

WKXJ, WLND, WRXR-FM, WUSY
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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
Radio Sales Executive	1-4, 8-9, 12-18, 20	13
Radio Sales Executive	1-4, 6, 8-18, 20	6
Promotions Director	1-9, 12, 14-20	7
Sales Assistant/Receptionist	1-4, 6, 8-9, 12, 14-18, 20	6
Sales Assistant/Receptionist	1-4, 6, 8-9, 12, 14-18, 20	6

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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 Music Group Tennessee Url : www.allaccess.com Fax : 1-310-457-8058 Career Services	N	0
2	Bryan College PO Box 7000 Dayton, Tennessee 37321 Url : careers@bryan.edu Email : wsmith8048@bryan.edu Fax : 1-423-775-7330 Career Services	N	0
3	Chattanooga State Technical Community College 4501 Amnicola Highway Chattanooga, Tennessee 37406 Email : placement@chattanoogastate.edu Career Services	N	0
4	Chattanooga Times Free Press 400 E 11th Street Chattanooga, Tennessee 37403 Email : tplemons@timesfreepress.com Fax : 1-423-757-6861 Career Services	N	0
5	Current Employee	N	1
6	Employee Referral	N	7
7	Former Employee	N	1
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	2
10	Indeed.com	N	1

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11	Job posting on internet	N	2
12	Lee University Career Center 1120 N Ocoee Street Cleveland, Tennessee 37311 Url : www.leeuniversity.edu/calling-career Email : ccc@leeuniversity.edu Career Services	N	0
13	Linked In	N	2
14	On Air Announcements Chattanooga Market 7413 Old Lee Highway Chattanooga, Tennessee 37421 Email : BrookeSt.Clair@iheartmedia.com Career Services	N	0
15	Southern Adventist University PO Box 370 Collegedale, Tennessee 37315 Email : drolson@southern.edu Fax : 1-423-236-1782 Career Services	N	0
16	Station Websites in Chattanooga Market 7413 Old Lee Highway Chattanooga, Tennessee 37421 Email : danielwyatt@iheartmedia.com Career Services	N	0
17	Tn Association of Broadcasters Tennessee Url : http://www.tabtn.org/jobs.php Email : brenda@tabtn.org Fax : 1-615-365-1842 Career Services	N	0
18	TN Dept of Labor & Workforce Development/SE TN Career Centers Tennessee Url : www.secareercenter.org Email : treat.tn@tn.gov Career Services	N	0
19	Trade Website	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	University of Tennessee at Chattanooga 615 McCallie Avenue Chattanooga, Tennessee 37403 Url : Jean-dake@utc.edu Email : career@utc.edu Fax : 1-423-425-4079 Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/19/2016	Establishment of an intern program designed to assist members of the community	Middle Tennessee State University student, Kinslee Melhorn was an intern with our promotions department from May 2016-June 2016. She assisted with the execution of events while earning college credit toward her broadcasting degree.	2	Promotions Director Promotions Assistant
2	5/24/2016	Participation in events or programs sponsored by educational institutions	Kelley Bradshaw spoke to a group of 30 young broadcasters who were about to graduate from college about adjusting from college to the professional atmosphere in the broadcasting industry.	1	On Air Host on WUSY
3	9/15/2016	Participation in events sponsored by community groups	Lanie Coulter spoke to a group of 50 business professionals on a Marketing Panel as the radio marketing expert at the Walker County Business Expo. She spoke to the audience about her job as an account executive.	1	Account Executive
4	1/9/2017	Participation in events sponsored by community groups	Station Tour for members of Lookout Mountain Community Services Kaleidoscope North. Employees spoke to the students about the various career paths within the broadcast industry such as sales, web development, and broadcast engineering. Employees impressed upon the students the importance of a solid educational background as a basis for a career in broadcasting.	2	Program Director for WLND and On Air Host for WUSY Promotions Director
5	1/17/2017	Participation in events sponsored by community groups	Station Tour for members of Lookout Mountain Community Services Kaleidoscope North. Employees spoke to the students about the various career paths within the broadcast industry such as sales, web development, and broadcast engineering. Employees impressed upon the students the importance of a solid educational background as a basis for a career in broadcasting.	2	Program Director for WLND and On Air Host for WUSY Assistant Promotions Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	1/25/2017	Participation in events sponsored by community groups	Station Tour for members of Lookout Mountain Community Services Kaleidoscope North. Employees spoke to the students about the various career paths within the broadcast industry such as sales, web development, and broadcast engineering. Employees impressed upon the students the importance of a solid educational background as a basis for a career in broadcasting.	1	Program Director for WLND and On Air Host for WUSY
7	1/27/2017	Participation in events sponsored by community groups	Participants discussed with students at Ooltewah High School daily routines for each job position and answered questions about background in schooling and how to get into the industry. Participants included Kelley Bradshaw, Kacey Rodgers, Devon Owens, Shaunda Smith and Lori Holcomb.	5	On Air Host Account Executive Promotions Assistant Program Director and On Air Host for WKXJ
8	2/16/2017	Participation in Job Fairs	Hiring managers from our stations attended a job fair/training day at Bryan College in Dayton, TN on 2/16/17 from 4pm-7pm. They trained students on how to interview effectively, performed mock interviews, and played them our company's sizzle reel.	3	Market President Operations Manager Program Director for WLND/on-air for WUSY
9	3/17/2017	Participation in events or programs sponsored by educational institutions	Employee was a judge at 2017 Tennessee DECA State Career Development Conference. She had the opportunity to talk with students about effective marketing plans and how a broadcasting career in sales can help businesses grow utilizing sound marketing principles.	1	Market President