

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2020 – March 31, 2021

Stations Included in Report: WWST-FM, WCYQ-FM, WNOX-FM, WKHT-FM

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

| Code | Recruitment Source | Address | Contact Person | Phone | Number of Interviewees Referred |
|-----------------------|---------------------------------------|---|--|-----------------|---------------------------------|
| Common Sources | | | | | |
| C1 | Employee Referral | 1533 Amherst Road, Knoxville, TN 37909 | Gena Wilson, Jean Fremont, Kim Hansard, Bill Tanner, Carl Parmer | 865-824-1021 | 11 |
| C2 | Internal Candidate | | | | 2 |
| C3 | Summitmediacorp.com | 2700 Corporate Drive, Ste 115, Birmingham, AL 35242 | Michelle Moore | 205-326-2531 | 1 |
| C4 | Google | 1600 Amphitheatre Pkwy Mountain View, CA 94043 | www.google.com | 650-253-6000 | |
| C5 | LinkedIn | 2029 Stierlin Court Mountain View, CA | www.linkedin.com | 855-655-5653 | |
| C6 | Indeed.com | 6433 Champion Grandview Way, Bldg. 1, Austin, TX 78750 | Indeed.com | 800-475-4361 | |
| C7 | Zip recruiter | 604 Arizona Avenue, Santa Monica, CA 90401 | Ziprecruiter.com | 877-252-1062 | 3 |
| C8 | In Person Networking | Univ. of Tenn Industry Class915 Volunteer Blvd., 100 Dunford Hall | Dr. Swan | samswan@utk.edu | |
| C9 | Outside Referral | | Greg Strassel, Mike O'Malley | 732-937-5757 | 2 |
| C10 | Unsolicited | | | | 1 |
| Local Sources | | | | | |
| L01 | Tennessee Association of Broadcasters | Two International Plaza Drive, #902 Nashville, TN 37217 | Tabtn.org | 615-365-1840 | |
| L02 | Carson Newman College | 1646 Russell Avenue Jefferson City, TN 37760 | Sandra Yarnell syarnell@cn.edu | 865-471-3567 | |
| L03 | Knoxville CAC Private Industry | PO Box 51650, Knoxville, TN 37950 | Terry Reed terrv.reed@knoxcac.org | 865-546-3500 | |
| L04 | Knoxville Urban League | PO Box 1911, Knoxville, TN 37901 | Jackie Robinson jrobinson@thekaul.org | 865-524-5511 | |

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|-----|--|---|--|-----------------------|----|
| L05 | Pellissippi State Placement Office | PO Box 22990 Knoxville, TN 37933 | Cynthia Atchley catchley@pstcc.edu pstcc.edu | 865-694-6554 | |
| L06 | Roane State | 276 Paton Lane Harriman, TN 37748 | Matt Waters watersmh@roanestate.edu | 865-354-3000 x4429 | |
| L07 | University of Tennessee Knoxville | 915 Volunteer Blvd., 100 Dunford Hall Knoxville, TN 37996 | Handshake - Joann Jeter jjeter@utk.edu utk.edu | 865-974-5435 | |
| L08 | University of Tennessee Chattanooga | 615 McCallie Avenue Chattanooga, TN 37403 | Handshake | 423-425-4111 | |
| L09 | Tennessee Technological University | 1 William L Jones Drive Cookeville, TN 38505 | Handshake | 931-372-3101 | |
| L10 | Tennessee State University | 2500 John A. Merritt Blvd. Nashville, TN 37209 | Handshake | 615-963-5000 | |
| L11 | Maryville College | E. Lamar Alexander Pkwy, Maryville, TN 37804 | Handshake | 800-597-2687 | |
| L12 | Belmont University | 1900 Belmont Blvd., Nashville, TN 37212 | Handshake | 615-460-6000 | |
| L13 | E TN State Univ. | PO Box 70718, Johnson City, TN 37614 | Handshake | 423-439-8505 | |
| L14 | Middle Tennessee State University | 1301 East Main Street Murfreesboro, TN 37132-0001 | Myinterfase.com/mtsu/employer | 615-898-2300 | |
| L15 | All Access | 24955 Pacific Coast Highway, C303 Malibu, CA 90265 | Allaccess.com | 310-457-6616 | 10 |
| L16 | Country Aircheck | 914 18 th Avenue, South, 2 nd floor Nashville, TN 37212 | news@countryaircheck.com | 615-320-1450 | 2 |
| L17 | National Alliance of State Broadcasters Associations | 2333 Wisconsin Street, NE Albuquerque, NM 87110 | www.careerpage.org | 800-622-2414 | |
| L18 | State of Tennessee Jobs4tn | 7175 Strawberry Plains Pike, #209 Knoxville, TN 37914 | Jobs4tn.gov | 844-224-5818 | |
| L19 | University of Tennessee – Martin | 554 University Street Martin, TN 38237 | Handshake | 731-881-7000 | |
| L20 | Trevecca Nazarene University | 333 Murfreesboro Pike Nashville, TN 37210 | Handshake | 615-248-1200 | |
| L21 | Ramp 24/7 | 24307 Magic Mountain Pkwy #65 Valencia, CA 91355 | Ramp247.com | 661-294-9408 | |
| L22 | RadioInk | Streamline Publishing, 331 SE Mizner Blvd., Boca Raton, FL 33432 | Radioink.com | 561-655-8778 | |

