

WUCT (AM) WBXE (FM), WLQK (FM), WKXD (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
Marketing Executive	13,16,17,18,38,39,40	18
Marketing Executive	13,16,17,18,38,39,40,55	55
News Journalist	18,22,39,40	18
Front Desk Reception/Business Assistant	13,16,17,18,38,39,40	13
Business Manager	13,16,17,18,38,39,40	14
On - Air Talent	1,8,9,11,13,16,18,24,27,28,34, 36,38,39,40,42,51	13
Director of Promotions	1,6,8,9,11,12,13,15,16,20,24,25 27,28,30,33,34,36,37,38,39,40, 42, 50,51,52,54	13

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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	6
2	Bellarmine University 2001 Newburg Road Louisville, KY 40205	N	0
3	Belmont University 1900 Belmont Boulevard Nashville, TN 37212 careerdevelopment@belmont.edu	N	0
4	Berea College 101 Chestnut Street Berea, KY 40404 careerdevelopment@bera.edu	N	0
5	Carson-Newman University 1646 Russell Ave Jefferson City, TN 37760 mworkman@cn.edu	N	0
6	Clay County Chamber of Commerce 424 Brown Street Celina, TN 38551 claychamber@twlakes.net	N	0
7	Cookeville Higher Education Campus 1000 Neal Street Cookeville, TN 38501 apompell@cookevillecampus.org	N	0
8	Cookeville Chamber of Commerce 1 West First Street Cookeville, TN 38501 info@cookevillechamber.com	N	0
9	Crossville Chamber of Commerce 34 South Main Street Crossville, Tn 38555 nwilson@crossville-chamber.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Crossville Chronicle 125 West Ave Crossville, TN 38555 admarket@crossville-chronicle.com	N	0
11	Cumberland University Learning & Career Commons Office 202 One Cumberland Square Lebanon, TN 37087 careerservices@cumberland.edu	N	0
12	DeKalb County Chamber of Commerce Po Box 64 Smithville, TN 37166 info@dekalbchamber.org	N	0
13	Employee Referral	N	6
14	Express Employment 1459 Interstate Drive #E Cookeville, TN 38501		
15	Fentress County Chamber of Commerce Po Box 1294 Jamestown, TN 38556	N	0
16	Handshake – www.joinhandshake.com	N	0
17	Herald-Citizen 1300 Neal Street Cookeville, TN 38501 advertising@herald-citizen.com	N	1
18	Indeed – www.indeed.com	N	34
19	Internal Promotion	N	0
20	Jackson County Chamber of Commerce 402 E. Hull Ave Gainesboro, TN 38562	N	0
21	Jobs4TNOnline – www.jobs4tn.gov	N	0
22	JournalismJobs.com	N	9
23	Kentucky Broadcasters Association kba@kba.org	N	0
24	Lipscomb University Career Development Center 1 University Park Drive Bennett Campus Center Suite 120 careerdevelopment@lipscomb.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Macon County Chamber of Commerce 685 Highway 52 Bypass West Lafayette, TN 37083 mchamber@mctc.com	N	0
26	Maryville College 502 E. Lamar Alexander Pkwy Bartlett Hall Room 224 Maryville, TN 37804 careercenter@marvillecollege.edu	N	0
27	Middle TN State University MTSU Box 2 1301 East Main Street Murfreesboro, TN 37132 career@mtsu.edu	N	0
28	Motlow State Community College Po Box 8500 Lynchburg, TN 37352 rcotham@mscc.edu	N	0
29	Nashville Branch NAACP 1308 Jefferson Street Nashville, TN 37208 www.naACP.org	N	0
30	Nashville State Community College Main Campus Student Services Center Room S-206 careerservices@nscc.edu	N	0
31	Non Employee Referral	N	0
32	On Air Announcements Lite Rock 95.9 106.9 Kicks Country Rock 93.7 News Talk 94.1	N	0
33	Overton County Chamber of Commerce Po Box 354 Livingston, TN 38570 chamber@twlakes.net	N	0
34	Pickett County Chamber of Commerce Po Box 447 Byrdstown, TN 38549 pickettchamber@twlakes.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Rehire	N	0
36	Roane State Community College 276 Patton Lane Harriman, TN 37748 Tina Messamore messamore@roanestate.edu	N	0
37	Smith County Chamber of Commerce 939 Upper Ferry Road Carthage, TN 37370 contactus@smithcountychamber.org	N	0
38	Station Facebook Pages Lite Rock 95.9 106.9 Kicks Country Rock 93.7 News Talk 94.1	N	1
39	Station Websites www.1069kickscountry.com www.rock937.com www.literock959.com www.newstalk941.com	N	2
40	Station Bulletin Boards 1 Stonecom Way Cookeville, TN 38501	N	0
41	Tennessee Association of Broadcasters www.tabtn.org	N	0
42	Tennessee Career Center 580 South Jefferson Ave Suite A Cookeville, TN 38501 www.uccareercenter.com	N	0
43	Tennessee College of Applied Technology 740 Hi Tech Drive Livingston, TN 38570 workforce@tcatlivingston.edu	N	0
44	Tennessee State University 3500 John Merritt Blvd Nashville, TN 37209 Cjennin5@tnstate.edu	N	0
45	Tennessee Tech University Center For Career Development Po Box 502 Cookeville, TN 38505 career@tntech.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	University of Kentucky 408 Rose Street Lexington, Ky 40506 ukcareercenter@uky.edu	N	0
47	University of Louisville ulcareer@louisville.edu	N	0
48	University of Tennessee Career Services 100 Dunford Hall 915 Volunteer Blvd Knoxville, TN 37996	N	0
49	University of Tennessee Martin 210 Boling University Center Martin, TN 38238 career@utm.edu	N	0
50	Van Buren County Chamber of Commerce vbchamber@blomand.net	N	0
51	Volunteer State Community College 217 Wood Campus Center Gallatin, TN 37066 Carol.bazenet@volstate.edu	N	0
52	Warren County Chamber of Commerce 110 South Court Square McMinnville, Tn 37110 meller@warrenttn.com	N	0
53	Western Kentucky University Downing Student Union Room 2001 Bowling Green, KY 42101 career.services@wku.edu	N	0
54	White County Chamber of Commerce 16 West Bockman Way Sparta, TN 38583 info@spartatnchamber.com	N	0
55	Unsolicited	N	1
	Total Interviewees Over Reporting Period		60

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Bill Penn Scholarship	The Bill Penn Broadcast Scholarship was awarded by Stonecom to two high school seniors pursuing broadcast journalism in college.
2	Journalism Tour	In October 2018 several Upperman High School students came to the studio and toured with Marcia Lee and Joy McCaleb
3	TTU Recruitment Fair	In April 2018 employees from Stonecom attended a recruitment fair at Tennessee Tech University.
4	TAB Radio Talent <i>Institute</i>	Stonecom helped fund the first TAB Radio Talent Institute at The University of Tennessee Knoxville in June, 2018. 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.