

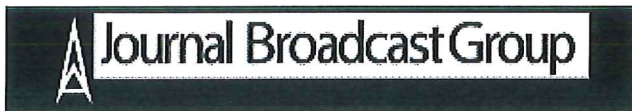
Journal Broadcast Group-Knoxville Operations
WCYQ/WWST/WKHT/WKTI

Annual EEO Public File Report
4/1/12-3/31/13

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files of the station and posted on the station's websites, if they have websites.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.



Annual EEO Public File Report

Account Executive 1 (2 hires from posting)

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input type="checkbox"/>
Internal Candidate		2	<input type="checkbox"/>
Journal Broadcast Group website		1	<input checked="" type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	WKHT Ad	1	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth	Market/Industry	4	<input type="checkbox"/>
Number of Applicants Interviewed		12	

Account Executive 2

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		4	<input type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth	Market/Industry	3	<input type="checkbox"/>
Number of Applicants Interviewed		10	

Account Executive 3 (2 hires from posting)

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input checked="" type="checkbox"/>
Employee Referral		6	<input type="checkbox"/>
Internal Candidate		1	<input checked="" type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Word of mouth	Market/Industry	9	<input type="checkbox"/>
Number of Applicants Interviewed		18	

Digital Division Manager

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		1	

Digital Project Manager

Referral Source		Number of Applicants Interviewed	Hired?
Other	Craigslist	2	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth	Market/Industry	2	<input type="checkbox"/>
Number of Applicants Interviewed		5	

On-Air Personality

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		2	<input type="checkbox"/>
Other	AllAccess.com	1	<input checked="" type="checkbox"/>
Other	AllAccess.com	2	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input type="checkbox"/>
Number of Applicants Interviewed		6	

Program Director

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input type="checkbox"/>
Other	AllAccess.com	1	<input checked="" type="checkbox"/>
Other	AllAccess.com	4	<input type="checkbox"/>
Number of Applicants Interviewed		6	

Promotions/Marketing Manager

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input checked="" type="checkbox"/>
Employee Referral		2	<input type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>
Journal Broadcast Group website		4	<input type="checkbox"/>

Number of Applicants Interviewed

8

Traffic Manager

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input type="checkbox"/>
Journal Broadcast Group website		1	<input checked="" type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	Craigslist	2	<input type="checkbox"/>
Other	Tennessee Career Cen	1	<input type="checkbox"/>
Number of Applicants Interviewed		7	

