

HOLSTON VALLEY BROADCASTING CORPORATION
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT

April 1, 2015

This is the report required by Section 73.2080(c)(6) of the Rules of the Federal Communications Commission for broadcast station employment units with five or more full-time employees. Holston Valley Broadcasting Corporation's (Holston's) "employment unit" consists of WKPT(AM)/ WTFM(FM)/WKPT-TV, Kingsport, Tennessee; WKTP(AM), Jonesborough, Tennessee; WOPI(AM), Bristol, Tennessee-Virginia; WAPK-CD, Kingsport, Tennessee; WAPG-CD, Greeneville, TN; WAPW-CA, Abingdon/Washington County, VA; WOPI-CA, Kingsport, TN; WKIN-CA, Weber City, VA/ Kingsport, TN; WKPT-CD, Kingsport, TN; WKPZ-CA, Pennington Gap, VA; WUKZ(AM)/WMEV-FM, Marion, Virginia; WRZK(FM), Colonial Heights, Tennessee; and WVEK-FM; Weber City, Virginia.

EMPLOYMENT PERIOD COVERED: April 1, 2014, through March 31, 2015

I. FULL-TIME POSITIONS FILLED

A total of ten full-time job vacancies were filled:

1. FM General Sales Manager – 7/21/2014
2. Morning News Producer – 7/28/14
3. TV News Reporter – 7/28/14
4. FM Account Executive – 8/11/14
5. TV News Reporter – 9/8/14
6. FM Account Executive – 11/10/14*
7. FM Account Executive – 11/10/14*
8. TV Account Executive – 1/26/15**
9. TV Account Executive – 2/5/15**
10. FM Announcer – 2/16/15

*Positions 6. and 7. were advertised together.

**Positions 8. and 9. were advertised together.

II. RECRUITMENT SOURCES USED FOR FILLING EACH OF THE FOREGOING POSITIONS:

1. Company Website – 5 Referrals; Radio, Inc. Ad – 1 Referral; Internal Applicants – 2 Referrals; EEO E-Mail List – No Referrals
2. Company Website – No Referrals; TV Jobs.com Website – 2 Referrals; EEO E-Mail List – No Referrals
- 3.
4. Company Website – 1 Referral; Existing Employees – 2 Referrals; EEO E-Mail List – No Referrals
5. Company Website – No Referrals; TVJobs.com Website – 2 Referrals; Internal Applicant – 1 Referral; EEO E-Mail List – No referrals

6. Company Website – 1 Referral; Radio On-Air Announcements – 9 Referrals; EEO E-Mail List – No Referrals
7. Company Website – 1 Referral; Radio On-Air Announcements – 9 Referrals; EEO E-Mail List – No Referrals
8. Referral from Employees – 2 Referrals; TV On-Air Announcements – 7 Referrals; EEO E-mail List – 12 Referrals
9. Referral from Employees – 2 Referrals; TV On-Air Announcements – 7 Referrals; EEO E-mail List – 12 Referrals
10. Company Website – 4 Referrals; Radio On-Air Announcements – 5 Referrals; EEO E-Mail List No Referrals; All Access – No Referrals

Note: The term “EEO E-mail” List refers to the list at the conclusion of this report.

III. RECRUITMENT SOURCE WHICH REFERRED EACH OF THE HIRES FOR THE VACANCIES LISTED ABOVE:

1. Company Website
2. TVJobs.com Website.
3. TVJobs.com Website.
4. Employee Referral
5. Internal Applicant, who was already working for the company part-time.
6. Radio On-Air Announcement
7. Radio On-Air Announcement
8. TV On-Air Announcement
9. TV On-Air Announcement
10. Radio On-Air Announcement

IV. DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME VACANCIES DURING THE PERIOD COVERED BY THIS REPORT AND THE TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

A total of fifty-eight (58) applicants were interviewed for the ten (10) full-time jobs filled by Holston Valley Broadcasting Corporation during the relevant period.

V. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR §73.2080(c)(2) TAKEN BY OUR EMPLOYMENT UNIT DURING THE RELEVANT TWO YEAR PERIOD (4/1/13) THROUGH 3/31/15)

The following are the outreach efforts undertaken by HVBC during the relevant period:

1. HOSTED JOB FAIR SPONSORED BY HOLSTON VALLEY BROADCASTING

In the two year period April 1, 2013 - March 31, 2015 Holston Valley Broadcasting Corporation was the host sponsor for one job fair:

- On September 26, 2013, Holston Valley Broadcasting Corporation (Holston) hosted a Career & Education Expo at the Holiday Inn in Johnson City. Organized and attended by Holston radio executives and staff, the fair ran from 11 AM to 7 PM. In addition to Holston, thirteen other businesses and educational institutions were represented. The fair was supported by promotional public service announcements on Holston's Tri-Cities-based FM stations, WTFM(FM), WRZK(FM), and WVEK-FM. Approximately one hundred job/education seekers attended the Expo. Also represented were the State of Tennessee's Department of Labor and Workforce Development, The University of Tennessee's Center for Literacy, Education, and Employment, and the Job Corps.

2. NON-HOSTED JOB FAIR PARTICIPATION BY EMPLOYEES WITH HIRING RESPONSIBILITY

In the two year period April 1, 2013, through March 31, 2015, Holston Valley Broadcasting Corporation representatives with hiring authority participated in the following seven job fairs sponsored by other organizations:

- On May 14, 2013, Holston Valley Broadcasting's Vice President TV Sales, Lamar Reid, and its Vice President /TV Programming & Operations, Fred Falin, represented the company at the Hawkins County Schools Career Fair, which was held from 8:30 to 11:30 AM and from 12:30 to 2:30 PM at the National Guard Armory in Rogersville, TN. They met and conversed with many of the over 600 middle school students from the Rogersville City and Hawkins County school systems who attended, a number of whom expressed interest in a career in the radio and television broadcasting fields. Hand-outs, which describe the various jobs found in radio and TV broadcast stations, were provided to interested attendees.
- On Wednesday, October 23, 2013, Holston Valley Broadcasting's President, George DeVault, and its Vice President /TV Programming & Operations, Fred Falin, represented the company at the University of Tennessee College of Communications & Information's 2013 JOB & INTERNSHIP FAIR, which was held from 1 PM until 5 PM in the ballroom of the University Center on the University's Knoxville, Tennessee, campus. Some two hundred prospective interns and job seekers attended. Messrs. DeVault and Falin met and conversed with scores of those attendees interested in careers in the radio and television broadcasting fields. Sixteen resumes were received.
- Holston Valley Broadcasting Corporation (Holston) participated in the 2013 Eleventh Grade Career Expo sponsored by the Kingsport Chamber of Commerce in conjunction with Eastman Chemical Company. The week-long event was held at Eastman's Toy F. Reid Center in Kingsport. High schools from throughout the region brought their 11th grade students to participate. Some of the participating high schools were Sullivan

South, Tennessee High, Daniel Boone, Volunteer, Dobyns-Bennett, Sullivan North and Central High School. Holston's TV Traffic Manager, Jerreese Rockwell along with Jill Reeder and Stephanie Gilbert of her staff manned a table from 9 AM to 2 PM on Tuesday, November 5, and Wednesday November 6.

- On the mornings of March 12 and March 14, 2014, Holston Valley Broadcasting's Vice President for TV Sales, Lamar Reid, and WKPT-TV's News Director, Stan Whitlock, participated in the 8th Grade Career Expo at the Kingsport Center for Higher Education located in Kingsport's downtown Academic Village. A collaborative effort between Eastman Chemical Company, the Kingsport Chamber of Commerce, and Junior Achievement of the Tri-Cities, the event was designed to expose 8th grade students in the "Putting Children First" partnership to a variety of occupations and topics of interest. Students learn what jobs may be available to them when they graduate and what educational requirements are needed to obtain these jobs. Messrs Reid and Whitlock addressed four groups of students Wednesday morning and three groups of students Friday morning for twenty-five minutes each describing the various career paths in local radio and television stations and answering questions about those occupations. Handouts describing these careers were distributed to all participants.
- On May 13, 2014, Holston Valley Broadcasting's Vice President TV Sales, Lamar Reid, and its Vice President /TV Programming & Operations, Fred Falin, represented the company at the Hawkins County Schools Career Fair, which was held from 8:30 to 11:30 AM and from 12:30 to 2:30 PM at the National Guard Armory in Rogersville, TN. They met and conversed with many of the over 660 middle school students from the Rogersville City and Hawkins County school systems who attended, a number of whom expressed interest in a career in the radio and television broadcasting fields. Hand-outs, which describe the various jobs found in radio and TV broadcast stations, were provided to interested attendees.
- On August 13, 2014, Holston Valley Broadcasting's President, George DeVault, represented the company at a Career Fair sponsored by the Tennessee Association of Broadcasters (TAB) and the Tennessee Education Lottery. The event was held at the Embassy Suites Hotel in Murfreesboro, Tennessee from 4:40 to 6:30 PM. It was the last event of the TAB's two day annual convention. DeVault manned one of some seventeen booths at the fair and personally conducted brief interviews with ten attendees. He collected resumes from each. The majority of the attendees were from Middle Tennessee and were either attending or were graduates of Middle Tennessee State University. Interested attendees were provided with a number of hand-outs, among them descriptions of job positions within radio and TV stations and a description of Holston Valley Broadcasting and its various radio and TV stations.
- On Wednesday, October 22, 2014, Holston Valley Broadcasting's President, George DeVault, and its Vice President /TV Programming & Operations, Fred Falin, represented the company at the University of Tennessee College of Communications & Information's 2014 JOB & INTERNSHIP FAIR, which was held from 1 PM until 4 PM

