

**EEO PUBLIC FILE REPORT**

**Reporting Period: April 1, 2020 – March 31, 2021**

**Stations Included in Report: WWST-FM, WCYQ-FM, WNOX-FM, WKHT-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	1533 Amherst Road, Knoxville, TN 37909	Gena Wilson, Jean Fremont, Kim Hansard, Bill Tanner, Carl Parmer	865-824-1021	11
C2	Internal Candidate				2
C3	Summitmediacorp.com	2700 Corporate Drive, Ste 115, Birmingham, AL 35242	Michelle Moore	205-326-2531	1
C4	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C5	LinkedIn	2029 Stierlin Court Mountain View, CA	www.linkedin.com	855-655-5653	
C6	Indeed.com	6433 Champion Grandview Way, Bldg. 1, Austin, TX 78750	Indeed.com	800-475-4361	
C7	Zip recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Ziprecruiter.com	877-252-1062	3
C8	In Person Networking	Univ. of Tenn Industry Class915 Volunteer Blvd., 100 Dunford Hall	Dr. Swan	samswan@utk.edu	
C9	Outside Referral		Greg Strassel, Mike O'Malley	732-937-5757	2
C10	Unsolicited				1
<b>Local Sources</b>					
L01	Tennessee Association of Broadcasters	Two International Plaza Drive, #902 Nashville, TN 37217	Tabtn.org	615-365-1840	
L02	Carson Newman College	1646 Russell Avenue Jefferson City, TN 37760	Sandra Yarnell syarnell@cn.edu	865-471-3567	
L03	Knoxville CAC Private Industry	PO Box 51650, Knoxville, TN 37950	Terry Reed terrv.reed@knoxcac.org	865-546-3500	
L04	Knoxville Urban League	PO Box 1911, Knoxville, TN 37901	Jackie Robinson jrobinson@thekaul.org	865-524-5511	

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L05	Pellissippi State Placement Office	PO Box 22990 Knoxville, TN 37933	Cynthia Atchley catchley@pstcc.edu pstcc.edu	865-694-6554	
L06	Roane State	276 Paton Lane Harriman, TN 37748	Matt Waters watersmh@roanestate.edu	865-354-3000 x4429	
L07	University of Tennessee Knoxville	915 Volunteer Blvd., 100 Dunford Hall Knoxville, TN 37996	Handshake - Joann Jeter jjeter@utk.edu utk.edu	865-974-5435	
L08	University of Tennessee Chattanooga	615 McCallie Avenue Chattanooga, TN 37403	Handshake	423-425-4111	
L09	Tennessee Technological University	1 William L Jones Drive Cookeville, TN 38505	Handshake	931-372-3101	
L10	Tennessee State University	2500 John A. Merritt Blvd. Nashville, TN 37209	Handshake	615-963-5000	
L11	Maryville College	E. Lamar Alexander Pkwy, Maryville, TN 37804	Handshake	800-597-2687	
L12	Belmont University	1900 Belmont Blvd., Nashville, TN 37212	Handshake	615-460-6000	
L13	E TN State Univ.	PO Box 70718, Johnson City, TN 37614	Handshake	423-439-8505	
L14	Middle Tennessee State University	1301 East Main Street Murfreesboro, TN 37132-0001	Myinterfase.com/mtsu/employer	615-898-2300	
L15	All Access	24955 Pacific Coast Highway, C303 Malibu, CA 90265	Allaccess.com	310-457-6616	10
L16	Country Aircheck	914 18 <sup>th</sup> Avenue, South, 2 <sup>nd</sup> floor Nashville, TN 37212	news@countryaircheck.com	615-320-1450	2
L17	National Alliance of State Broadcasters Associations	2333 Wisconsin Street, NE Albuquerque, NM 87110	<a href="http://www.careerpage.org">www.careerpage.org</a>	800-622-2414	
L18	State of Tennessee Jobs4tn	7175 Strawberry Plains Pike, #209 Knoxville, TN 37914	Jobs4tn.gov	844-224-5818	
L19	University of Tennessee – Martin	554 University Street Martin, TN 38237	Handshake	731-881-7000	
L20	Trevecca Nazarene University	333 Murfreesboro Pike Nashville, TN 37210	Handshake	615-248-1200	
L21	Ramp 24/7	24307 Magic Mountain Pkwy #65 Valencia, CA 91355	Ramp247.com	661-294-9408	
L22	RadioInk	Streamline Publishing, 331 SE Mizner Blvd., Boca Raton, FL 33432	Radioink.com	561-655-8778	

