

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2015 to March 22, 2016.

1) Employment Unit: UB Louisville

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. 58380)**

*/ Acquired 4/23/2014

**/ Acquired 1/21/2015

3) EEO Contact Information for Employment Unit:

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. Account Executive	Station Referral (On-Air Ad)
2. Board op/producer	Station Referral (Former Intern)
3. Account Executive	Station Referral (On-Air Ad)
4. Board op/producer	Station Referral (Former Intern)

[PREPARE ONE COPY OF THIS PAGE FOR EVERY FULL-TIME JOB VACANCY FILLED DURING THE REPORTING PERIOD]

5) Job Title: Account Executive Referral Source(s) of Hiree: Station Referral (On-Air Ad)

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Louisville Career Development Center		Louisville.edu/career	502-852-6701	0	No
Facebook		Facebook.com		1	No
Twitter		Twitter.com		0	No
AllAccess.com		AllAccess.com		0	No
Louisville Courier Journal		Courier-Journal.com		0	No
Bellarmine University Career Center		bellarmine.edu/studentaffairs/careercenter/jobfind/	502-272-8333	1	No
Station Referral (ESPNLouisville.com website/on-air advertisements/former interns)		ESPNLouisville.com		4	Yes

[Copy and insert this chart for *each* Job Vacancy.]

6) Total # of Interviewees Referred: For the period from March 23, 2015 to March 22, 2016, this Employment Unit interviewed 17 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

On air host, Bob Valvano, spoke with college classes at Virginia Wesleyan about how to apply for employment opportunities on Jan 15, 2016.

(b) Initiative: Internship Program

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 2015 through spring 2016, students from 3 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. Two of these interns have been hired into a full-time position at the Employment Unit.

(c) Initiative: Community Events Designed to Inform the Public as the Employment Opportunities in Broadcasting.

The employment unit regularly gives tours to youth groups wanting to learn more about broadcasting. Between October '15 and February '16 five 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: Training Programs Designed to Enable Station Personnel to Acquire Skills for Higher Level Positions.

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 learned to work with the new Nielsen ratings software. Also members of the programming staff have been trained one on one in the use of the Media Monitors system.