

WSKZ(FM), WGOW(AM), WGOW-FM & WOGT(FM)
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Account Executive	1-2, 4-5, 8-11, 13-19	9

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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	University of Tennessee at Chattanooga Julia Cronin 615 McCallie Avenue, Chattanooga, TN 37403 (423) 425-5360	No	0
2	Chattanooga State Technical Community College Career Opportunities 4501 Amnicola Highway, Chattanooga, TN 37403 (423) 697-4400	No	0
3	Southern Adventist University Janita Herod, jrherod@southern.edu School of Journalism and Communication PO Box 370, Collegedale, TN 37315	No	0
4	NAACP – Chattanooga/Hamilton Career Placement Center P.O. Box 3226, 601 East M. L. King Blvd., Chattanooga, TN 37403 (423) 267-5637	No	0
5	Chattanooga African-American Chamber of Commerce Jamie Hancock 1001 Market Street, Chattanooga, TN 37402 (423) 265-0021	No	0
6	All Access Joel Denver, www.AllAccess.com (310) 457-6616	No	0
7	Cumulus Radio Advertising , DeAnna Roberts P.O. Box 11202, Chattanooga, TN 37401 (423) 756-6141	No	0
8	Cumulus Website Advertising , DeAnna Roberts www.wksz.com ; www.wgow.com ; www.wogt.com P.O. Box 11202, Chattanooga, TN 37401 (423) 756-6141	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indeed.com Indeed Inc. 7501 N. Capital of Texas Hwy, Building B Austin, TX 78731	No	4
10	Internal Referrals Director of Sales, Business Manager, Account Executive 821 Pineville Road Chattanooga, TN 37405	No	0
11	Cumulus Business Managers BM@cumulus.com ; BM2@cumulus.com	No	0
12	Online Job Recruitment (i.e. LinkedIn.com)	No	0
13	Cumulus Job Board (<i>Cumulus.hrmdirect.com</i>)	No	4
14	Zip Recruiter www.ziprecruiter.com	No	2
15	Glass Door (www.glassdoor.com)	No	0
16	Link Up (www.linkup.com)	No	0
17	University of Tennessee 915 Volunteer Boulevard, Knoxville, TN 37996-4010 (865) 974-1000	No	0
18	Monster www.monster.com	No	0
19	SEU Facebook Pages	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by educational institution relating to careers in broadcasting	On February 6, 2020, our SEU hosted high school students from the McCallie School Experimental Learning Class for a tour and introduction to radio broadcasting. Our Operations Manager/On-Air Personality conducted the tour, during which he discussed how a cluster of radio stations operate day-to-day as well as career opportunities available in the radio industry. The students spent time in two of our studios observing live broadcasts.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by Think HR entitled, "Workplace Harassment Prevention", designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	On January 27, 2020, our SEU's management team participated in an Employment Training seminar on Recruitment, EEO & Non-Discrimination, and the laws relating to best hiring practices. Each manager left the session with a copy of the presentation to review and refer to as needed.