

## 2015 EEO PUBLIC FILE REPORT

### Cumberland Communities Communications Corporation

Station:	WDVX, Clinton, TN
Reporting Period:	March 21, 2014 - March 20, 2015
No. of Full-time Employees:	Between 5 – 10
Small Market Exemption:	No

One full time position was filled during the Reporting Period.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

WDVX continued to develop its internship programs with local colleges, universities, and high schools. During the reporting period three University of Tennessee students, one Belmont University student, and four Pellissippi State Community College students participated in internships. The students trained as sound support technicians for our live radio show The Blue Plate Special, helped expand the program's social media reach, assisted on other live show projects, participated in marketing projects for the station, and performed market research. An area high school student observed live radio show production and fundraising.

*Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.*

WDVX Administration participated in two University of Tennessee fairs: The Social Impact Fair on October 8, 2014 and the College of Communications Job and Intern Fair on October 22, 2014 both at the University of Tennessee Ballroom. Our goal was to enlist students of electronic media who may be interested in internships with our organization.

*Established **training** programs designed to enable station personnel to*

WDVX provided clerical and public relations training to a participant of a federally funded

*acquire skills that could qualify them for higher level positions.*

program geared to teaching job skills and giving work experience to at-risk youth.

*Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

WDVX's Events Coordinator position was advertised on the WDVX website, the Knoxville News Sentinel, and Monster.com.

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#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/15/2014	Events Coordinator	WDVX.com

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#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 5

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Knoxville News Sentinel	2
Monster.Com	2
WDVX.Com	1

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#### RECRUITING SOURCES USED

Job Title of Position: Events Coordinator      Date of Hire: 12/15/2015

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WDVX.com	N	301 S. Gay Street, Knoxville, TN 37902	General Manager	(865) 544-1029, gm@wdvx.com
Knoxville News Sentinel	N	2332 News Sentinel Dr, Knoxville, TN 37921	Recruiting Specialist	(865) 342-6512, dixonk@knoxnews.com
Monster.Com	N	n/a	Staff	n/a

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.