

**WWST(FM), WCYQ(FM), WKHT(FM), WNOX(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2022 – March 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Senior Radio Account Executive	C1, C3, C7, C10, C15, C16, L7, L15	C1
Promotions Director	C1, C3, C4, C5, C12, C13, L7, L8, L9, L10, L11, L13, L14, L15, L17	C1
Radio Account Executive	C3, C7, C10, C15, L15	C10
Radio Account Executive	C1, C3, C7, C10, C15, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20	C1
WWST Morning Show Producer	C2, C3, C4, C7, C10, L2, L7, L8, L9, L10, L11, L12, L13, L14, L15, L18, L19	C2
WCYQ On Air Personality	C1, C3, C4, C5, C7, C10, C13, C17, L1, L7, L15	C1
Radio Account Executive	C1, C3, C7, L7, L8, L9, L10, L13, L14, L15, L17, L21, L22, L23	C1
WWST Program Director	C1, C3, C4, C7, C10, L1, L7, L15	C4

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
C1	<b>Employee Referral</b> SummitMedia, 1533 Amherst Road, Knoxville, TN 37909	No	10
C2	<b>Internal Candidate</b> SummitMedia, 1533 Amherst Road, Knoxville, TN 37909	No	3
C3	<b>SummitMediaCorp.com website</b> 2700 Corporate Drive, Ste 115, Birmingham, AL 35242	No	3
C4	<b>All Access</b> 24955 Pacific Coast Highway, C303 Malibu, CA 90265, Allaccess.com, 310-457-6616	No	3
C5	<b>Country Aircheck</b> 914 18 <sup>th</sup> Avenue, South, 2 <sup>nd</sup> floor Nashville, TN 37212 countryaircheck.com, 615-320-1450	No	0
C7	<b>Indeed.com</b> 6433 Champion Grandview Way, Bldg. 1, Austin, TX 78750, Indeed.com, 800-475-4361	No	12
C8	<b>In Person Networking</b>	No	0
C9	<b>Meta Business Suite</b> Instagram.com, Facebook.com	No	0
C10	<b>LinkedIn</b> 2029 Stirling Court Mountain View, CA 94043, linkedin.com, 855-655-5653	No	4
C11	<b>Media Staffing Network</b> 7115 E. Thirsty Cactus Lane, Scottsdale AZ 85266, 480-306- 8930	No	0
C12	<b>Industry Referral</b> Evan Patterson, 865-237-5288	No	1
C13	<b>Ramp 24/7</b> 24307 Magic Mountain Pkwy #65, Valencia, CA 91355, ramp247.com, 661-294-9408	No	0
C14	<b>Unsolicited Walk In</b>	No	0
C15	<b>Ziprecruiter,</b> 604 Arizona Avenue, Santa Monica, CA 90401, Ziprecruiter.com, 877-252-1062	No	1
C16	<b>Jooble</b> 3524 Silverside Road, Suite 35B, Wilmington, DE 19810, Jooble.com	No	0
C17	<b>Radio-Online</b> Radio-online.com	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
L1	<b>Tennessee Association of Broadcasters</b> Two International Plaza Drive, #902 Nashville, TN 37217	No	0
L2	<b>Bryan College</b> 721 Bryan Drive, Dayton, TN 37321, Handshake, 423-775-2041	No	0
L3	<b>Knoxville CAC Private Industry</b> PO Box 51650, Knoxville, TN 37950, terrv.reed@knoxcac.org, 865-546-3500	No	0
L4	<b>Knoxville Urban League</b> PO Box 1911, Knoxville, TN 37901 jrobinson@thekaul.org, 865-524-5511	No	0
L5	<b>Pellissippi State</b> PO Box 22990, Knoxville, TN 37933, catchley@pstcc.edu, 865-694-6554	No	0
L6	<b>Roane State</b> 276 Paton Lane, Harriman, TN 37748, watersmh@roanestate.edu	No	0
L7	<b>University of Tennessee Knoxville</b> 915 Volunteer Blvd., Knoxville, TN 37996, Handshake, 865-974-5435	No	1
L8	<b>University of Tennessee Chattanooga</b> 615 McCallie Avenue, Chattanooga, TN 37403, Handshake, 423-425-4111	No	0
L9	<b>Tennessee Technological University</b> 1 William L Jones Drive, Cookeville, TN 38505, Handshake, 931-372-3101	No	0
L10	<b>Tennessee State University</b> 2500 John A. Merritt Blvd., Nashville, TN 37209, Handshake, 615-963-5000	No	0
L11	<b>Maryville College</b> E. Lamar Alexander Pkwy, Maryville, TN 37804, Handshake, 800-597-2687	No	0
L12	<b>Belmont University</b> 1900 Belmont Blvd., Nashville, TN 37212, Handshake, 615-460-6000	No	0
L13	<b>East TN State University</b> PO Box 70718, Johnson City, TN 37614, Handshake, 423-439-8505	No	0
L14	<b>Middle Tennessee State University</b> 1301 East Main Street, Murfreesboro, TN 37132, Handshake, 615-898-2300	No	0
L15	<b>National Alliance of State Broadcasters Associations</b> 2333 Wisconsin Street, NE, Albuquerque, NM 87110, careerpage.org, 800-622-2414	No	0
L16	<b>State of Tennessee Jobs4tn</b> 7175 Strawberry Plains Pike, #209, Knoxville, TN 37914, jobs4tn.gov, 8944-224-5818	No	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
L17	<b>University of Tennessee – Martin</b> 554 University Street, Martin, TN 38237, Handshake, 731-881-7000	No	0
L18	<b>Trevecca Nazarene University</b> 333 Murfreesboro Pike, Nashville, TN 37210, Handshake, 615-248-1200	No	0
L19	<b>Lipscomb University</b> 1 University Park Drive, Nashville, TN 37204, Handshake, 615-966-1000	No	0
L20	<b>Rhodes College</b> 2000 N. Parkway, Memphis, TN 38112, Handshake, 901-843-3000	No	0
L21	<b>University of Tennessee Southern</b> 433 W Madison Street, Pulaski, TN 38478, Handshake, 931-363-9804	No	0
L22	<b>Southwest Tennessee Community College</b> 737 Union Avenue, Memphis, TN 38103, Handshake, 901-333-5000	No	0
L23	<b>Tennessee Wesleyan University</b> 204 E. College Street, Athens, TN 37303, Handshake, 423-745-7504	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			38

