

CHRISTIAN BROADCASTING SYSTEM, LTD.
WJMM-FM, Keene, Kentucky
WCGW, Nicholasville, Kentucky
WVKY, Nicholasville, Kentucky

EEO PUBLIC FILE REPORT

April 1, 2008 to March 31, 2009

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|---|--|---------------------------|
| Sales Position (filled March 11, 2009) | 1-24, 26 | 3 |
| Operations Manager (filled May 20, 2008) | 1-2, 4-25 | 25 |
| Sales Position (filled June 30, 2008) | 1-2, 4-24, 26 | 4 |
| Sales Position (filled July 7, 2008) | 1-2, 4-24, 26 | 2 |
| Sales Position (filled July 14, 2008) | 1-2, 4-24, 26 | 26 |
| Sales Position (filled November 17, 2008 -- 1 of 2) | 1-2, 4-24, 26 | 2 |
| Sales Position (filled November 17, 2008 -- 2 of 2) | 1-2, 4-24, 26 | 4 |
| Sales Position (filled April 20, 2008) | 1-24 | 3 |

CHRISTIAN BROADCASTING SYSTEM, LTD.

**WJMM-FM, Keene, Kentucky
WCGW, Nicholasville, Kentucky
WVKY, Nicholasville, Kentucky**

EEO PUBLIC FILE REPORT

April 1, 2008 to March 31, 2009

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|---|--|--|
| 1 | Licensee Website | N | |
| 2 | Licensee On-Air Ads | N | 9 |
| 3 | Licensee Conducted Job Fair | N | 7 |
| 4 | Lexington-Herald Leader, Classified Advertising 100 Midland Ave. Lexington, KY 40508 859-231-7878 (Listing on CareerBuilder.com website included with newspaper ad) | N | 7 (including 4 from CareerBuilder.com) |
| 5 | Kentucky Broadcasters Association – Job Listing Website Contact: Patti Pullen 101 Enterprise Dr. Frankfort, KY 40601 888-843-5221 | N | 2 |
| 6 | Craigslist.com | N | |
| 7 | Asbury College Contact: Nicole Keenan 1 Macklem Dr Wilmore, KY 40390 859-858-3511 | Y | |
| 8 | Sullivan University Contact: Lisa Procter 2355 Harrodsburg, Rd Lexington, KY 40504 859-276-4357 | Y | |
| 9 | BJM Staffing Contact; Janey Moores 2365 Harrodsburg Rd Lexington, KY 40504 859-223-3000 | Y | |
| 10 | HR Affiliates Contact: Clara Hinz 230 Lexington Green Circle, Lexington, KY 40503 859-245-1975 | Y | |

CHRISTIAN BROADCASTING SYSTEM, LTD.

**WJMM-FM, Keene, Kentucky
WCGW, Nicholasville, Kentucky
WVKY, Nicholasville, Kentucky**

EEO PUBLIC FILE REPORT

April 1, 2008 to March 31, 2009

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|--|--|--|
| 11 | UK Steps Program Contact: Shawn Stokes Scovel Hall Lexington, KY 40506 859-257-9555 | Y | |
| 12 | Urban League Contact: Annissa Franklin 148 Deweese St Lexington, KY 40505 859-233-1561 | Y | |
| 13 | Bluegrass College Contact: Lucinda White 103 Cooper Dr Oswald BLDG Lexington, KY 40506 859-246-6200 | Y | |
| 14 | Mayor's Training CT Contact: Gladys Hayes-Moore 1530 Nicholasville Rd Lexington, KY 40503 859-278-6072 | Y | |
| 15 | Judy's Staffing Contact: Tracy Caudill 3070 Harrodsburg Rd Lexington, KY 40505 859-223-5005 | Y | |
| 16 | Manpower Contact: Maggie Coats 3280 Blazer Pkwy Lexington, KY 40509 859-268-1331 | Y | |
| 17 | Precision Staffing Contact: Kathy O'Daniel 2350 Sterlington Rd Lexington, KY 40517 859-272-2030 | Y | |
| 18 | Office Team Contact: Tracy Foster 2343 Alexandria Dr #310 Lexington, KY 40504 859-296-2630 | Y | |

CHRISTIAN BROADCASTING SYSTEM, LTD.

**WJMM-FM, Keene, Kentucky
WCGW, Nicholasville, Kentucky
WVKY, Nicholasville, Kentucky**

EEO PUBLIC FILE REPORT

April 1, 2008 to March 31, 2009

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|---|--|--|
| 19 | Georgetown College Contact: Holly James 400 E College St Georgetown, KY 40324 502-863-8000 | Y | |
| 20 | Express Personnel Contact: Paul Marshall 128 E Reynolds Rd Lexington, KY 40503 859-971-1011 | Y | |
| 21 | KY State University Contact: Ron Banks 400 E Main St Frankfort, KY 40503 859-971-1011 | Y | |
| 22 | GTS Staffing Contact: Stan 577 W Main St Lexington, KY 40507 859-225-6575 | Y | |
| 23 | Randstad Contact: Tiffany Tate 851 Corporate Dr #100 Lexington, KY 40503 859-219-9675 | Y | |
| 24 | CMI Consulting Contact: Doug Jones 2800 Palumbo ST Ste 202 Lexington, KY 40509 859-296-2800 | Y | |
| 25 | National College of Business Technology Contact: Tena Varney 2376 Sir Barton Way Lexington, KY 40509 859-253-0621 | N | 2 |
| 26 | Personal referral or walk-in | N | 5 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 32 |

CHRISTIAN BROADCASTING SYSTEM, LTD.

**WJMM-FM, Keene, Kentucky
WCGW, Nicholasville, Kentucky
WVKY, Nicholasville, Kentucky**

EEO PUBLIC FILE REPORT

April 1, 2008 to March 31, 2009

III.RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----------|--|---|
| 1 | Job Fair Conducted by Licensee -- February 10, 2009, 10 a.m. to 3 p.m. | Licensee personnel present: Benson Gregory (Station Manager), Dana Jones, Jessica Lester. |
| 2 | Internship for National College of Business and Technology student | Student was given exposure to all aspects of station operations |
| 3 | Fayette County Academic Internship program (no interns yet) | Student will be given exposure to all aspects of station operations |