WATX(AM), WBXE(FM), WLQK(FM), WKXD(FM)
EEO PUBLIC FILE REPORT
April 1, 2015 – March 31, 2016

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	2, 3, 6, 9, 10, 13, 14, 17, 19, 21, 22, 23	2- Employee Referral
Production/ On Air	2, 3, 6, 9, 10, 13, 14, 17, 19, 21, 22, 23	1- All Access
Public Affairs Director*	Promotion	25- Promotion
Marketing Executive*	Promotion	25- Promotion
Programming Assistant*	Promotion	25- Promotion

The asterisk (*) indicates that this position was filled by promoting a part-time or full-time candidate who was initially hired using widespread recruitment.

WATX(AM), WBXE(FM), WLQK(FM), WKXD(FM)
EEO PUBLIC FILE REPORT
April 1, 2015 – March 31, 2016

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	1
2	Employee Referral	N	3
3	Non Employee Referral	N	0
4	Lipscomb University careerdevelopment@lipscomb.edu	N	0
5	Herald-Citizen 1300 Neal St Cookeville, TN 38501	N	0
6	Tennessee Tech University Donald Foster dfoster@tntech.edu	N	4
7	Middle TN State University kacullen@mtsu.edu bill.fletcher@mtsu.edu	N	0
8	Belmont University careerservices@belmont.edu	N	0
9	Tennessee Association of Broadcasters www.tabtn.org	N	11
10	Station websites www.1069kickscountry.com www.rock937online.com www.literock959.com www.cookevillenewstalk.com	N	0
11	Tennessee Career Center Johnnie Wheeler www.uccareercenter.com Cecilia.fraser@tn.gov	N	0
12	Volunteer State Community College Lisa Officer Lisa.Officer@volstate.edu	N	0
13	On Air Announcements Lite Rock 95.9 106.9 Kicks Country Rock 93.7 Cookeville's News Talk 100.9	N	1
14	Nashville Branch NAACP 1308 Jefferson Street Nashville, TN 37208 Naacp.org	N	0
15	Western Kentucky University Career.services@wku.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	University of Tennessee Career Services 100 Dunford Hall 915 Volunteer Blvd Knoxville, TN 37996	N	0
17	Crossville Chamber 34 South Main Street Crossville, TN 38555 info@crossville-chamber.com	N	0
18	Pickett County Chamber of Commerce dalehollow@twlakes.net	N	0
19	Station Facebook Pages Lite Rock 95.9 106.9 Kicks Country Rock 93.7 Cookeville's News Talk 100.9	N	0
20	Tennessee State University 3500 John Merritt Blvd Nashville, TN, 37209	N	0
21	Indeed Indeed.com	N	9
22	Nashville State Community College careerservices@nscc.edu	N	0
23	Jobs4TN Online www.jobs4tn.gov	N	2
24	Self	N	0
25	Promotion	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD		**32**	

WATX(AM), WBXE(FM), WLQK(FM), WKXD(FM)
EEO PUBLIC FILE REPORT
April 1, 2015 – March 31, 2016

III. RECRUITMENT INITIATIVES

Type Of Recruitment Initiative (Menu Selection)	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
7	Scholarship	In May 2015, the Bill Penn Broadcast Scholarship was awarded by Stonecom to a high school senior pursuing broadcasting in college.
7	Scholarship	In May 2015, the Dream Big Senior Scholarship was awarded by Stonecom to an outstanding high school senior attending college in the fall.
10	Presentation	On April 15, 2015, the general manager spoke to a group of students at Tennessee Tech University for Professional Development Week.
10	Presentation	On April 8th, 2015, the general manager spoke to a broadcast management class at Middle Tennessee State University.
1	Career Fair	On March 29, 2016, the director of first impressions and the public affairs director attended a career fair hosted by Tennessee Tech University.
10	Career Fair	On March 30th 2016, a promotions assistant attended an 11th grade career fair hosted by Cumberland County Schools.