

WQXE (FM) and WULF (FM)
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Traffic/Continuity Director	13-20, 22, 27-28, 31, 35-36	36

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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	The News Enterprise 408 Dixie Avenue Elizabethtown, KY 42701	N	0
2	The Gold Standard 125 Sixth Avenue, Building 1110 2nd Floor, Wing B Fort Knox, KY 40121	N	0
3	Grayson County News Gazette 40 Public Square Leitchfield, KY 42754	N	0
4	Breckinridge County Herald P.O. Box 6 Hardinsburg, KY 40143	N	0
5	Pioneer News 455 Buckman Street Shepherdsville, KY 40165	N	0
6	The Larue County Herald 40 Shawnee Drive Hodgenville, KY 42748	N	0
7	The Turret P.O. Box 995 Fort Knox, KY 40121-5199	N	0
8	The Grayson County Record 120 South Heyser Drive Leitchfield, KY 42754	N	0
9	Oldham Era 204 S. First Street LaGrange, KY 40031	N	0
10	Sentinel News 703 Taylorsville Road Shelbyville, KY 40065	N	0
11	Central KY News 428 Woodlawn Avenue Campbellsville, KY 42719	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Kentucky Standard 110 W. Stephen Foster Avenue Bardstown, KY 40004	N	0
13	McKendree College 1635 W. Lincoln Trail Radcliff, KY 40160	N	0
14	Sullivan University P.O. Box 998 Fort Knox, KY 40121	N	0
15	Campbellsville University 1 University Drive UPO 917 Campbellsville, KY 42718	N	0
16	Louisville Urban League 1535 West Broadway Louisville,	N	0
17	Bellarmine University 2001 Newburg Road Louisville, KY 40205	N	0
18	Elizabethtown Community & Technical College 620 College Street Elizabethtown, KY 402701	N	0
19	Jefferson Community College 109 East Broadway Louisville, KY 40202	N	0
20	Louisville Technical Institute 3901 Atkinson Square Drive Louisville, KY 40218	N	0
21	Tvandradijobs.com	N	0
22	Kentucky Broadcasters Association www.kba.org	N	0
23	NE Shopper	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Walk-in/Self referral	N	0
25	On-Air Announcements (<i>two SEU stations</i>)	N	0
26	Internal posting (<i>breakroom posting and employee email for SEU stations</i>)	N	0
27	Website (<i>two SEU stations</i>)	N	0
28	Social Media (<i>for two SEU stations listing both SEU open positions</i>)	N	2
29	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Cleveland, OH 44125	N	0
30	Employee Referral	N	2
31	Indeed.com	N	1
32	Craigslist.com	N	0
33	Kyjobs.net	N	0
34	Ky Classifieds Network	N	0
35	School of Journalism & Broadcasting 216 Mass Media & Technology Hall 1906 College Heights Blvd #11070 Western KY University Bowling Green, KY 42101-1070	N	0
36	Word-of-Mouth Referral	N	1
TOTAL INTERVIEWEES FOR REPORTING PERIOD			6

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	The goal of our SEU's Internship Program is to teach interested students about all aspects of radio broadcasting. During the Spring semester of 2019, our SEU hosted a student intern from Campbellsville University. The intern was supervised by our Owner/General Manager, worked closely with members of our News department, and was also mentored by our on-air personalities. As a result of their guidance, he was able to host a show on the air.
2	Host Open House	On August 29, 2019, our SEU hosted an open house at our facilities in Elizabethtown. This event was advertised on-air, on both Stations' social media sites and websites, and mailed to recruitment sources. Interested attendees toured the facilities and spoke with employees in multiple departments (including On-Air, Production, News, and Sales). Resumes were accepted and the owner of the Stations conducted on-site interviews.
3	Host event/program sponsored by or behalf of a community organization regarding careers in broadcasting	On March 5, 2020, this SEU hosted the Hardin County Chamber of Commerce's Leadership class for a tour of our facilities, during which our Program Director as well as members of our On-Air, News, and Sales departments presented information to the group about how radio stations operate and the opportunities available for a future career in broadcasting.
4	Participate in event/program sponsored by or behalf of an educational institution regarding careers in broadcasting.	On May 24, 2019, our SEU welcomed a Central Hardin High School student to job shadow our on-air personalities in order to observe what the job requires of them on a daily basis. The student also spent some time in our news department to get an up-close-and personal look at how it functions.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in event/program sponsored by or behalf of an educational institution regarding careers in broadcasting.	On July 16, 2019, our SEU welcomed a Central Hardin High School student to job shadow our on-air personalities in order to observe what the job requires of them on a daily basis. The student also spent some time in our news department to get an up-close-and personal look at how it functions.
6	Participate in event/program sponsored by or behalf of an educational institution regarding careers in broadcasting.	On December 19 & 20, 2019, our SEU welcomed a Central Hardin High School student to job shadow our on-air personalities in order to observe what the job requires of them on a daily basis. The student also spent some time in our news department to get an up-close-and personal look at how it functions.
7	Participate in event/program sponsored by or behalf of an educational institution regarding careers in broadcasting.	On December 16-20, 2019, our SEU welcomed a Central Hardin High School student to job shadow our on-air personalities in order to observe what the job requires of them on a daily basis. The student also spent some time in our news department to get an up-close-and personal look at how it functions.
8	Participate in event/program sponsored by or behalf of an educational institution regarding careers in broadcasting.	On December 20, 2019, our SEU welcomed a Central Hardin High School student to job shadow our on-air personalities in order to observe what the job requires of them on a daily basis. The student also spent some time in our news department to get an up-close-and personal look at how it functions.
9	Host event/program sponsored by or behalf of an educational institution regarding careers in broadcasting.	On August 28, 2019, this SEU hosted students from Faith Homeschool for a tour of our facilities, during which our Program Director as well as members of our On-Air, News, and Sales departments presented information to the group about how radio stations operate and the opportunities available for a future career in broadcasting.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Host event/program sponsored by or behalf of a community organization regarding careers in broadcasting.	On January 23, 2020, this SEU hosted Cub Scout Pack 488 for a tour of our facilities, during which our Program Director as well as members of our On-Air, News, and Sales departments presented information to the group about how radio stations operate and the opportunities available for a future career in broadcasting.