

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

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|---------------------|--|---------------------------|
| 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”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over reporting period |
|-----------|--|---|--|
| 1 | South College 3904 Lonas Drive Knoxville, TN 37909 (865) 251-1800 Contact: Gary Taylor | No | 0 |
| 2 | NAACP P. O. Box 14096 Knoxville, TN 37914 (865) 546-5567 Contact: Ezra Maize | No | 0 |
| 3 | Pellissippi State Job Placement Service P. O. Box 22990 Knoxville, TN 37933-0990 (865) 694-6400 Contact: Doris Rutledge | No | 0 |
| 4 | Roane State Community College 276 Patton Lane Harriman, TN 37748 (865) 539-6904 Contact: Gail Russell | No | 0 |
| 5 | Knoxville College Job Placement 901 College Street Knoxville, TN 37921 (865) 524-6511 Contact: Rev. Frank Houston | No | 0 |
| 6 | YWCA 420 W. Clinch Avenue Knoxville, TN 37902 (865) 523-6126 Contact: Human Resources Counselor | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over reporting period |
|-----------|--|---|--|
| 7 | Tennessee Career Center 1610 University Avenue, Suite 106 Knoxville, TN 37921 (865) 594-5500 Contact: Ginger Armstrong | No | 0 |
| 8 | University of Tennessee Minority Student Affairs 812 Volunteer Boulevard Knoxville, TN 37996-4200 (865) 974-6861 Contact: Placement Advisor | No | 0 |
| 9 | University of Tennessee Center for Career Development 1015 Phillip Fulmer Way Knoxville, TN 37996-4820 (865) 974-5435 Contact: Placement Advisor | No | 0 |
| 10 | Knoxville Area Urban League 1514 Fifth Avenue Knoxville, TN 37917 (865) 524-5511 Contact: Bill Myers | No | 0 |
| 11 | Tusculum College 1305 Centerpoint Boulevard Knoxville, TN 37932 (865) 693-1177 Contact: Placement Advisor | No | 0 |
| 12 | Tennessee Career Center 599 Oak Ridge Turnpike Oak Ridge, TN 37830-5359 (865) 483-7474 Contact: Mahalia Griffith | No | 0 |
| 13 | Word-of-Mouth Referral | No | 1 |
| 14 | Cumulus Broadcasting – Knoxville Station Websites: www.wivk.com www.sportsradiownml.com www.987newstalk.com | No | 3 |
| 15 | Internal Posting (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 | Internal Referral Receptionist 4711 Old Kingston Pike Knoxville, TN 37919 (865) 588-6511 | No | 0 |
| 17 | Cumulus Job Board Cumulus.hrmdirect.com | No | 0 |
| 18 | Monster www.monster.com | No | 0 |
| 19 | Glass Door www.glassdoor.com | No | 0 |
| 20 | Link Up www.linkup.com | No | 0 |
| 21 | Indeed www.indeed.com | No | 2 |
| 22 | All Access www.allaccess.com | No | 2 |
| 23 | Linked In www.linkedin.com | No | 0 |
| 24 | Zip Recruiter www.ziprecruiter.com | No | 0 |
| 25 | Facebook WIVK 107.7 News Talk 987 Sports Radio WNML | No | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 16 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----------|--|--|
| 1 | 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> |
| 2 | 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> |
| 3 | 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> |