

WJCW(AM), WXSM(AM), WGOB(AM), WQUT(FM) and WKOS(FM)
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-2, 4-9, 13-17, 19-20	8
Account Executive	1-9, 13-17	13
Engineer	1-17, 20-22	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Milligan College Contact: B. Anderson banderson@milligan.edu	N	0
2	North East State College Contact: Marquita Tittle mbtittle@northeaststate.edu	N	0
3	NAACP-Johnson City Contact: Glodine Davis Glo5465@embarqmail.com	N	0
4	East Tennessee State University On-line Career Services Etsu-csm.symplicity.com	N	0
5	Tennessee Department of Labor and Workforce Development - Tri-Cities/Johnson City eCMATS.tn.gov	N	0
6	Cumulus Business Managers bm@cumulus.com	N	0
7	All Access Allaccess.com	N	0
8	Station Websites Postings (all SEU stations)	N	3
9	On-Air Announcements (all SEU stations)	N	2
10	Kingsport Times News fax to ATTN: Classifieds 423-392-1398	N	0
11	Media General (Bristol newspaper) fax to ATTN: Classifieds 276-645-2527	N	0
12	Johnson City Press fax to ATTN: Classifieds 423-929-9097	N	0
13	HRMDirect.com	N	6
14	Simply Hired (www.simplyhired.com)	N	0
15	Glass Door (www.glassdoor.com)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Link Up (www.linkup.com)	N	0
17	Indeed (www.indeed.com)	N	0
18	Referral	N	0
19	NAACP Nancy Cooper 1308 Jefferson St., Nashville, TN 37208	N	0
20	Jobs@hireveterans.com	N	0
21	Tennessee Association of Broadcasters Tabtn.org	N	0
22	Society of Broadcast Engineers sbe.org	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			12

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	Intern Program	Our SEU hosts an internship program for students studying mass communications at East Tennessee State University, Johnson City, TN and King University, Bristol, TN on an on-going basis. Student interns are supervised by our Market and Business Manager, as well as the Program Directors and obtain first-hand experience in the many aspects of broadcasting, including sales, and programming. Student interns are also encouraged to seek career advice from station personnel. During this reporting period, our SEU maintained contact with ETSU to ensure our presence.
2.	Intern	Our SEU had on staff a student intern from East Tennessee State University, Johnson City, TN. (February, 2017 through June, 2017) The Internship teaches on-air skills, interviewing methodology, show preparation and show time management. Intern works 12 hours per week The intern is supervised by EU Creative Marketing Services Director and WJCW morning show "Thinking Out Loud" co-host.
3.	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	On March 1, 2018, our SEU's Promotions, Digital Content Manager and Webmaster, who doubles as a fill in on-air personality/talk show host for local morning show on station WJCW-AM gave a group of 11 students and their teacher from Happy Valley High School a tour of our facilities during which he talked with the students about how a cluster of radio stations operates, what it is like to program a radio station and his experiences on the air as well as career opportunities in radio broadcasting and

		job openings and internships within the SEU. Following the tour, he conducted a question-and-answer session.
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