

WQXE (FM) and WULF (FM)
EEO PUBLIC FILE REPORT
April 1, 2024 - March 31, 2025

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	2, 4, 5, 7, 8, 9, 10, 12, 15	12
Account Executive	4, 7, 8, 9, 11, 12	9
Account Executive	4, 7, 8, 9, 12, 13	12

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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	The News Enterprise 200 Sycamore St # 134, Elizabethtown, KY 42701	N	0
2	Elizabethtown Community & Technical College sarah.berkshire@kctcs.edu	N	0
3	Tvandradiojobs.com	N	0
4	Kentucky Broadcasters Association www.kba.org	N	0
5	Hardin County Chamber of Commerce kendra@hardinchamber.com	N	1
6	Walk-In/Self-Referral	N	0
7	On-Air Announcements (<i>two SEU stations</i>)	N	4
8	Internal Posting (<i>breakroom posting and employee email for SEU stations</i>)	N	0
9	Station Websites (<i>two SEU stations</i>)	N	1
10	Social Media (<i>for two SEU stations</i>)	N	1
11	Employee Referral	N	1
12	Indeed.com	N	8
13	Kentucky Career Center	N	0
14	Kyjobs.net	N	0
15	School of Journalism & Broadcasting Western KY University 216 Mass Media & Technology Hall, 1906 College Heights Blvd #11070, Bowling Green, KY 42101 ryan.dearbone@wku.edu	N	0
16	SEU Job Fairs (<i>see Section III</i>)	N	0
TOTAL INTERVIEWEES FOR REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in event/program sponsored by or behalf of an educational institution relating to careers in broadcasting	On April 4, 2024, our SEU welcomed a homeschool student, who was provided the unique opportunity of experiencing what it is like to work at a radio station and spent time observing our On-Air Personalities in action.
2	Participate in Job Fair	On September 25, 2024, this SEU participated in the Kentucky Career Center & Hardin County Chamber of Commerce Job Fair in Elizabethtown, KY. Our SEU General Managers occupied a booth and were available to speak with attendees about career opportunities in radio broadcasting and accept resumes/applications for an Account Executive position.
3	Participate in event/program sponsored by or behalf of a community organization relating to careers in broadcasting	On January 16, 2025, our General Managers, Operations Managers, Account Executives and On-Air Personalities gave a group of 37 students from the Hardin County Youth Leadership class (<i>associated with the Hardin County Chamber of Commerce</i>) a tour of our Stations, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.
4	Provide training to management level personnel to methods of ensuring equal employment opportunity and preventing discrimination	<p>On March 5, 2025, our General Managers (2), Human Resources, Operation Managers (2) met and conducted complying with FCC EEO rules. One of our General Managers led the training. A detailed narrative, Broadcasters Need To Pay Heed to FCC’s EEO Requirements from Davis Wright Tremaine was used. Items covered:</p> <ul style="list-style-type: none"> -What Rules Apply to You? (General Anti-Discrimination Rules Apply to Everyone; Recruitment and Outreach: The “Five Full-Time Employees” Rule) -The FCC’s Three-Pronged Approach to EEO Compliance -Internal Recordkeeping -Maintaining Your Public File Report

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	Type of Recruitment Initiative	Brief Description of Activity
5	Provide training to management level personnel to methods of ensuring equal employment opportunity and preventing discrimination	<p>On March 5, 2025, our General Managers (2), Human Resources, Operation Managers (2) conducted an EEO Program Analysis.</p> <ul style="list-style-type: none">-Discussed distribution of EEO program information.-Reviewed seniority practices.-Verified pay practices and fringe benefits-Reviewed how internal promotions are handled.-Reviewed recruitment techniques.
6	Participate in event/program sponsored by or behalf of an educational institution relating to careers in broadcasting	<p>On March 11, 2025, our SEU welcomed a senior from Central Hardin High School to job shadow. The student was provided the unique opportunity of experiencing what it is like to work at a radio station and spent time observing our On-Air Personalities in action.</p>