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**Total Number of Interviewees Referred: 32**

**Full Time Vacancies Filled During the Report 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>
Radio Program Director WCYQ	C1, C9, C10, L01, L05, L06, L15, L16, L22	Code Number: C1 Start Date: 6/22/20
Radio Program Director WWST	C1, C2, C5, C9, L15	Code Number: C1 Start Date 12/28/20
Radio Account Executive	C01, C3, C07, L01, L07, L08, L09, L10, L11, L12, L13	Code Number: C7 Start Date: 4/6/2020

**III. Non-Vacancy Specific Recruitment Efforts During Reporting: 4/1/20 – 3/31/21**

Training - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<b>3/24/21:</b> Business Manager, Market President, Operations Manager, Promotions Director and General Sales Manager participated in a seminar reviewing all of the FCC's EEO obligations and how the company can meet those obligations while social distancing; including reviewing stations' compliance both in connection with license renewal and through periodic audits. Engaging in wide dissemination of information about job openings and specified outreach activities designed to educate the community about broadcast employment.
Job Fair - Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions.	<b>2/18/21:</b> Market President, Promotions Director, General Sales Manager, and Operations Manager participated in a virtual job fair hosted by University of Tennessee, Knoxville Center for Career Development to find applicants for open positions and to educate the public about the job positions available at the Knoxville SummitMedia stations and the qualifications necessary to fill those positions. And to answer questions regarding broadcasting in general from attendees.
Community Events - Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<b>2/3/21:</b> Promotions Director participated in a webinar detailing how to recruit student talent virtually in regard to the pandemic by Maryville College Career Center to help find applicants for open positions in broadcasting.

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<p>Job Fair - Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p><b>11/11/20:</b> Market President, Promotions Director and General Sales Manager participated in a virtual job fair hosted by Maryville College to find applicants for open positions and to educate the public about the job positions available at the Knoxville SummitMedia stations and the qualifications necessary to fill those positions. And to answer questions regarding broadcasting in general from attendees.</p>
<p>Community Events - Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p><b>10/26/20:</b> Market President conducted class for students focusing on the business of radio, how it has changed and what the future holds.</p>
<p>Job Fair - Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p><b>10/14/20:</b> Promotions Director, General Sales Manager and Operations Manager participated in a virtual job fair hosted by the University of Tennessee Communications Department to find applicants for open positions and to educate the public about the job positions available at the Knoxville SummitMedia stations and the qualifications necessary to fill those positions. And to answer questions regarding broadcasting in general from attendees.</p>
<p>Community Events - Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p><b>10/2/20:</b> Senior Account Manager participated in a Journalism and Electronic Media Student Engagement session hosted by the University of Tennessee JEM Alumni Advisory Board to educate the students about broadcasting and professional development, the job positions available at the Knoxville SummitMedia stations, the qualifications necessary to fill those positions; and to answer questions regarding broadcasting in general from attendees.</p>
<p>Job Fair - Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p><b>9/14- 9/18/20:</b> Market President, Promotions Director, General Sales Manager and Operations Manager participated in a virtual job fair hosted by the Tennessee Association of Broadcasters to find applicants for open positions and to educate the public about the job positions available at the Knoxville SummitMedia stations and the qualifications necessary to fill those positions. And to answer questions regarding broadcasting in general from attendees.</p>