

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2014 to March 22, 2015.

1) Employment Unit: UB Louisville, LLC – Louisville, KY market

2) Unit Members

(Stations and Communities of License): WHBE-AM Newburg, KY (FCC Facility ID No. 56520)
WHBE-FM Eminence, KY (FCC Facility ID No. 42126)*
WLCL- FM Sellersburg, IN (FCC Facility ID No. 38380)**

*/ Acquired 4/23/2014

**/ Acquired 1/21/2015

3) EEO Contact Information for Employment Unit:

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| Mailing Address: 337 W Cardinal Blvd. Louisville, KY 40208 | Telephone Number: 502-240-0602 |
| | Contact Person/Title: Drew Deener |
| | E-mail Address: DrewD@ESPNIouisville.com |

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

| Job Title | Recruitment Source Referring Hiree |
|-------------------------|---------------------------------------|
| 1. WLCL- Talk Show Host | Exigent Circumstances/Company Partner |
| 2. Account Executive | On-Line Listing |
| 3. Account Executive | Former Intern |
| 4. Sales Manager | Employee Referral |
| 5. Account Executive | Promotion of part time employee |

Stations WHBE-AM/WHBE-FM and WLCL are Equal Opportunity Employers.

1) Job Title: WLCL Talk Show Host Referral Source(s) of Hire: Exigent Circumstances/
Company Partner

Exigent Circumstances: A designated individual was hired as Talk Show Host pursuant to the Broadcast Rights Agreement between the Stations and the University of Louisville. The Stations were contractually obligated to hire the specific individual for coverage of University athletic events under the Agreement. Accordingly, no recruitment was conducted.

6) Total # of Interviewees Referred: For the period from March 1, 2014 to March 1, 2015, this Employment Unit interviewed 11 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: College Guest Lecturing

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

Producer/on air host, Jared Stillman, spoke with college classes at the University of Louisville in the Sport Administration department about how to apply for employment opportunities on October 11, 2014

(b) Initiative: (v) establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

The Employment Unit has developed an internship program to help students in the community acquire the skills necessary for a successful career in the broadcast industry. There are three sessions a year: summer, fall and spring. From spring 2014 through spring 2015, 4 students from 2 different universities have served as interns at stations within the Employment Unit. The program ensures each intern receives the necessary training and exposure. The Employment Unit advertises the program at all local colleges and universities and on its stations' web sites. One of these interns have been hired into a part-time position at the Employment Unit.

(c) Initiative: (xi) sponsorship of at least two events in the community designed to inform the public as to the employment opportunities in broadcasting

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

The employment unit regularly gives tours to youth groups wanting to learn more about broadcasting. Between October '14 and February '15 Seven Cub Scout groups visited the employment unit. The tour groups were shown the complete broadcast set up. They also received an explanation of what responsibilities each employee has in the day to day operations of a radio station.

Several show hosts have spoken at lunch engagements in the metro area about sports journalism.

(d) Initiative: (viii) establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

The Employment Unit offers training opportunities at no cost to its employees. Through these training opportunities, employees are exposed to the skills needed for higher-level positions. Specifically, members of the sales staff have been to several sales seminars. Also members of the programming staff have been trained one on one in the use of the Media Monitors system. The production staff received extensive training for the use of new equipment in the studios and control rooms as well as day to day station operations.