

2008 E.E.O. Report  
 NEWBERRY BROADCASTING, INC.  
 WKLX (FM), WWKU (AM)  
 Bowling Green, KY

April 1st 2008 - March 31st 2009

FULL-TIME JOBS FILLED (Vacancy List)

V#	Job Title	Recruitment Sources (RS#) Used to Fill Vacancy	Date Filled	Number of Interviews Referred by Sources	Number of Interviews	New Hire Rferral Source
1	Account Executive	1,2,3,4,5,6	11/10/2008	36	11	Employee Referral
2	Director of Sports Programming and Sale	3,6,7,8	5/1/2008	20	7	Employee Referral

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Recruitment Sources for Full-Time Vacancy (Master List)

Recruitment Sources Number (RS#)	Recruitment Sources Information (Name and Address of Source)	Number of Interviews Referred by Source (Vacancy #)
1	Park City Daily News/Bowling Green Daily News PO Box 90012 Bowling Green, KY 42102 270-781-1700 Ad Manger Tina	V#1-5
2	Glasgow Daily Time 100 Commerce Drive Glasgow, KY 42141 270-678-5171 Ad Manger Alica	V#1-0
3	<u>www.BluegrassHelpWanted.com</u> Dule Mulder, Director of Affiliate Relations (845)471-5200	V#1-1, V#2-14
4	<u>www.CareerBuilder.com</u> Tom Hastings Online Sales Consultant	V#1-21
5	Employee Referral	V#1-1
6	ON AIR ADVERTISING	V#1-8, V#2-5
7	Walk-In	V#2-1
8	Citizen Times 611 E. Main Street Scottsville, KY 42164 Ad Manger Jennetta Stinson	V#2-0

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RECRUITMENT INITIATIVES

1. E.E.O. Public Service announcements ran on WKLX-FM, WWKU-AM, during April 25, 2008 through March 29, 2009. These are announcements intended to reach organizations or job seekers, informing them of employment opportunities or to contact us if they would like to receive job vacancy notices. They also announce to the public that we are an equal opportunity employer.
2. Sent notification letter to the following potential Recruitment Sources:
  - National Association of Black College Broadcasters (NABCB)
  - AAJA (Asian American Journalists Association)
  - Black Broadcasters Alliance
  - National Black Media Coalition
  - IBBA – International Black Broadcasters
  - NAB Career Center
  - American Women in Radio & Television (AWRT)
3. JUNE 2008 - Derron Steenbergen, Vice President/Regional Manager, attended The Conclave Radio conference in June 2008 in Minneapolis, MN. He attended a radio job fair that was held in conjunction with the conference.
4. SEPTEMBER 2008 – Participated in a Job Fair hosted by the Bowling Green Chamber of Commerce.
5. NOVEMBER 2008 - Derron Steenbergen, Vice President/Regional Manager, spoke to a Broadcasting class at Western Kentucky University and discussed partnership opportunities to Co-op with our company.
6. Community partner in the Co-op/Intern Program at the Barren County Area Technology Center. We consistently accept student interns who are interested in radio.