

WUCT (AM), WBXE(FM), WLQK(FM), WKXD(FM)
EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018

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
Marketing Executive	1, 2, 6, 7, 12, 13, 16, 18, 19, 23, 24, 26, 27, 28, 29, 30	19 – On Air
Marketing Executive	1, 2, 6, 7, 12, 13, 16, 18, 19, 23, 24, 26, 27, 28, 29, 30	6 – Employee Referral
Marketing Executive	1, 2, 6, 7, 12, 13, 16, 18, 19, 23, 24, 26, 27, 28, 29, 30	7 - Indeed
Marketing Executive	1, 2, 6, 7, 12, 13, 16, 18, 19, 23, 24, 26, 27, 28, 29, 30	7 - Indeed
Promotions Assistant	2, 3, 4, 5, 6, 7, 13, 14, 15, 17, 19, 22, 23, 24, 26, 27, 28, 29, 30, 31	7 - Indeed
Receptionist/Office Manager	2, 3, 4, 5, 6, 7, 13, 14, 15, 17, 19, 22, 23, 24, 26, 27, 28, 29, 30, 31	7 - Indeed
Digital Interactive Director	1, 2, 3, 4, 5, 6, 7, 13, 14, 15, 17, 19, 22, 23, 24, 26, 27, 28, 29, 30, 31	7 - Indeed
Digital Interactive Director	1, 2, 3, 4, 5, 6, 7, 13, 14, 15, 17, 19, 21, 22, 23, 24, 26, 27, 28, 29, 30, 31	21 - Rehire

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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	All Access – www.allaccess.com	N	0
2	Belmont University – careerservices@belmont.edu	N	0
3	Cookeville Chamber of Commerce	N	0
4	Crossville Chamber of Commerce	N	0
5	Cumberland University Learning & Career Commons Office 202 One Cumberland Square Lebanon, TN 37087	N	0
6	Employee Referral	N	6
7	Indeed – www.indeed.com	N	14
8	Internal Promotion	N	0
9	Herald – Citizen 1300 Neal Street Cookeville, TN 38501	N	0
10	Jobs4TNOnline – www.jobs4tn.gov	N	0
11	JournalismJobs.com	N	0
12	Kentucky Broadcasters Association kba@kba.org	N	0
13	Lipscomb University careerdevelopment@lipscomb.edu	N	0
14	Middle TN State University career@mtsu.edu	N	0
15	Motlow State Community College Rick Orzino rorzino@mscc.edu	N	0
16	Nashville Branch NAACP 1308 Jefferson Street Nashville, TN 37208 www.naACP.org	N	0
17	Nashville State Community College careerservices@nscc.edu	N	0
18	Non Employee Referral	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	On Air Announcements Lite Rock 95.9 106.9 Kicks Country Rock 93.7 News Talk 94.1	N	3
20	Pickett County Chamber of Commerce dalehollow@twlakes.net	N	0
21	Rehire	N	1
22	Roane State Community College Tina Messamore messamore@roanestate.edu	N	0
23	Station Facebook Pages Lite Rock 95.9 106.9 Kicks Country Rock 93.7 News Talk 94.1	N	0
24	Station Websites www.1069kicksountry.com www.rock937.com www.literock959.com www.newstalk941.com	N	0
25	Tennessee Association of Broadcasters www.tabtn.org	N	0
26	Tennessee Career Center www.uccareercenter.com	N	0
27	Tennessee State University 3500 John Merritt Blvd Nashville, TN 37209	N	0
28	Tennessee Tech University Donald Foster dfoster@tntech.edu	N	0
29	University of Tennessee Career Services 100 Dunford Hall 915 Volunteer Blvd Knoxville, TN 37996	N	0
30	Volunteer State Community College Lisa Officer lisa.officer@volstate.edu	N	0
31	Western Kentucky University career.services@wku.edu	N	0
	Total Interviewees Over Reporting Period		25

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Bill Penn Scholarship	In May 2017, The Bill Penn Broadcast Scholarship was awarded by Stonecom for the third year to a high school senior pursuing broadcast journalism in college.
2	Tennessee Tech Recruiting	We setup twice during 2017 at the Tennessee Tech Student Center pursuing applicants for employment with Stonecom.
3	TAB Radio Talent Institute	Stonecom helped fund the first TAB Radio Talent Institute at The University of Tennessee Knoxville in June, 2017. Stonecom provided a \$2,000 scholarship grant to provide free tuition to students statewide interested in careers in the industry. Stonecom President Larry Stone served as opening speaker for the event and has counseled numerous students in its aftermath looking for careers.
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