in the ballroom of the University Center on the University's Knoxville, Tennessee, campus. Over two hundred prospective interns and job seekers attended. Messrs. DeVault and Falin met and conversed with many of those attendees interested in careers in the radio and television broadcasting fields. Eighteen resumes were received.

Additional Job Fair Activity Involving Non-executive Staff:

- On Thursday, March 12th, 2015, Holston Valley Broadcasting's TV Meteorologist, Joe Reedy, represented the company on day 1 of the 8th Grade Career Expo at the Kingsport Center for Higher Education located in Kingsport's downtown Academic Village. A collaborative effort between Eastman Chemical Company, the Kingsport Chamber of Commerce, and Junior Achievement of the Tri-Cities, the event was designed to expose 8th grade students in the "Putting Children First" partnership to a variety of occupations and topics of interest. Students learn what jobs may be available to them after graduation and what educational requirements are needed to obtain these jobs. Mr. Reedy addressed four groups of students for twenty-five minutes each describing the various career paths in communications and broadcast meteorology. There was an opportunity for the students to connect with Reedy by asking questions about those occupations. After the Q&A, handouts describing these careers paths were distributed to all participants.

On Friday, March 13th, 2015, ABC 19 News' Morning News Anchor, Jessica Larkin, represented Holston Valley Broadcasting at the 8th Grade Career Expo at the Kingsport Center for Higher Education located in Kingsport's downtown Academic Village. The event was a collaborative effort between Eastman Chemical Company, Northeast State Community College, Junior Achievement of Tri-Cities TN/VA, and the Kingsport Area Chamber of Commerce. Approximately 1,400 eighth grade students from the Kingsport area explored careers in a variety of fields, along with the necessary secondary education for the jobs. Ms. Larkin spoke with four groups of students on the 13th for twenty-five minutes each, discussing the various career paths in the TV news field. She also answered questions and held an open discussion. Handouts describing these careers were distributed to all participants.

5. INTERN PROGRAM

Holston Valley Broadcasting regularly utilizes interns in its operations, many of whom have gone on to full time jobs in the broadcasting industry. In years past interns from a number of high schools, colleges, and universities in the area have gotten their first taste of the broadcasting business at Holston stations. Some have even gone on to major stations and networks. During the subject two year period HVBC has hosted three internships:

- Lindsay Johnson, a student from Emory and Henry College, participated in Holston Valley Broadcasting Corporation's (Holston's) paid internship program in 2013. She worked with the company's radio division for 8 weeks, June 3, 2013 through July 26, 2013. During these two months she worked closely with our traffic, programming, promotion, news and sales departments. She improved her skills in all departments including making in the field

sales calls with our sales departments. She spent four weeks at our Marion, Virginia, radio operation at stations WMEV-FM and WUKZ(AM), and four weeks at Holston's Tri-Cities-based stations WTFM(FM), WRZK(FM), WVEK-FM, WKPT(AM), WKTP(AM), and WOPI (AM). This paid intern program was in conjunction with the Virginia Association of Broadcasters annual internship program. When the Virginia Association of Broadcasters internship program concluded, Lindsay was hired by the programming department in Marion, VA, working for Holston part time while she attended Emory and Henry College.

