

EEO PUBLIC FILE REPORT

Reporting Period: September 1, 2018 - March 31, 2019

The transaction whereby the SummitMedia LLC licensees acquired these Stations was consummated on November 1, 2018. See BALH-20180828ABI-ABL. On September 1, 2018 SummitMedia LLC began providing programming for these Stations pursuant to a Local Marketing Agreement. Accordingly, this Report covers the period between September 1, 2018 and March 31, 2019.

Stations Included in Report: WCYQ(FM), WKHT(FM), WNOX(FM), WWST(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				2
C2	Internal Candidate / WorkLife				3
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			12
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C25	NABEF-Broadcast Career Link	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		10
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C130	Face-to-face Networking				1
C131	Agency/Search Firm	Zapoleon Media Strategies – Mark St. John Albright and O’Malley Consulting 246-A Down East Lane Lake Worth, FL 33467	Mark St. John Mark@zapoleon.com Mike O’Malley getmom@aol.com	205-821-4024 732-937-5757	2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		12
Local Sources					
L1	Carson Newman College	1646 Russell Avenue Jefferson City, TN 37760	Sandra Yarnell syarnell@cn.edu cn.edu	865-471-3567	
L2	E TN State Univ. Career & Placement Internships	PO Box 70718 Johnson City, TN 37614	Teresa Blair blairt@mail.tsbsd.org http://www.etsu.edu/students/careers	423-439-8505	
L3	Knoxville CAC Private Industry	PO Box 51650 Knoxville, TN 37950	Terry Reed terr.v.reed@knoxcac.org knoxcac.org	865-546-3500	
L4	Knoxville Urban League	PO Box 1911 Knoxville, TN 37901	Jackie Robinson jrobinson@thekaul.org thekaul.org	865-524-5511	
L5	Pellissippi State Placement Office	PO Box 22990 Knoxville, TN 37933	Cynthia Atchley catchley@pstcc.edu pstcc.edu	865-694-6554	
L6	Roane State	276 Paton Lane Harriman, TN 37748	Matt Waters watersmh@roanestate.edu roanestate.edu	865-354-3000 x4429	
L7	University of Tennessee Career Services	915 Volunteer Blvd. 100 Dunford Hall Knoxville, TN 37996	Joann Jeter jjeter@utk.edu utk.edu	865-974-5435	
Total Number of Interviewees Referred:					48

Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Radio On-Air Talent [14340]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-09-10

III. Non-Vacancy Specific Recruitment Efforts During Reporting: 9/1/18 – 3/31/19

Participation in job fair by station personnel who have substantial responsibility in the making of hiring decisions	10/17/2018: Our SEU's Leadership Team Member/Director of Promotions and Marketing as well as our Promotions Assistant participated in the UT Communications and Internship Job Fair on the campus of the University of Tennessee. They occupied a display table and talked with interested students/attendees about career opportunities in broadcasting, the SEU's internship program and the education/skill sets necessary to be successful in this industry.	
Establishment of a mentoring program for station personnel	September–December 2018: Our WKHT-FM Program Director developed a mentoring program designed to teach our Promotions Assistant the skills necessary to become an on-air personality after he/she expressed an interest in this position. They met for training sessions three-to-four times a month, during which all aspects of this position were discussed in depth. The training also required the Promotions Assistant to “job shadow” the WKHT on-air staff. As a result, our Promotions Assistant is now handling some live and voice-tracked shifts after midnight.	
Participate in events/programs sponsored by educational institutions relating to career opportunities in broadcasting (5)	10/2018 – 2/2019: WCYQ Personalities Opie and Carina visited five (5) area schools, each nominated by listeners for the School of the Month Program, to talk with the students about how radio stations operate and the opportunities available for a future career in broadcasting. Carter Elementary 2:30pm on 10-18-18, Valley View Elementary 1:00pm on 11-15-18, Halls Elementary 1:45pm on 12-17-18, South Clinton 10:00am on 1-25-19, Karns Middle School 10:30am on 3-12-19.	
Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	November 8, 2018: Our Knoxville VP Radio/General Manager and our WKHT-FM Program Director were invited to Dr. Fontenot's University of TN Media class to teach students about the radio industry generally, with emphasis on media sales and media fragmentation.	
Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	October 9, 2018: One of our Knoxville Radio Account Executives spoke to a University of TN broadcast sales class, a class she attended in 2003, during which she talked about what it takes to be successful in media sales, shared stories about her experiences, and answered questions from students.	

Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	February 26, 2019: One of our Knoxville Radio Account Executives spoke to Dr. Barb Kaye's University of TN media sales class, a class she attended as a student in 2003, during which she talked about what it takes to be successful in media sales, shared stories about her experiences, and answered questions from students.
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