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting = .25	<b>4/13/2022:</b> One of our Account Managers, spoke with a group of recent graduates from the University of Tennessee’s, Tombras School of Advertising and Public Relations program in a professional development class. He informed the graduates about open positions at SummitMedia and discussed the tasks handled daily, answered questions from both the professor and students about broadcast career opportunities, and provided advice regarding their career paths.
<b>2</b>	Participation in job fair by station personnel who have substantial responsibility in the making of hiring decisions = .25	<b>8/30/22:</b> Our Business Manager, Promotions Director, and Marketing Strategy Lead attended the University of Tennessee’s, Part-Time Job Fair. They informed the students about open positions at SummitMedia and discussed the tasks handled daily, answered questions from students about broadcast career opportunities, and shared advice believed to be important to their career paths.
<b>3</b>	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting = .25	<b>10/4/22:</b> Our Community Outreach Director and WWST On-Air Host, and the WWST Morning Show Producer were guest lecturers for the University of Tennessee’s Broadcasting Department’s “Voice of Radio” class. They spoke to the students about their educational backgrounds and the steps in their careers that led to their current positions in broadcasting.
<b>4</b>	Participation in job fair by station personnel who have substantial responsibility in the making of hiring decisions = .25	<b>10/18/22:</b> Our Business Manager, Digital Strategy Manager, and Promotions Manager participated in the University of Tennessee’s (“UT”) Communication and Information Career and Internship Fair. This event was designed for UT students to learn more about communications and marketing positions as well as internships available at SummitMedia, to submit applications and resumes, and to obtain answers to their questions about careers in broadcasting.

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	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>5</b>	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting = .25	<b>11/1/22:</b> Our Senior Marketing Strategy Lead (“SMSL”) gave a presentation to Professor Barbara Kay’s Broadcast Sales class from the University of Tennessee about the future job market in radio, sales and other electronic media. Our SMSL also assisted a student with a final class project regarding station comparisons in the Knoxville market.
<b>6</b>	Training - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination = 1.0	<b>1/23/23:</b> Our Market President, Business Manager, Regional Digital Sales Manager, Promotions Director, and Program Directors reviewed the webinar and accompanying documents provided by Broadcast 1 Source/Media Staffing Network and Wilkinson Barker Knauer LLP about the FCC’s EEO requirements. The webinar and documents described how licensees can meet FCC obligations by engaging in wide dissemination of information about job openings as well as outreach activities designed to educate the community about broadcast employment.
<b>7</b>	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting = .25	<b>2/22/23:</b> Our Market President and Digital Sales Manager participated in the University of Tennessee’s (“UT”) Haslam College of Business, Career Connections event. This event was designed for UT students to learn more about marketing and sales positions available with SummitMedia, to submit applications and resumes, and to obtain answers to their questions about careers in broadcasting.
<b>8</b>	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting = .25	<b>3/30/23:</b> Our Promotions Director participated in Maryville College’s career event designed to help the community connect with Junior and Senior students seeking summer, full-time or part-time employment opportunities and educate the students about radio broadcasting and the possible career paths in the industry.