- Holston Valley Broadcasting Corporation's TV Division hosted Virginia Association of Broadcasters (VAB) paid intern, Monica McAfee, in its production department from June 3 through July 26, 2013. Among the projects Monica undertook were Technical set-up for a live telecast of Kingsport's 4th of July parade on WAPK Television, technical set-up for a live telecast of Kingsport's Funfest Parade on WAPK Television, camera operation for a live special telecast from East Tennessee State University on the occasion of the naming of the school's new football coach, running the audio control board for WKPT-TV's live half hour newscasts at 6 and 11 PM, editing news video for WKPT-TV's live half hour newscasts at 6 and 11 PM, and operation of a production camera for commercial shoots. Monica attends Radford University.
- Taylor Banner, a student from Emory and Henry College participated in the 2014 Virginia Association of Broadcasters paid internship program at Holston Valley Broadcasting. She worked for Holston's radio stations for 8 weeks, May 19, 2014 through July 11, 2014. During these two months she worked closely with the traffic, programming, promotion, news, and sales departments. Taylor improved her skills in all departments including making in the field sales calls with account executives. She spent (4) weeks at our Marion, Virginia, radio operation at stations WMEV-FM and WUKZ(AM), and (4) weeks working for our Kingsport based stations WTFM(FM), WRZK(FM), WVEK-FM, WKPT(AM), WKTP(AM), WOPI(AM).
- Cameron Coles, a student majoring in Mass Communications at Emory and Henry College participated in an unpaid internship at Holston Valley Broadcasting for school credit from September 8, 2014 – November 14, 2014. Cameron was interested in sales and wanted to see if the radio business was a path he wanted to pursue. The internship was also a required part of his curriculum to graduate. Cameron spent half his time at Holston's Marion, Virginia, radio operation at stations WMEV-FM and WUKZ(AM), and the other half working for our Kingsport-based stations WTFM(FM), WRZK(FM), WVEK-FM, WKPT(AM), WKTP(AM), and WOPI(AM). He worked inside our offices accomplishing tasks in all departments, and he also spent time with radio account executive out in the field calling on clients. He really enjoyed the sales portion of the internship, and he learned a lot from Holston's seasoned salespeople.
- Emily Carrier, a student from Emory and Henry College, participated in Holston Valley Broadcasting's paid internship program. She worked with Holston's television division for 8 weeks beginning on June 2, 2014. During these two months she participated in all aspects of newsgathering and reporting on a wide variety of assignments, covering everything from hard news to features. Ms. Carrier was responsible for producing daily work on a tight

deadline. She interviewed, wrote, reported, edited, shot, and voiced, on average a package and a VO/SOT each day for the 6 p.m. and 11 p.m. newscasts. She used station equipment professionally and efficiently. Among Emily's many stories, which stand out from the rest, was her interview footage of Youth Villages in Johnson City that was later used by ABC World News, as well as a feature package on an ATV camp in Southwest Virginia, which proved to be one of the most popular pieces on our website with viewers. This paid intern program was in conjunction with the Virginia Association of Broadcasters annual internship program.

5. SCHOLARSHIP PROGRAM

Holston Valley Broadcasting initiated the annual Hugh Boyd Scholarship at Emory & Henry College in Emory, Virginia, in 2004. It is directed at mass communications students desiring to pursue a career in broadcasting.

Through 2007 in odd years the Hugh Newell Boyd scholarship was given in memory of Hugh N. Boyd, who served for many decades in various positions with the Boyd family newspaper and broadcasting properties. "Mr. Hugh" as he was fondly known, died in 1979 following an injury he suffered in a fall. At the time he was serving as the company's Board Chairman. In even years the Hugh Maclachlan Boyd scholarship has been given in memory of Hugh M. Boyd, who was active in the company's broadcast enterprises. "Hughie" as he was known to his friends died in 2001 at the age of only 47 while serving as General Manager of WEVU in Fort Myers, Florida. He was the grandson of Hugh N. Boyd.

Beginning in 2008 the amount of money donated by the Company was doubled with half of the total now being given simply as "The Boyd Scholarship" in memory or honor of all members of the Boyd family, who have been active in the media properties controlled by the Boyd family in the past and today. The other half is given to a new broadcasting endowment at Emory & Henry.

