

WBUL-FM, WKQQ, WLAP, WLKT, WMXL, WWTF
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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 Manager	3-8, 10-12	3
Chief Engineer	1-8, 12	2
Sales AE(Digital Sales and Marketing Experienced)	3-9, 11-12	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Current Employee	N	1
2	Former Employee	N	1
3	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2
4	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
5	Kentucky State University 400 E. Main Street ASB #241 Frankfort, Kentucky 40601 Phone : 502-597-5948 Email : ronbanks@kysu.edu Fax : 1-502-597-6699 Ron Banks	N	0
6	Lexington Herald Leader 100 Midland Ave. Lexington, Kentucky 40508 Phone : 859-231-3511 Url : www.careerbuilder.com Email : shurst@herald-leader.com Sherise Hurst	N	0
7	Morehead State University 428 University Blvd Morehead, Kentucky 40351 Phone : 606-783-2233 Email : careerservices@moreheadstate.edu Megan Boone	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
8	National College 628 Main Street Lexington, Kentucky 40508 Phone : 859-253-0621 x 1015 Email : cmhowell@national-college.edu Fax : 1-859-254-7664 Cheryl Howell	N	0
9	Previous Employee	N	1
10	Spencerian College 1575 Winchester Road Lexington, Kentucky 40505 Phone : 859-977-5541 Email : sgay@spencerian.edu Sheri Gay	N	0
11	Sullivan University 2355 Harrodsburg Road Lexington, Kentucky 40504 Phone : 859-514-7682 Email : ADarden@sullivan.edu Fax : 1-859-514-7675 Allie Darden	N	0
12	Univeristy of Kentucky James W Stuckert Career Center 408 Rose Street Lexington, Kentucky Phone : 859-257-2746 Url : http://www.uky.edu/CareerCenter/ Email : ukcareercenter@uky.edu Fax : 1-859-323-1085 Employment Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/26/2017	Hosting of Job Fair	Job Fair Open house hosted at our Somerset station. Promoted in both markets on air for immediate hire of on air talent and board operator positions. Total of 18 candidates 3 hires total.	3	RSVPP Digital Director Promotions Manager
2	11/13/2017	Provision of training to management	Provision of training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination in the hiring process as well as in the workplace.	4	MP SVPS GSM RSVPP
3	12/19/2017	Establishment of a mentoring program	During the reporting period, our SEU established a mentoring program designed to help our junior Account Executives improve sales skills. As part of the program, junior Account Executives were paired with senior members of our sales department to learn all aspects of broadcasting sales in order to advance in their careers. The program includes regular meetings and strategy sessions for junior associates to receive feedback on sample sales pitches.	4	GSM SVPS Junior Associate Junior Associate
4	1/2/2018	Participation in other activities designed by the station employment unit	Participation throughout the year by SEU Market President with Bluegrass Sports commission to work with community and relay information about employment opportunities in broadcasting to qualified job candidates who might otherwise be unaware of such opportunities.	1	MP
5	2/7/2018	Participation in other activities designed by the station employment unit	Throughout the reporting period, SEU's Program Director participated in a mentoring program through Fayette County public schools to provide career guidance and mentor-ship to migrant students. As part of the program, our SEU's Program Director met with his mentee on a weekly basis to discuss careers opportunities in broadcasting and the skills needed to succeed in the industry	1	Program Director