

**WCYN-FM, WXZZ(FM), WVLK(AM), WVLK-FM, WLXX(FM), and  
WLTO(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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-4, 6-14	14
Program Director WLTO(FM)	1-13	5
Account Executive	1-4, 6-13, 15	15
Promotions Director	1-4, 6-13, 15	15
Promotions Director	1-13	5

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>University of Kentucky Career Center</b> 408 Rose Street Lexington KY 40506 (859)-257-2746 fax (859)323-1085 ukcareercenter@uky.edu	No	0
2	<b>Kentucky State University</b> 400 East Main Street, ASB #241 Frankfort KY 40601 (502)597-5948 Career.placement@kysu.edu	No	0
3	<b>Graduate Employment Specialists</b> Sullivan University 2355 Harrodsburg Road Lexington, KY 40504 (859)514-7686, fax (859)514-7675	No	0
4	<b>Centre College</b> Associate Career Services 600 West Walnut Street Danville, KY 40422 (859)238-5284	No	0
5	<b>Internal/Transfer Promotion</b>	No	2
6	<b>Morehead State University</b> <b>Career Services</b> 428 University Blvd. Morehead, KY 40351 (606)783-2233 careerservices@moreheadstate.edu	No	0
7	<b>Spencerian College</b> <b>Graduate Employment Services</b> 1575 Winchester Road Lexington, KY 40505 (859)977-5541	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	<b>Eastern Ky University Center for Career &amp; Co-op</b> Whitlock Building 468, CPO 62, EKU 521 Lancaster Ave Richmond, KY 40475 (859)622-1300 Career-coop@eku.edu	No	0
9	<b>Cumulus Job Board (Cumulus.hrmdirect.com)</b>	No	8
10	<b>Simply Hired (simplyhired.com)</b>	No	0
11	<b>Link Up (www.linkup.com)</b>	No	0
12	<b>Indeed (www.indeed.com)</b>	No	9
13	<b>Glass Door (glassdoor.com)</b>	No	0
14	<b>Former employee (re-hire)</b>	No	1
15	<b>Employee Referral</b>	No	4
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			24

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Internship Program ( <i>Spring 2019 semester</i> )	During the Spring of 2019, our SEU hosted twelve (12) student interns from University of Kentucky, Eastern Kentucky University, Morehead State University, and Berea College. The interns assisted the Promotions department with the preparation of promotional proposals, listener interaction, digital media engagement, and set-up of station remotes and events.
2	Internship Program ( <i>Summer 2019 semester</i> )	During the Summer of 2019, our SEU hosted six (6) student interns from Eastern Kentucky University, University of Kentucky, and Bluegrass Community College. The interns assisted the Promotions department with with the preparation of promotional proposals as well as station events. They also spent time learning the workings of the Production and Programming departments.
3	Internship Program ( <i>Fall 2019 semester</i> )	During the Fall of 2019, our SEU hosted three (3) student interns from the University of Kentucky and Eastern Kentucky University. The interns assisted the Promotions department with the preparation of sales proposals for various promotions, organization of community events, and the set-up of station remotes.
4	Participate in Career Fair	On February 28, 2020, our Program Director attended Eastern Kentucky University’s Internship and Career Fair which took place on its campus, during which he/she spoke with students about career opportunities in broadcasting, job openings in our SEU, and our internship program.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	On March 23, 2020, key members of our SEU’s management team met to review and discuss our in-house counsel’s comprehensive FCC EEO Power Point training presentation, during which we reviewed our Master Recruitment Source List to assess productivity. SEU participants included our Market, Operations, sales ans Business Managers as well as our Marketing/Promotions Director.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>6</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.