

WQNU(FM), WVEZ(FM), WSFR(FM), WRKA(FM)
EEO PUBLIC FILE REPORT
April 1, 2025 – March 31, 2026

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
Account Executive/Marketing Strategy Lead	1-3, 5-10	1
Account Executive/Marketing Strategy Lead	1-3, 5-10	7
Market President/General Manager	1-3, 5-7, 10, 14	3

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled ¹ to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	1
2	SummitMedia Direct Recruited/Cold-Called 612 S. 4 th Street, Suite 100, Louisville, KY 40202	N	1
3	Employee Referral 612 S. 4 th Street, Suite 100, Louisville, KY 40202	N	4
4	On-Air Announcements (all stations) 612 S. 4 th Street, Suite 100, Louisville, KY 40202	N	0
5	Station Website Postings (all stations) / Summit Media Website 800 Shades Creek Pkwy, Suite 725, Birmingham, AL 35209	N	1
6	Indeed.com 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 Indeed.com, 800-475-4361	N	2
7	LinkedIn 2029 Stirling Court, Mountain View, CA 94043 LinkedIn.com, 855-655-5653	N	1
8	Handshake 225 Bush Street, 12 th Fl, San Francisco, CA 94104 Joinhandshake.com, 248-255-7341	N	0
9	Kentucky Broadcasters Association 101 Enterprise Drive, Frankfort, KY 40601 amber@kba.org, Amber Rhodes, 502-545-3278	N	0
10	ZipRecruiter, Inc. 604 Arizona Ave, Santa Monica, CA 90401 Ziprecruiter.com, 877-252-1062	N	1
11	Radio Ink 2263 NW 2 nd Ave, Suite 27, Boca Raton, FL 33431 Radioink.com, 561-655-8778	N	0
12	Advertising Federation of Louisville PO Box 20728, Louisville, KY 40250 Aaflouisville.org, info@aaflouisville.org, 502-895-2500	N	0
13	RAMP 24307 Magic Mountain Pkwy #65, Valencia, CA 91355 Ramp247.com, kevin@ramp247.com, Kevin Carter	N	0
14	Inside Radio 1635 Old Hwy 41, Ste 112-338, Atlanta, GA 30152 Insideradio.com, 800-248-4242	N	1

¹ This Market has no entitled sources.

RS Number	RS Information	Source Entitled ¹ to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Radio Online <i>Radio-online.com</i>	N	0
16	Bellarmine University, Career Development Center <i>2001 Newburg Rd, Louisville, KY 40205</i> <i>careerdev@bellarmine.edu, 502-272-8000</i>	N	0
17	Campbellsville University, Career Services <i>1 University Drive, Campbellsville, KY 42718</i> <i>tmelmore@campbellsville.edu, 800-264-6014</i>	N	0
18	Indiana University Southeast, Career Development Center <i>4201 Grand Line Rd, New Albany, IN 47150</i> <i>webjob@ius.edu, 812-941-2333</i>	N	0
19	Sullivan University, Career Services <i>3101 Bardstown Rd, Louisville, KY 40205</i> <i>smannino@sullivan.edu, 800-844-1354</i>	N	0
20	University of Kentucky, James W Stickert Career Center <i>500 S Limestone, Lexington, KY 40526</i> <i>hireblue@uky.edu, 859-257-8026</i>	N	0
21	University of Louisville, Career Development Center <i>2301 S 3rd St, Louisville, KY 40292</i> <i>cclinku@louisville.edu, 502-852-5555</i>	N	0
22	Centre College, Center for Career & Development <i>601 W Walnut St, Danville, KY 40422</i> <i>careers@centre.edu, 859-238-5200</i>	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			12

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in a Job Fair	On August 20, 2025, our SEU's Promotions Director, Promotions Assistant, and an On-Air Talent attended the University of Louisville Part-time Job Fair which took place on its campus. SEU representatives spoke to many students about careers in radio broadcasting while sharing information about the station's current job openings in the Sales & Promotions departments. Our SEU representatives informed interested students about SummitMedia Louisville, collected resumes, and directed students to submit applications through the SummitMedia website for current and future job openings. The SEU was very pleased with the response and participation in this event.
2	Participation in a Job Fair	On October 8, 2025, our SEU's Promotions Director and Promotions Assistant attended the University of Kentucky's Fall 2025 CI Career and Internship Fair, which took place on its campus, to meet with qualified applicants for communication, information, journalism, and media-oriented career and internship positions. Our SEU representatives informed interested students about SummitMedia Louisville, collected resumes, and directed students to submit applications through the SummitMedia website for current and future job openings. The SEU was very pleased with the response and participation in this event.
3	Management-level Training	On 10/14/25, 10/30/25, 11/4/25, and 11/11/25, the SEU's General Manager participated in the "Recruitment to Retention" training series hosted by the Center for Sales Strategy. This four-session program is designed to help the SEU improve its recruitment and selection process and create best practices for developing and retaining the employees hired.
4	Participation in a Job Fair	On March 3, 2026, our SEU's Promotions Director and Promotions Assistant attended the University of Louisville's 2026 Spring Business Internship and Career Fair, which took place on its campus, to meet with qualified applicants for business/finance, sales, and marketing career and internship positions. Our SEU representatives spoke to many students about careers in radio broadcasting, informed interested students about SummitMedia Louisville, collected resumes, and directed students to submit applications through the SummitMedia website for current and future job openings. The SEU was very pleased with the response and participation in this event.
5	Participation in a Job Fair	On March 5, 2026, our SEU's Promotions Director and Promotions Assistant attended the University of Kentucky's CI Career and Internship Fair, which took place on its campus, to meet with qualified applicants for communication, information, journalism, and media-oriented career and internship positions. Our SEU representatives spoke to many students about careers in radio broadcasting, informed interested students about SummitMedia Louisville, collected resumes, and directed students to submit applications through the SummitMedia website for current and future job openings. The SEU was very pleased with the response and participation in this event.