Grand Total

73

Recruitment Sources Utilized During Reporting Period

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Job Positions Sought
E-MAIL RECIPIENTS							
American Broadcasting School XXX- Requested to be added 12/1/2009	712 N. Watson Road, Ste. 200 ,	Arlington, TX 76011	(817) 695-2474	(817) 695-2838	michelle@radioschool.com	Michelle McConnell	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Bates Technical College XXX Requested to be added 9/17/09	2320 South 16th St.	Tacoma, WA 98405	253-680-7752		shirley@bates.edu *New contact 12/1/2007 mcrope@bates.edu changed 4-8-09 to: jamilia@bates.edu	Shirley Miller WorkSource Specialist	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Carson Newman College	1649 Russell Ave.	Jefferson City, TN 37760	665-471-3430	665-471-4559	dolan@carson.edu	Dr. Doug Taylor	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Central Michigan University XXX - requested to be added 5-15-06	340 Moore Hall	Mount Pleasant, Michigan 48859	989-774-3851	989-774-2426	glk@cmu.edu	Peter B. Orlif Ph.D.	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Colsons College XXX- Requested to be added 4/28/2011	4750 S 44th Place	Phoenix, AZ 85040	480-440-1112		roberta@colsoncollege.edu	Amy Roberts, Sr. Career Advisor	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
East TN State University Career Placement & Internships	PO Box 70718	Johnson City, TN 37614	423-439-8505	423-439-8506	hair@mail.tnbs.org	Teresa	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Emerson College XXX-requested to be added 5-15-06	113 Gray St.	Arlington, MA 02476	781-646-1077		mdg@emerson.edu and m_dg@emerson.edu both removed 12/21/11 and matthew.coding@emerson.edu removed 10/29/11; careers@emerson.edu added 10/26/11; mary_sullivan@emerson.edu added 12/21/11	Dr. Marsha Delta-Guistina removed 12/21/11 Mary Sullivan added 12/21/11	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Goodwill Industries	5508 Kingston Pike	Knoxville, TN 37919	665-563-8567	665-588-0075	joanne@goodwill.org	Dr. Rosenbaum	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Idaho State University - Department of Mass Communication XXX - Requested to be added 4/28/2011	921 S 6th Ave	Pocatello, ID 83209	208-282-6453		ashley@isu.edu updated to masscomm@isu.edu per Tom Hallas 10/11/11	Tom Hallas Asst. Prof. -TV Broadcasting	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Knoxville CAC Private Industry	PO Box 51650	Knoxville, TN 37950	665-546-3500	665-546-0532	zach@cinemas.org	Mr. Lee	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Knoxville College	501 College St.	Knoxville, TN 37921	665-824-6621	665-824-6603	phalman@knoxvillecollege.edu	Dr. Halman	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Knoxville Urban League	PO Box 1911	Knoxville, TN 37901	665-524-5511	665-525-5154	jfo@kucall.org ggonner@kucall.org (changed 4-9-10) (old) New email address effective: 12-22-09 jgonner@kucall.org	Jackie Robinson	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Manville College Career Services	E Lamar Alexander Parkway	Manville, TN 37694	665-981-8220	665-273-8852	mc@manvillecollege.edu		Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Mississippi State University, Department of Communication XXX Requested to be added 6/17/05	PO Box PF130 McComas Hall	Mississippi State, MS 39761	662-325-7952	662-325-3210	kbrown@com.msu.edu	Kiryn Brown	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Ohio & Illinois Centers for Broadcasting XXX (Requested to be added 4-03)	8665 Rockside Rd., Ste 160	Cleveland, OH 44125	216-501-5000x1104 (Cleveland) 513-271-6000 (Cincinnati) 630-916-1700 (Lombard, IL) 303-937-7070 (Colorado)		gary@beonair.com added 5/10/05 6/4/10 added: placement.lombard@beonair.com , 4/28/2011 added: lila.m@beonair.com	Gary James (OH) or Dave Copozzo (IL) or Mark Lillie (CO)	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Pellissippi State Placement Office	PO Box 22990	Knoxville, TN 37933	665-694-6554	665-539-7001	carson@psu.edu	Ms. Rutledge	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Sevier County Vocational Center	1150 Dolly Parton Parkway	Sevierville, TN 37862	665-453-8014	665-429-0468	sevier@sevier.com	Ms. Rule	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
South College	720 N. 5th Ave	Knoxville, TN 37917	665-251-1820	665-637-0127	gary@southcollege.edu	Mr. Gary Taylor	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Tennessee Department of Employment	PO Box 831	Knoxville, TN 37901	665-594-6908	665-594-6266	Ginger.Armstrong@state.tn.us	Ms. Harverson or Ms. Ginger Armstrong	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Tusculum College	9541 Executive Park Dr. Suite 226	Knoxville, TN 37923	665-693-1177	665-691-6391	ryan@tusculum.edu **new contact 5/5/08 ryan@tusculum.edu	Leslie Fox **New contact 6/5/08 Ryan Otto	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
University of Colorado at Boulder, School of Journalism and Mass Communication XXX Requested to be added on 4-20-04 Requested to be moved to online postings 8/6/12	1511 University Ave. 478 UCB	Boulder, CO 80309-0478	303-492-0460	303-492-0656	Effective 5/22/2012 New Contact: Christine Mahoney@colorado.edu OLD: Michelle Fulcher@colorado.edu OLD: Elizabeth Gaeckler@colorado.edu Post at online jobs to: http://www.mountainpress.com/cuboulder_journalism/employment/	5/22/2012 Christine Mahoney, Manager of Communications OLD: 5/22/2012 Michelle Fulcher, Manager of Communications OLD: Beth Gaeckler, Director of Career Services and External Affairs	Account Executive 1, Account Executive 2, Digital Project Manager, Program Director, Traffic Manager
University of North Texas XXX Requested to be added 9/17/05	PO Box 310589	Denton, TX 76203	940-565-2565	940-369-7838	blum@unt.edu	Phyllis Bloom, Faculty Advisor Dept. of Radio, Television and Film	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
University of Tennessee Career Services	919 Volunteer Blvd. 100 Dufford Hall	Knoxville, TN 37956	665-974-5435	665-974-6487	jeff@utk.edu	Joann Jett	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
University of Wisconsin-Oshkosh Radio, TV & Film XXX requested to be added 11-30-04	809 Algoma Blvd	Oshkosh, WI 54901	920-424-3133		11-18-08 New e-mail contact: stokes@uwosh.edu jeff@uwosh.edu	11-18-08 New contact is Justine Stokes Al Fisher	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
Tucson Veteran Affairs XXX - requested to be added 4/27/12	3501 S. 6th St Ave	Tucson, AZ 85723	1.520.782.1450		cheryl.frazier@va.gov	4/30/12 Cheryl Frazier	Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Promotions/Marketing Manager, Traffic Manager
ONLINE POSTINGS							
Brown College XXX Requested to be added on 12/20/04	1440 Northland Drive	Mendota Heights, MN 55120	651-505-3465	651-695-3555	http://www.browncollege.edu http://www.browncollege.edu/employment/ http://www.browncollege.edu/masscomm/employment/ (new website eff 6/30/09); Website Updated 6/5/2009. http://www.mountainpress.com/cuboulder_journalism/employment/	Karen Baumeister	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
University of Colorado at Boulder, School of Journalism and Mass Communication XXX Requested to be added on 4-20-04 Requested to be moved to online postings 8/6/12	1511 University Ave. 478 UCB	Boulder, CO 80309-0478	303-492-0460	303-492-0656	Effective 5/22/2012 New Contact: Christine Mahoney@colorado.edu OLD: Michelle Fulcher@colorado.edu OLD: Elizabeth Gaeckler@colorado.edu Post at online jobs to: http://www.mountainpress.com/cuboulder_journalism/employment/	5/22/2012 Christine Mahoney, Manager of Communications OLD: 5/22/2012 Michelle Fulcher, Manager of Communications OLD: Beth Gaeckler, Director of Career Services and External Affairs	Account Executive 3, Digital Division Manager, Promotions/Marketing Manager,
Journal Broadcast Group	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5301	414-967-5315	www.journalbroadcastgroup.com online posting: www.journalbroadcastgroup.com	Shannon Sparkowski	Account Executive 1, Account Executive 2, Account Executive 3, Digital Project Manager, Program Director, Promotions/Marketing Manager
Tennessee Association of Broadcasters University of Iowa (Career Center) XXX Requested to be added 5/27/03 NOTE: requested notification only of those vacancies that require a college degree & are Full Time.	Two International Plaza Drive, Suite 507	Nashville, TN 37217	615-365-1840	615-365-1842	www.tabn.org		Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
FAX RECIPIENTS	24 Phillips Hall	Iowa City, IA 52242	319-335-1023	319-335-1029	http://www.mountainpress.com/iowacareercenter/ (New method of contact as of 9/14/04); website updated 8/22/11. http://iowa-csm.simplifly.com/employers	Christine Wells, Sherry Hingsten, Molly Reckhammer	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Promotions/Marketing Manager, Traffic Manager
YMCA of East Tennessee	605 W. Clinch Ave.	Knoxville, TN 37901	665-522-9625	665-521-7418	fax	Susan	Account Executive 1, Account Executive 2, Account Executive 3, Digital Division Manager, Digital Project Manager, Program Director, Traffic Manager

