

**EEO PUBLIC FILE REPORT**

**Reporting Period:** April 1, 2016 - March 31, 2017

**Stations Included in Report:** WCYQ-FM, WKHT-FM, WNOX-FM, WWST-FM

**I. List of Recruitment Sources**

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				
C2	Internal Candidate / WorkLife				
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			15
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C63	Craigslist(Chattanooga)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C65	Craigslist(Tri-Cities, TN)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C71	Craigslist(Knoxville)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C73	Craigslist(Clarksville, TN)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		6
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				7
C131	Agency/Search Firm				

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C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		5

**Local Sources**

L1	Carson Newman College	1646 Russell Avenue Jefferson City, TN 37760	Sandra Yarnell syarnell@cn.edu cn.edu	865-471-3567	
L2	E TN State Univ. Career & Placement Internships	PO Box 70718 Johnson City, TN 37614	Teresa Blair blairt@mail.tsbdc.org http://www.etsu.edu/students/careers	423-439-8505	
L3	Knoxville CAC Private Industry	PO Box 51650 Knoxville, TN 37950	Terry Reed terr.v.reed@knoxcac.org knoxcac.org	865-546-3500	
L4	Knoxville Urban League	PO Box 1911 Knoxville, TN 37901	Jackie Robinson jrobinson@thekaul.org thekaul.org	865-524-5511	
L5	Pellissippi State Placmeent Office	PO Box 22990 Knoxville, TN 37933	Cynthia Atchley catchley@pstcc.edu pstcc.edu	865-694-6554	
L6	Roane State	276 Paton Lane Harriman, TN 37748	Matt Waters watersmh@roanestate.edu roanestate.edu	865-354-3000 x4429	
L7	University of Tennessee Career Services	915 Volunteer Blvd. 100 Dunford Hall Knoxville, TN 37996	Joann Jeter jjeter@utk.edu utk.edu	865-974-5435	

**Total Number of Interviewees Referred: 36**

**EEO PUBLIC FILE REPORT****II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Radio	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C65, C69, C71, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7	C130
Local Sales Manager	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C63, C65, C69, C71, C73, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7	C130

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.</p>	<p>Office Manager and On Air Talent/Promo Tech attended a Career and Internship Fair at Maryville College on 11/3/16 for students and alumni educating them on Broadcast opportunities in East Tennessee.</p>
	<p>Office Manager and On Air Talent/Promo Tech attended a Communications College Job and Internship Fair at University of Tennessee on 10/19/16. Focus was students interested in communications careers and internships, with approximately 300 students in attendance. Concentration was on students of the College of Communication and Information seeking entry level positions.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>Promotions employee participating in the Scripps educational assistance program to take courses in marketing communications and promotions at the University of Tennessee during Spring semester 2017 to further his broadcasting career.</p>
	<p>Account Executive participating in the Scripps educational assistance program to take MBA college courses in business ethics and marketing management at Lincoln Memorial University during Fall semester 2016 to further her broadcasting career.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Program Director and Music Director spoke to a class at the Hardin Valley Academy on 3/7/16 regarding Business Law and Public Affairs. Facilitator was D. Michael Wise of Hardin Valley Academy</p>
	<p>General Sales Manager, spoke to student of Dr. Kaye, University of Tennessee on 3/24/17 regarding WKHT-FM, advertising and ad sales careers. Facilitator was Dr. Kaye of University of Tennessee.</p>
	<p>General manager spoke to students at University of Tennessee on 2/14/17 regarding careers in Broadcasting. Facilitator was Maria Fontenot PhD. School of Journalism and Electronic Media,</p>
	<p>Music Director WKHT-FM, and On Air Talent WKHT, and On Air Talent WWST participated in the Fulton High School College and Career Fair on 2/2/17. Facilitator was Russell Mayes, Station Manager, WKCS Falcon Radio</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>The following managers participated in and successfully completed "A Manager's Guide to Diversity, Inclusion, and Accommodation" training between 7/2/2015 - 4/21/2016: Rich Bailey, Kevin King, Dan McKee, Chris Protzman, Bruce Thiem, Cyndy Wills</p>
	<p>The following managers participated in and successfully completed "EEO and Lawful Hiring" training between 7/2/2015 - 4/21/2016: Rich Bailey, Kevin King, Dan McKee, Chris Protzman, Bruce Thiem, Cyndy Wills</p>