

2010 ANNUAL EEO PUBLIC FILE REPORT

Cumberland Communities Communications Corporation

Station: WDVX, Clinton, TN

Reporting Period: March 22, 2009 - March 21, 2010

No. of Full-time Employees: Between 5 – 10

Small Market Exemption: No

During the Reporting Period, one full time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

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 established an internship program with The University of Tennessee College of Communications and Information, located in Knoxville. We currently have one UT student in our internship program. The numbers of student interns vary with their schedules and availability. We've had one or two interns per semester since Spring 2009. In 2009-2010 reporting period we've had a total of five. We also reconnected with Hardin Valley Academy, which sends us their top broadcast production and journalism students. We currently have one intern, a senior with HVA, who will be with us January through April 2010.

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

WDVX participates in Internet programs sponsored by the University of Tennessee and the Knoxville Arts and Culture Alliance. The Arts and Culture Alliance sends member organizations a monthly e-newsletter which we contribute to. The UT online system matches area employers with students interested in employment. Resumes are submitted via an online system directly to development@wdvx.com. We have received 24 resumes from UT "Hire A Vol" program describing our programming and work, and filled

two intern type positions from this source.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

WDVX participated in YouthWorks last summer. A college-bound broadcasting student funded by this program worked for WDVX during the summer of 2009.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1/25/2010	General Manager	Knoxville News Sentinel Classified

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Knoxville News Sentinel	1
Current	1
Greater Knoxville Arts & Cultural Alliance newsletter	
CPB Jobline	1
Kingsport Times News	
NFCB list serve	
Craigslist	

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: 1/25/10

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Knoxville News Sentinel	N	PO Box 59038, Knoxville, TN 37950	John Humber	865-342-6512
Current publication and current.org	N	6930 Carroll Ave. Suite 350, Takoma Park, MD 20912	Ronald Woods	301-270-7240 #38
Kingsport Times-News	N	701 Lynn Garden Drive Kingsport, Tn 37662	Gletta Hayes	423-246-8121
Arts & Culture Alliance of Greater Knoxville	N	100 Gay Street, Knoxville, TN 37902	Liza Zenni	865-523-7543
CPB.org/jobline	N	Corp for Public Broadcasting 401 9 th Street, NW Washington, DC 20004-2129	EEO Compliance officer	202-879-9600
Craigslist.org	N	http://knoxville.craigslist.org/npo/1505600913		
NFCB listserve	N	1970 Broadway #1000 Oakland, CA 94612	Martina Tran	510-451-8200

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

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