

**WIVK-FM, WOKI(FM), WNML(AM), WNML-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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Producer	1-25	22
Promotions Director	1-25	14
Account Executive	1-25	13
Sales Manager	1-25	21

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	<b>South College</b> 3904 Lonas Drive Knoxville, TN 37909 (865) 251-1800 Contact: Gary Taylor	No	0
2	<b>NAACP</b> P. O. Box 14096 Knoxville, TN 37914 (865) 546-5567 Contact: Ezra Maize	No	0
3	<b>Pellissippi State Job Placement Service</b> P. O. Box 22990 Knoxville, TN 37933-0990 (865) 694-6400 Contact: Doris Rutledge	No	0
4	<b>Roane State Community College</b> 276 Patton Lane Harriman, TN 37748 (865) 539-6904 Contact: Gail Russell	No	0
5	<b>Knoxville College Job Placement</b> 901 College Street Knoxville, TN 37921 (865) 524-6511 Contact: Rev. Frank Houston	No	0
6	<b>YWCA</b> 420 W. Clinch Avenue Knoxville, TN 37902 (865) 523-6126 Contact: Human Resources Counselor	No	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>
7	<b>Tennessee Career Center</b> 1610 University Avenue, Suite 106 Knoxville, TN 37921 (865) 594-5500 Contact: Ginger Armstrong	No	0
8	<b>University of Tennessee Minority Student Affairs</b> 812 Volunteer Boulevard Knoxville, TN 37996-4200 (865) 974-6861 Contact: Placement Advisor	No	0
9	<b>University of Tennessee Center for Career Development</b> 1015 Phillip Fulmer Way Knoxville, TN 37996-4820 (865) 974-5435 Contact: Placement Advisor	No	0
10	<b>Knoxville Area Urban League</b> 1514 Fifth Avenue Knoxville, TN 37917 (865) 524-5511 Contact: Bill Myers	No	0
11	<b>Tusculum College</b> 1305 Centerpoint Boulevard Knoxville, TN 37932 (865) 693-1177 Contact: Placement Advisor	No	0
12	<b>Tennessee Career Center</b> 599 Oak Ridge Turnpike Oak Ridge, TN 37830-5359 (865) 483-7474 Contact: Mahalia Griffith	No	0
13	<b>Word-of-Mouth Referral</b>	No	1
14	<b>Cumulus Broadcasting – Knoxville</b> Station Websites: www.wivk.com www.sportsradiownml.com www.987newstalk.com	No	3
15	<b>Internal Posting</b> (all Cumulus Broadcasting Markets)	No	8

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
16	<b>Internal Referral</b> Receptionist 4711 Old Kingston Pike Knoxville, TN 37919 (865) 588-6511	No	0
17	<b>Cumulus Job Board</b> Cumulus.hrmdirect.com	No	0
18	<b>Monster</b> <a href="http://www.monster.com">www.monster.com</a>	No	0
19	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
20	<b>Link Up</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
21	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	2
22	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	2
23	<b>Linked In</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
24	<b>Zip Recruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
25	<b>Facebook</b> WIVK 107.7 News Talk 987 Sports Radio WNML	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	<p>Our SEU offers internships to area college students for required credits in communications/broadcasting, marketing, and journalism curriculums. These students obtain hands-on instruction which is considered toward completion of their majors.</p> <p>During this reporting period, our SEU hosted two (2) student interns from the University of Tennessee's Media/Broadcasting department(s), who were supervised by our Market Manager, Promotions Directors, Program Directors and Sales Managers and received training in many facets of radio broadcasting by working closely with personnel in each department. The students were also able to seek career advice from SEU staff.</p>
<b>2</b>	Scholarship Program	<p>The Citadel Broadcasting of Knoxville Journalism Scholarship was created by our SEU to aid students pursuing an education in Journalism, Mass Media, or Media Technologies from Pellissippi State Technical Community College located in Knoxville, Tennessee. A scholarship in the minimum amount of \$350 is awarded to one student annually who meets the eligibility requirements established for the program.</p>
<b>3</b>	Participate in Job Fair	<p>On October 17, 2018, our Promotions Director attended the University of Tennessee Job and Internship Fair, held on its campus, during which job and internship opportunities at our stations were discussed with students interested in pursuing careers in radio broadcasting.</p>