The host gave a tour of the studios/offices of the SEU. The students were given a tour of the facility, at which the host explained how the radio station worked and also what careers are available within each department they interacted with.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU on February 28, 2024, Content Director of WGZB-FM/WMJM-FM hosted a student from Trinity High School. The Content Director was asked if he would allow a student to shadow him on this day. The student was interested in pursuing a career in broadcasting and had chosen the station to observe and learn about the careers in broadcasting.
6	Management-level training addressing equal employment opportunity and preventing discrimination.	On September 15, 2023, our SEU's SVP Market Manager & Business Manager completed an FCC EEO training webinar entitled, "The FCC's Equal Employment Opportunity Rules:" presented by Wiley Rein, LLP, that provided an in-depth overview focusing on Recruitment, Record Keeping, & Reporting.