

WQNU(FM), WVEZ(FM), WSFR(FM), WRKA(FM)
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

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
WSFR Morning On-Air Personality	4, 6, 8, 10-11, 14	4
Multi-Media Account Executive	1, 4, 6, 8, 10-11, 14	1
Multi-Media Account Executive	1, 4-6, 8, 10-11, 14	8
Multi-Media Account Executive	4, 6, 8-9	4
Multi-Media Account Executive	4, 6, 8-9, 10-11, 15	4

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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	2
2	Walk-In/Self-Referral	N	0
3	Client Referral	N	0
4	Employee Referral / Recruited	N	12
5	On-Air Announcements (<i>all stations</i>)	N	0
6	Station Website Postings (<i>all stations</i>) / Summit Media Website	N	1
7	Internal Posting (Bulletin Board)	N	0
8	Indeed.com	N	3
9	LinkedIn.com	N	4
10	Handshake	N	0
11	Kentucky Broadcasters Association, Karen Mucci <i>karen@kba.org</i>	N	0
12	Radiolnk.com	N	0
13	Advertising Federation of Louisville, Lauren Beckley <i>lauren@aafloouisville.org</i>	N	0
14	Allaccess.com	N	3
15	NASBA/Careerpage.org	N	0
16	RAMP, Kevin Carter <i>kevin@ramp247.com</i>	N	0
17	InsideRadio.com	N	0
18	Recruiter – Media Staffing Network	N	0
19	Jooble.com	N	0
20	Bellarmine University, Career Development Center <i>careerdev@bellarmine.edu</i>	N	0
21	Campbellsville University, Career Services <i>tmelmore@campbellsville.edu</i>	N	0
22	Indiana University Southeast, Career Development Center <i>webjob@ius.edu</i>	N	0
23	Sullivan University, Career Services <i>smannino@sullivan.edu</i>	N	0
24	University of Kentucky, James W Stickert Career Center <i>hireblue@uky.edu</i>	N	0
25	University of Louisville, Career Development Center <i>cclinku@louisville.edu</i>	N	0

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
26	Centre College, Center for Career & Development <i>careers@centre.edu</i>	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	VAB Webinar “FCC EEO Rules” (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity	On July 12, 2022, the Business Manager attended a webinar presented by the Virginia Association of Broadcasters. Elizabeth Spainhour and Patrick Cross of the Brooks Pierce law firm hosted a webinar to discuss the FCC’s EEO rules and tips for staying up-to-date on the latest EEO developments. An updated EEO guide was distributed to help stations understand the current requirements for FCC EEO compliance.
2	2023 University of Louisville Spring Communication Internship Fair – In Person (i) Participation in at least four job fairs by station personnel	On February 16, 2023, the Promotions Director attended a career fair at the University of Louisville to meet Communication students and members of the Young Communication Professionals who are actively seeking professional internships and employment opportunities in media organizations. Informed interested students about SummitMedia Louisville and collected resumes.
3	2023 University of Kentucky College of Communication Spring Internship and Career Fair – In Person (i) Participation in at least four job fairs by station personnel	On March 1, 2023, the Promotions Director attended a career fair at the University of Kentucky to meet with qualified applicants for communication, information, journalism, and media-oriented career and internship positions. Informed interested students about SummitMedia Louisville and collected resumes.
4	School Visit – “Read Across America” Watterson Elementary School & Goldsmith Elementary School (xi) Sponsorship of events/programs for or on behalf of community organizations related to careers in broadcasting	On February 28, 2023, WQNU/WVEZ on-air talent visited Watterson Elementary School and Goldsmith Elementary School to read to students & discuss their careers in Broadcast Radio. The DJs answered questions about how to get started in radio and what it’s like to work for a radio station.