Eligibility requirements for applicants to receive The Boyd Scholarship include the following:

- The recipient must be a junior or senior undergraduate student majoring in a broadcasting-related field at Emory & Henry College.
- The recipient must have achieved an overall grade point average of at least 2.8 and a grade point average of at least 3.0 in his or her mass media courses during the two semesters preceding application.
- The recipient must have received no failing grades in any college or university level course of study during his or her college career.
- The recipient must have worked in a radio or television broadcast station at least as a part-time employee prior to applying for the scholarship.

Other aspects of the Boyd Scholarships include the following:

- When applicants appear to possess essentially equal qualifications otherwise, preference will be given to members of minority ethnic or racial origin.
- Each scholarship is in the amount of \$1,000.

In 2013 the scholarship winner was the first repeat winner in the history of the Boyd Scholarship, Evan Williamson, whose award was presented by Holston's president, George DeVault, at a banquet held at the college on Friday April 12, 2013, as part of the college's "Mass Comm Weekend." Also attending the banquet was Holston's Vice President/General sales Manager for Television, Lamar Reid. Before the banquet and awards ceremony Messrs. DeVault and Reid met all graduating seniors in the Mass Communications Department and reviewed their portfolios. Following the awards ceremony they attended a "networking" reception at the home of the department's Chair, Dr. Teresa Keller.

The 2014 scholarship winner was Nathan Fishell, whose award was presented by Holston's president, George DeVault, at a banquet held at the college on Friday April 11, 2014, as part of the college's "Mass Comm Weekend." Also attending the banquet was Holston's Vice President/General sales Manager for Television, Lamar Reid. Before the banquet and awards ceremony Messrs. DeVault and Reid met all graduating seniors in the Mass Communications Department and reviewed their portfolios. Following the awards ceremony they attended a "networking" reception at the home of the department's Chair, Dr. Teresa Keller.

5. MISCELLANEOUS EEO INITIATIVES

Officers and other management level employees of the company periodically speak to graduate and undergraduate level classes, and elementary and secondary school classes, attend career networking sessions presented by graduating college students, and participate in broadcast industry management panels in broadcasting-related subjects at area Colleges and/or Universities. A significant portion of each lecture or panel discussion is devoted to the discussion of jobs and job opportunities in the broadcasting industry overall and at Holston Valley Broadcasting's radio and television stations specifically. In this initiative the following events took place during the subject two year period:

- On October 22, 2013, Holston Valley Broadcasting President, George DeVault, attended and spoke to Dr. Tracy Lauder's "Mass Communications 101" class from 10:00 AM to 11:00 AM at Emory & Henry College in Emory, VA. Topics addressed by Mr. DeVault included payments to music licensing organizations (ASCAP, SESAC, and BMI) by radio stations; the proposed performance royalty payments to artists and music "labels;" radio and television rating services, their methodologies, costs to broadcasters, etc.; broadcast stations' interactions with the FCC; FCC policies regarding the broadcast of indecent language and images; the changing financial relationships between network-affiliated TV stations and their respective networks; the concepts of television cable and satellite retransmission consent and payments therefore; and jobs in radio and television stations, and how best to prepare for seeking those jobs.
- "Turning the kids of today into the entrepreneurs of tomorrow" is the motto of Junior Achievement, and Holston Valley Broadcasting Corporation (Holston) is anxious for children to understand that broadcasting is both a service and a business. Members of its staff work toward that goal as Junior Achievement Volunteers. During the past year Jerreese Rockwell, Traffic and Promotions Manager for Holston's TV Division, and one of her assistants, Stephanie Gilbert, have devoted significant time to this effort by

mentoring students in first, third, fifth, and eleventh grade classes at various area schools as follows:

May 13 – 17, 2013 (1 hr per day)

Rock Springs Elementary – Mrs. McGhee's 5th Grade Class

May 13 – 17, 2013 (1 hr per day)

Church Hill Elementary – Ms. Rollins' 3rd Grade Class

August 12-16, 2013 (1 hr per day)

Andrew Jackson Elementary – Ms. Roberts' 1st Grade Class

February 6 – March 13, 2014 (1 hr per week)

