

**WGSQ (FM), WKSW (FM), WHUB (AM), WPTN (AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 – March 31, 2024**

**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 Posted: 11/17/22      Filled: 5/1/23	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15	15
Account Executive Posted: 11/17/22      Filled: 5/8/23	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15	15
Account Executive Posted: 11/17/22      Filled: 5/15/23	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15	14
On-air Programmer Posted: 3/6/23      Filled: 5/15/23	1,2,3,4,5,6,7,8,9,10,11,12,13,14	14
Account Executive Posted: 10/4/23      Filled: 2/1/24	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15	12
Broadcast Engineer/IT Posted: 10/25/23      Filled: 2/1/24	1,2,3,4,5,6,7,8,9,10,11,12,13,14	14
Account Executive Posted: 10/4/23      Filled: 3/21/24	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15	12

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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	<b>Tennessee Technological University</b> P.O. Box 502 Cookeville, TN 38505 handshake.com	N	0
2	<b>Volunteer State Community College</b> <a href="http://www.volstate.edu">www.volstate.edu</a> Mike Powell 113 Windle Community Rd Livingston, TN 38570	N	0
3	<b>Middle TN State University</b> 1301 East Main Street Murfreesboro, TN 37132 handshake.com	N	0
4	<b>Belmont University</b> 1900 Belmont Blvd Nashville, TN 37212 handshake.com	N	0
5	<b>University of Tennessee-Knoxville</b> 100 Dunford Hall 915 Volunteer Dr. Career Services Knoxville, TN 37996 handshake.com	N	0
6	<b>Tennessee College of Applied Technology</b> <a href="mailto:workforce@tcatlivingston.edu">workforce@tcatlivingston.edu</a> 740 Hi Tech Dr. Livingston, TN 38570	N	0
7	<b>Tennessee Association of Broadcasting</b> Tabtn.org Two International Plaza Drive, Suite 902 Nashville, TN 37217	N	0
8	<b>University of Tennessee-Chattanooga</b> 615 McCallie Ave Chattanooga, TN 37403 handshake.com	N	0

<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>
9	<b>Western Kentucky</b> 1906 Collee Heights Blvd Bowling Green, KY 42101 handshake.com	N	0
10	<b>Station Websites</b> (all SEU stations) countrygiant.com, kissfm985.com, 1400thehub.com,1061theeagle.com	N	1
11	Employee Promotion	N	0
12	Employee Referral	N	6
13	Walk-In and Word of Mouth	N	0
14	On Air Announcements (all stations)	N	9
15	Indeed	N	4
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			20

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Career Day	WGSQ-FM, WKSJ-FM, WHUB-AM & WPTN-AM participated in Career Day on May 19, 2023, at Baxter Primary School. Talked to students about just how radio works and what their favorite part of our stations were. They asked questions on who had what duties on each station. Erika GoForth, Production Director, was in attendance.
<b>2</b>	Internship Program	broadcasting majors from universities and local high schools. The students work for both our sales, promotions, and news department, rotating once a new semester begins. In sales, the interns receive training from Local Sales Managers on the features and benefits of commercial rating systems, accompany both Account Executives and Local Sales Managers on sales calls, and learn how sales orders are inputted into the traffic system. In promotions, the interns help organize NTR events, work at remote broadcasts and assist in prize distribution. In the news department they learn how to gather news stories and broadcast them on the air. During this reporting period, we hosted one interns as follows:  <b>Summer 2023 semester: 2</b>
<b>3</b>	Participation in events or programs sponsored by educational institutions	WKSJ-FM participated in Read Across America Day on March 1, 2024. Erika GoForth, Production Director, went to a local elementary school and read to the students. The students responded well and had great interaction with our staff.