Sources utilized in addition for the following job positions during this reporting period.

<u>Organization</u>	<u>Address</u>	<u>City, State</u>	<u>Phone</u>	<u>Fax</u>	<u>Email/Web</u>	<u>Contact</u>	<u>Job Positions Sent</u>
Craigslist - Knoxville	website				craigslist.org		Digital Project Manager, Traffic Manager
All Access	28955 Pacific Coast Highway, Suite 210-5	Malibu, CA 90265	310-457-6616	310-457-8058	allaccess.com	Joel Denver	On-Air Personality, Program Director, Traffic Manager
Radio Ad - Journal Broadcast Group: WMYU-FM, WWST-FM AND WKHT-FM	1533 Amherst Rd.	Knoxville, TN 37909	865-824-1021	n/a	n/a	Dan McKee	Account Executive 1

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: A: WWST-FM B: WWST-FM, WKHT-FM, WCYQ-FM

Type of activity listed under Outreach Initiative worksheet: 5. Establishment of an Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of station participation: (on date; from date to date)

A: April 1, 2012 - March 31, 2013

B: April 1, 2012 - March 31, 2013

Participating employees:

A: Mike Shaffer, WWST Night On-Air Personality

B: Promotions & Sales Departments

Host/Sponsor of activity:

A: WWST/Journal Broadcast Group

B: Journal Broadcast Group

Brief description of activity and station participation:

A: Over the past 12 months Mike Shaffer has had a total of 2 interns from the University of Tennessee. Our internships are non-paid and students receive college credit. Each intern received hands-on experience in the WWST Studio, and on the air with "Shaffer." They also assisted in the development of ideas for on-air contesting. The interns learned to write copy, follow music logs, interact with callers, and perform all on-air/programming duties.

B: Over the past 12 months the Promotions & Sales Departments have had a total of 5 (five) interns from the University of Tennessee. Our internships are non-paid and students receive college credit. Each intern received hands-on experience in brainstorming promotional ideas to tie-in sales and promotions for the stations. They also assisted in the development of ideas for on-air contesting. The interns learned to write copy, draft proposals for promotions & sales, as well as an understanding of promotional guidelines and rules we must follow.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WWST - FM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

Date of station participation: (on date; from date to date) February 25, 2013

Participating employees: Frank Murphy

Host/Sponsor of activity: The University of Tennessee College of Education, Health & Human Services

Brief description of activity and station participation: Frank visited Jeffrey T. Fairbrother's First Year Studies class, "Going from Zero to Hero." Frank discussed his career in broadcasting, shared thoughts and experiences, related to success, within the broadcast industry.