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| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|-----------------------------|--|---|
| Radio Program Director WCYQ | C1, C9, C10, L01, L05, L06, L15, L16, L22 | Code Number: C1 Start Date: 6/22/20 |
| Radio Program Director WWST | C1, C2, C5, C9, L15 | Code Number: C1 Start Date 12/28/20 |
| Radio Account Executive | C01, C3, C07, L01, L07, L08, L09, L10, L11, L12, L13 | Code Number: C7 Start Date: 4/6/2020 |

III. Non-Vacancy Specific Recruitment Efforts During Reporting: 4/1/20 – 3/31/21

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|--|---|
| Training - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. | 3/24/21: Business Manager, Market President, Operations Manager, Promotions Director and General Sales Manager participated in a seminar reviewing all of the FCC's EEO obligations and how the company can meet those obligations while social distancing; including reviewing stations' compliance both in connection with license renewal and through periodic audits. Engaging in wide dissemination of information about job openings and specified outreach activities designed to educate the community about broadcast employment. |
| Job Fair - Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions. | 2/18/21: Market President, Promotions Director, General Sales Manager, and Operations Manager participated in a virtual job fair hosted by University of Tennessee, Knoxville Center for Career Development to find applicants for open positions and to educate the public about the job positions available at the Knoxville SummitMedia stations and the qualifications necessary to fill those positions. And to answer questions regarding broadcasting in general from attendees. |
| Community Events - Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting. | 2/3/21: Promotions Director participated in a webinar detailing how to recruit student talent virtually in regard to the pandemic by Maryville College Career Center to help find applicants for open positions in broadcasting. |

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| Job Fair - Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions. | 11/11/20: Market President, Promotions Director and General Sales Manager participated in a virtual job fair hosted by Maryville College to find applicants for open positions and to educate the public about the job positions available at the Knoxville SummitMedia stations and the qualifications necessary to fill those positions. And to answer questions regarding broadcasting in general from attendees. |
| Community Events - Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting. | 10/26/20: Market President conducted class for students focusing on the business of radio, how it has changed and what the future holds. |
| Job Fair - Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions. | 10/14/20: Promotions Director, General Sales Manager and Operations Manager participated in a virtual job fair hosted by the University of Tennessee Communications Department to find applicants for open positions and to educate the public about the job positions available at the Knoxville SummitMedia stations and the qualifications necessary to fill those positions. And to answer questions regarding broadcasting in general from attendees. |
| Community Events - Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting. | 10/2/20: Senior Account Manager participated in a Journalism and Electronic Media Student Engagement session hosted by the University of Tennessee JEM Alumni Advisory Board to educate the students about broadcasting and professional development, the job positions available at the Knoxville SummitMedia stations, the qualifications necessary to fill those positions; and to answer questions regarding broadcasting in general from attendees. |
| Job Fair - Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions. | 9/14- 9/18/20: Market President, Promotions Director, General Sales Manager and Operations Manager participated in a virtual job fair hosted by the Tennessee Association of Broadcasters to find applicants for open positions and to educate the public about the job positions available at the Knoxville SummitMedia stations and the qualifications necessary to fill those positions. And to answer questions regarding broadcasting in general from attendees. |