

**EEO PUBLIC FILE REPORT**

**Reporting Period:** April 1, 2017 - March 31, 2018

**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				5
C2	Internal Candidate / WorkLife				6
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			58
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	10
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	1
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	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		31
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				14
C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		23
<b>Local Sources</b>					
L1	Carson Newman College	1646 Russell Avenue Jefferson City, TN 37760	Sandra Yarnell syarnell@cn.edu cn.edu	865-471-3567	

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L2	E TN State Univ. Career & Placement Internships	PO Box 70718 Johnson City, TN 37614	Teresa Blair blairt@mail.tsdbc.org <a href="http://www.etsu.edu/students/careers">http://www.etsu.edu/students/careers</a>	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: 154**

**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 [12689]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2017-09-11
Account Exec, Radio [12689]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7	Code Number: C1 Start Date: 2017-05-30
Account Exec, Radio [12689]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2017-08-16
Radio On-Air Talent [13479]	C1, C2, C3, C5, C19, C69, C95, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7	Code Number: C3 Start Date: 2018-02-12

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

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	8/30/2017. Promotions Manager Bruce Patrick and Promotions Assistant Myranda McGhee participated in the UT Job Fair on the campus of The University of Tennessee. Pictures taken by Bruce Patrick are attached showing the display table and prospective employees engaging with the staff.
	10/25/2017. Promotions Manager Bruce Patrick and Promotions Assistant Payton Boyd participated in the UT Job Fair on the campus of The University of Tennessee. Pictures taken by Bruce Patrick are attached showing the display table and prospective employees engaging with the staff.
	11/9/2017. Leadership Team Member Cyndy Wills participated in the UT Job Fair at the Maryville Career Center. Pictures taken by Promotions Assistant Myranda McGhee are attached showing the display table and prospective employees engaging with the staff.
	2/5/2018. Leadership team member Bruce Patrick and Radio Producer Tyrone Beach attending the Diversity Job Fair at the University of TN. Pictures taken by Bruce Patrick are attached showing the display table and prospective employees engaging with the staff.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	June 8, 2017: On Air Personality Mean Jean discussing communication and radio with the UT Project Grad Institute scholarship recipients.
	June 14, 2017: On Air Personality Mean Jean discussing communication and radio with the UT Project Grad Institute scholarship recipients.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Promotions and Sales employees participated in the Scripps Educational Assistance program to take courses in marketing Communications, Management, Human Resources and Promotions at the University of Tennessee during Spring & Fall semesters of 2017 and Spring 2018 to further broadcasting career.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	February 9, 2017: Knoxville Radio General Manager, Chris Protzman, taught University of TN Journalism class where students were given perspective and gained understanding about the radio broadcast industry. Confirmation from school attached.
	May 16, 2017: Tennessee Association of Broadcasters (TAB) Radio Talent Institute 2017; held at The University of Tennessee for college students around the state. VP and GM of Knoxville Radio, Chris Protzman, Program Director and On-Air Personality Joey Tack and HR Business Partner Justin Harris spoke to approximately 25 graduating and upcoming seniors about the broadcast industry, their roles, their career paths, etc.

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

	<p>October 3, 2017: Promotion &amp; Marketing Director Bruce Patrick presented to University of TN Media Management class. Examples were given regarding contests and giveaways, live remotes, station promotions, image campaigns, sales promotions, etc. Confirmation attached.</p>
	<p>November 9, 2017: Knoxville Radio General Manager, Chris Protzman, taught University of TN Journalism class where students were given perspective and gained understanding about the radio broadcast industry. Confirmation from school attached.</p>
	<p>November 15, 2017: Knoxville Radio General Manager, Chris Protzman, taught University of TN Radio News class where students were given perspective and gained understanding about the radio broadcast industry. Thank you note attached.</p>
	<p>January 4, 2018: Knoxville Radio Account Executive Lori Stooksbury, spoke to University of TN media sales class about radio sales during the spring semester 2017 and fall semester 2017, sharing her experiences, as she was a student in the same class in 2003.</p>
	<p>February 7, 2018: Knoxville Radio General Manager, Chris Protzman, taught University of TN Radio News class where students were given perspective and gained understanding about the radio broadcast industry.</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 "Employment &amp; the Law" training March 2017: Rich Bailey, Kevin King, Dan McKee, Chris Protzman, Bruce Thiem, Cyndy Wills</p>
	<p>April 2017 - Human Resources Business Partner, Justin Harris, participated in and attended the Tennessee Society of Human Resources Strategic Leadership Conference in Nashville, TN. Topics included but not limited to business acumen, succession planning and recruiting, company culture, management development and human capital strategy.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>February 2, 2017: On Air Personality Mean Jean spoke with students at Fulton High School in Knoxville, TN about his career path and educational opportunities. Photos attached.</p>