Sullivan South High School – Mr. Phillips' 11th Grade Class

February 7 – March 13, 2014 (1.5 hr per week)

Sullivan South High School – Mr. Richardson's 11th Grade Class

- On April 23, 2014, Holston Valley Broadcasting President, George DeVault, attended and spoke to Dr. Teresa Keller's "Mass Communications Law" class from 12 Noon to 1:00 PM at Emory & Henry College in Emory, VA. The main topic was the Federal Communications Commission and how it interacts with broadcast stations. Discussed were the formation and organization of the FCC and its predecessor the Federal Radio Commission and the history of broadcast regulation by the U.S. Government. Included were FCC policy regarding the broadcast of indecent language and images; the changing financial relationships between network-affiliated TV stations and their respective networks; the concepts of television cable and satellite retransmission consent and payments therefore; and jobs in radio and television stations and how best to prepare for seeking those jobs.
- On March 28, 2015, Holston Valley Broadcasting Corporation's Radio News Director, Duane Nelson, attended the Tennessee Associated Press College Day at the First Amendment Freedom Center at Vanderbilt University in Nashville. Mr. Nelson spoke with 75 students from across the state and their college advisors. The students were from MTSU, UTM, UT, Belmont, Lipscomb, Lee University, APSU, ETSU, Trevecca and other universities. They were told about careers in broadcasting. Mr. Nelson met with several of the students for one-on-one sessions to discuss their futures in broadcasting. Coincidentally, Mr. Nelson was elected President of the Tennessee Associated Press Broadcasters' Association during its annual meeting of which the College Day was a part.

VI. BROADCAST OF EEO NOTICE

Holston Valley Broadcasting Corporation airs the announcement shown below at least once per day on its four AM stations, its four FM stations, its full power TV station, and five of its Class A TV stations.

The broadcast of this announcement for a cumulative thousands of times among Holston's broadcast stations represents a considerable value in broadcast time and conveys to the audiences of its stations Holston's sincere commitment to Equal Opportunity in Employment.

This is the text of the announcement:

HOLSTON VALLEY BROADCASTING CORPORATION, AN EQUAL OPPORTUNITY EMPLOYER, IS DEDICATED TO PROVIDING BROAD OUTREACH REGARDING JOB VACANCIES AT OUR COMPANY. WE SEEK THE HELP OF LOCAL ORGANIZATIONS IN REFERRING QUALIFIED APPLICANTS TO OUR STATIONS. ORGANIZATIONS THAT WISH TO RECEIVE OUR VACANCY INFORMATION SHOULD CONTACT US BY CALLING OUR CORPORATE OFFICE AT AREA CODE 423-246-9578.

Attachment: Recruitment List

HOLSTON VALLEY BROADCASTING CORPORATION
Job Recruitment Notification List
March 31, 2014

Appalachian State University - spicelandrd@appstate.edu

East Tennessee State University – careers@etsu.edu parks@etsu.edu langes@etsu.edu

Emory & Henry College - agardner@ehc.edu tdkeller@ehc.edu

Goods Entertainment - adam@goodsentertainment.com

King College - dhfelty@king.edu

Knoxville College - vgray@knoxvillecollege.edu

Marshall University - career-services@marshall.edu, turner@marshall.edu

Middle Tennessee State University - gsneed@mtsu.edu

Milligan College – banderson@milligan.edu

National Association for the Advancement of Colored People - nbailey@naacpnet.org

National Association of Broadcasters - nabj@nabj.org, sverry@nabj.org

National College of Business Tech – Williams@ncbt.edu

Northeast State Community College – careerdev@northeaststate.edu

Radford College - csutphin@radford.edu

Roanoke College - mclawhorn@roanoke.edu

Tennessee Association of Broadcasters – website posing at www.tabtn.org

University of North Carolina - Frank_Donaldson@uncg.edu, west@unca.edu

University of NC Asheville – west@unca.edu

University of Tennessee, Chattanooga - betsy-alderman@utc.edu, Louise-Crawford@utc.edu

University of Tennessee, Knoxville - mmahoney@utk.edu epallard@utk.edu

Virginia Association of Broadcasters - website posting at www.vabonline.com

Virginia Community College System - jgenco@mc.vccs.edu

Virginia Highlands Community College - kmorton@vhcc.edu

Walters State Community College - andy.hall@ws.edu