

WIVK-FM, WOKI-FM, WNML-AM, WNML-FM
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
On-Air Announcer	15, 17, 22	22
Account Executive	1-21	14
Account Executive	1-21	13
Operations Manager	17, 22, 23	22
Sales Assistant	9, 15	13
Account Executive	1-21	13
Account Executive	1-21	13
Account Executive	1-21	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	South College 3904 Lonas Drive Knoxville, TN 37909 (865) 251-1800 Contact: Gary Taylor	No	0
2	NAACP P. O. Box 14096 Knoxville, TN 37914 (865) 546-5567 Contact: Ezra Maize	No	0
3	Pellissippi State Job Placement Service P. O. Box 22990 Knoxville, TN 37933-0990 (865) 694-6400 Contact: Doris Rutledge	No	1
4	Roane State Community College 276 Patton Lane Harriman, TN 37748 (865) 539-6904 Contact: Gail Russell	No	0
5	Knoxville College Job Placement 901 College Street Knoxville, TN 37921 (865) 524-6511 Contact: Rev. Frank Houston	No	0
6	YWCA 420 W. Clinch Avenue Knoxville, TN 37902 (865) 523-6126 Contact: Human Resources Counselor	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Tennessee Career Center 1610 University Avenue, Suite 106 Knoxville, TN 37921 (865) 594-5500 Contact: Ginger Armstrong	No	0
8	University of Tennessee Minority Student Affairs 812 Volunteer Boulevard Knoxville, TN 37996-4200 (865) 974-6861 Contact: Placement Advisor	No	0
9	University of Tennessee Center for Career Development 1015 Phillip Fulmer Way Knoxville, TN 37996-4820 (865) 974-5435 Contact: Placement Advisor	No	3
10	Knoxville Area Urban League 1514 Fifth Avenue Knoxville, TN 37917 (865) 524-5511 Contact: Bill Myers	No	0
11	Tusculum College 1305 Centerpoint Boulevard Knoxville, TN 37932 (865) 693-1177 Contact: Placement Advisor	No	0
12	Tennessee Career Center 599 Oak Ridge Turnpike Oak Ridge, TN 37830-5359 (865) 483-7474 Contact: Mahalia Griffith	No	1
13	Word-of-Mouth Referral	No	8
14	Cumulus Broadcasting – Knoxville Station Websites: www.wivk.com www.sportsradiownml.com www.987newstalk.com	No	6
15	Internal Posting (all Cumulus Broadcasting Markets)	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
16	Internal Referral Receptionist 4711 Old Kingston Pike Knoxville, TN 37919 (865) 588-6511	No	0
17	Cumulus Job Board Cumulus.hrmdirect.com	No	5
18	Simply Hired www.simplyhired.com	No	0
19	Glass Door www.glassdoor.com	No	0
20	Link Up www.linkup.com	No	0
21	Indeed www.indeed.com	No	2
22	All Access www.allaccess.com	No	5
23	Linked In www.linkedin.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>During the year, Cumulus Broadcasting of Knoxville offers internships to area college students for required credits in the communications/broadcasting, marketing, and journalism curriculums. These students participate in hands on learning and are given extensive access to skills that will complete their majors.</p> <p>During the period from April 1, 2016 to March 31, 2017, our SEU hosted 4 interns from the University of Tennessee in the Media/Broadcasting department(s), under the supervision of our Market Manager, Promotions Directors, and Program Directors.</p>
2	Scholarship Program	<p>The Citadel Broadcasting of Knoxville Journalism Scholarship was created by our SEU to aid students pursuing an education in Journalism, Mass Media, or Media Technologies from Pellissippi State Technical Community College located in Knoxville, Tennessee. A scholarship in the minimum amount of \$350 is awarded to one student annually who meets the eligibility requirements established for the program.</p>
3	Job & Internship Fairs	<p>During the period from April 1, 2016 to March 31, 2017, Cumulus Broadcasting of Knoxville participated in the following local job fairs:</p> <ol style="list-style-type: none"> 1. On October 19, 2016, one employee in our Promotions Department attended the University of Tennessee Job and Internship Fair that was held on the University of Tennessee campus and discussed job and internship opportunities at the stations with students interested in broadcast careers.