EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period March 1, 2016 to March 1, 2017.**

**1) Employment Unit: UB Louisville**

**2) Unit Members (Stations and Communities of License): WHBE-AM Newburg, KY**

 **WHBE-FM Eminence, KY**

 **WLCL- FM Sellersburg, IN**

**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@ESPNLouisville.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 Answered on-air ad

2. Account Executive Answered on-air ad

3. Account Executive LinkedIn

4. Board op/producer Former intern

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

**[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: On-air ad**

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| --- | --- | --- | --- | --- | --- |
| (i) Name of Organization Notified of Job Vacancy: | Contact Person  | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No)  |
| ESPNLouisville.com | Nathan Huber | ESPNLouisville.com | (502) 267-9680 | 7 | No |
| ESPN Louisville (on-air ad) | Nathan Huber | 337 W Cardinal Blvd, Louisville, KY 40208 | (502) 267-9680 | 3 | No |
| LinkedIn | Nathan Huber |  | (502) 267-9680 | 1 | No |
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[Copy and insert this chart for *each* Job Vacancy.]

**5) Job Title: Account Executive Referral Source(s) of Hiree: On-air ad**

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| --- | --- | --- | --- | --- | --- |
| (i) Name of Organization Notified of Job Vacancy: | Contact Person  | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No)  |
| ESPNLouisville.com | Nathan Huber | ESPNLouisville.com | (502) 267-9680 | 9 | No |
| ESPN Louisville (on-air ad) | Nathan Huber | 337 W Cardinal Blvd, Louisville, KY 40208 | (502) 267-9680 | 1 | No |
| LinkedIn | Nathan Huber |  | (502) 267-9680 | 1 | No |
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**5) Job Title: Account Executive Referral Source(s) of Hiree: LinkedIn**

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| (i) Name of Organization Notified of Job Vacancy: | Contact Person  | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No)  |
| ESPNLouisville.com | Nathan Huber | ESPNLouisville.com | (502) 267-9680 | 6 | No |
| ESPN Louisville (on-air ad) | Nathan Huber | 337 W Cardinal Blvd, Louisville, KY 40208 | (502) 267-9680 | 2 | No |
| LinkedIn | Nathan Huber |  | (502) 267-9680 | 1 | No |
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**5) Job Title: Board op/Producer Referral Source(s) of Hiree: Former Intern**

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| (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 |
| AllAccess.com |  | AllAccess.com |  | 0 | No |
| Louisville Currier Journal |  | Courier-journal.com |  | 0 | No |
| Bellarmine University Career Center |  | bellarmine.edu/studentaffairs/careercenter/jobfind/ | 502-272-8333 | 0 | No |
| ESPNLouisville.com |  | ESPNLouisville.com |  | 0 | No |
| Facebook.com |  | Facebook.com |  | 0 | No |
| Twitter.com |  | Twitter.com |  | 0 | No |
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**6) Total # of Interviewees Referred:** For the period from March 1, 2016 to March 1, 2017, this Employment Unit interviewed 15 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.

1. **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.

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:** (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 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:** (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 ‘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.

1. **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 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.