

WJCW(AM), WXSM(AM), WGOE(AM), WQUT(FM) and WKOS(FM)
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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
Digital Sales Manager	1-5, 7-8, 13-17, 20, 22-24	17

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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 Nancy Cooper 1308 Jefferson St., Nashville, TN 37208	N	0
4	East Tennessee State University On-line Career Services www.Etsu-csm.symplicity.com	N	0
5	Tennessee Department of Labor and Workforce Development - Tri-Cities/Johnson City www.eCMATS.tn.gov	N	0
6	Cumulus Business Managers bm@cumulus.com	N	0
7	All Access www.allaccess.com	N	0
8	Station Websites Postings (all SEU stations)	N	0
9	On-Air Announcements (all SEU stations)	N	0
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	CareerBuilder Website www.careerbuilder.com	N	0
14	ZipRecruiter , (www.ziprecruiter.com)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Glassdoor , (www.glassdoor.com)	N	0
16	LinkUp , (www.linkup.com)	N	0
17	Indeed , (www.indeed.com)	N	2
18	Word-of-Mouth Referral	N	0
19	Hire Veterans Website www.hireveterans.com/jobs/	N	0
20	Tennessee Association of Broadcasters www.tabtn.org	N	0
21	Society of Broadcast Engineers www.sbe.org	N	0
22	Tusculum College www.collegecentral.com/tusculum Robin Lay, rlay@tusculum.edu	N	0
23	King University www.flgreen@king.edu	N	0
24	Monster , (www.monster.com)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2.	Co-Host Virtual Job Fair (3)	During the months of June 2020, October 2020, and February 2021, our SEU co-hosted the 2020 and the 2021 TN Virtual Job Fairs, in conjunction with the four other Cumulus Tennessee markets, via the website www.tnjobfair.com . These job fairs were designed to encourage businesses interested in hiring across the State to participate. Job openings within Cumulus markets were also spotlighted. The Cumulus Tennessee markets solicited employers, organized all logistical aspects of the event, and assisted the participating employers through the process. The virtual job fairs were heavily promoted over the air, inviting listeners to visit the website. The Tri-Cities market also displayed advertisements on station websites. Job seekers were provided an opportunity to contact potential Tennessee employers via the website throughout the duration of these Fairs. Our Market Manager was directly involved in the job fairs.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3.	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	Our SEU's Market Manager attended a webinar hosted by the Tennessee Association of Broadcasters on March 24, 2021. The webinar consisted of a review of the obligations of the SEU to maintain EEO rules and a discussion of how to disseminate information about job openings, as well as how to train employees for job advancement when job openings are not available—all in order to stay within the obligations of the FCC's EEO guidelines.