**WJCW(AM), WXSM(AM), WGOC(AM), WQUT(FM) and WKOS(FM)**

**EEO PUBLIC FILE REPORT**

**April 1, 2018 - March 31, 2019**

**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 | 1-9, 13-17, 19, 24-25 | 9 |
| Account Executive | 1-9, 13-17, 19, 24-25 | 13 |
|  |  |  |
|  |  |  |
|  |  |  |

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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 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 | 1 |
| 9 | **On-Air Announcements** *(all SEU stations)* | N | 4 |
| 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 | 3 |
| 14 | **Zip Recruiter** ([www.ziprecruiter.com](http://www.ziprecruiter.com)) | N | 0 |
| 15 | **Glass Door** (www.glassdoor.com) | N | 0 |
| 16 | **Link Up** (www.linkup.com) | N | 0 |
| 17 | **Indeed** (www.indeed.com) | N | 0 |
| 18 | **Referral** | N | 1 |
| 19 | **Jobs@hireveterans.com** | N | 0 |
| 20 | **Tennessee Association of Broadcasters**  Tabtn.org | N | 0 |
| 21 | **Society of Broadcast Engineers**  sbe.org | N | 0 |
| 22 | **Tusculum College**  On line at collegecentral.com | N | 0 |
| 23 | **King University**  [flgreen@king.edu](mailto:flgreen@king.edu) | N | 0 |
| 24 | **LinkUp** (www.linkup.com) | N | 0 |
| 25 | **Monster** ([www.monster.com](http://www.monster.com)) | N | 0 |
| **TOTAL INTERVIEWEES OVER REPORTING PERIOD** | | | 9 |

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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 and King University to ensure our presence. |
| **2.** | Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting | On August 20, 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 students and their teacher from Dobyns Bennett High School, Kingsport, TN 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. |
| **3.** | Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting | On January 15, 2019, 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 students and their teacher from Envision, (a locally owned care organization dedicated to the enhancement and betterment of people who have developmental disabilities. Their mission is to promote opportunities for persons with developmental disabilities to be part of and participate in the same valued experiences and life events as do other citizens.) Gray, TN 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. |