

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

EEO PUBLIC FILE REPORT

April 1, 2020 – March 31, 2021

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	8-17	17
Account Executive	8-17	17
Account Executive	8-16	11

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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	University of Kentucky Career Center 408 Rose Street Lexington KY 40506 (859)-257-2746 fax (859)323-1085 ukcareercenter@uky.edu	No	0
2	Kentucky State University 400 East Main Street, ASB #241 Frankfort KY 40601 (502)597-5948 Career.placement@kysu.edu	No	0
3	Graduate Employment Specialists Sullivan University 2355 Harrodsburg Road Lexington, KY 40504 (859)514-7686, fax (859)514-7675	No	0
4	Centre College Associate Career Services 600 West Walnut Street Danville, KY 40422 (859)238-5284	No	0
5	Morehead State University Career Services 428 University Blvd. Morehead, KY 40351 (606)783-2233 careerservices@moreheadstate.edu	No	0
6	Spencerian College Graduate Employment Services 1575 Winchester Road Lexington, KY 40505 (859)977-5541	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Eastern Ky University Center for Career & Co-op Whitlock Building 468, CPO 62, EKU 521 Lancaster Ave Richmond, KY 40475 (859)622-1300 Career-coop@eku.edu	No	0
8	Cumulus Job Board (Cumulus.hrmdirect.com)	No	0
9	Job Spider (jobspider.com)	No	0
10	Adzuna (adzuna.com)	No	0
11	Indeed (indeed.com)	No	7
12	Glass Door (glassdoor.com)	No	0
13	Job is Job(jobisjob.com)	No	0
14	MyJobHelper (myjobhelper.com)	No	0
15	Oodle (oodle.com)	No	0
16	Trovit (trovit.com)	No	0
17	Employee Referral	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in educational sponsored event	On March 24, 2021, our Account Executive Alex Brown spoke with Eastern Kentucky University’s broadcasting class students about career opportunities in broadcasting, job openings in our SEU, and our internship program
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	On March 22, 2021, 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 and Business Managers as well as our Marketing/Promotions Director.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained