

**WQQK(FM), WWTN(FM), WSM-FM, WKDF(FM), WGFX(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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Administrative Support Specialist	19*	19

*\*Exigent Circumstances*

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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	No	0
2	Austin Peay State University	No	0
3	Belmont University	No	0
4	Cumulus Radio – Cumulus Job Board	No	0
5	Internal Posting ( <i>Including all Cumulus owned radio stations – nationwide</i> )	No	0
6	Lane College	No	0
7	Middle Tennessee State University	No	0
8	NAACP – Nashville	No	0
9	Nashville Hispanic Chamber	No	0
10	Nashville State Community College	No	0
11	Station Website Postings – WQQK, WWTN, WSM-FM, WKDF and WGFX	No	0
12	Tennessee Association of Broadcasters	No	0
13	Tennessee State University	No	0
14	Trevecca Nazarene University	No	0
15	Indeed.com	No	0
16	Linked In	No	0
17	GlassDoor.com	No	0
18	Traffic Directors Guild of America	No	0
19	Referral	No	1
20	Monster	No	0
21	Zip Recruiter	No	0
22	SEU Facebook Pages	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>1</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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 ThinkHR 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.
<b>2</b>	Internship Program	Throughout this reporting period, our SEU hosted student interns from Kent University, Mississippi State University, Western Kentucky University, Middle Tennessee State University, Belmont University, and the University of Georgia. The interns were exposed to all facets of broadcast operations and assisted with various duties in the Programming and Promotions departments as well as with on- and off-site events.
<b>3</b>	Participate in Events or Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	In July 2019, our SEU’s WKDF Program Director participated in the National Radio Talent Institute Seminar, designed to educate college talent about the broadcast industry as well as how to navigate the college-to-career transition. Our Program Director presented information about, “What a Program Director Looks For In You,” to Western Kentucky University broadcast communications students.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>4</b>	Establishment of Training Programs Designed to Enable Station Personnel to Acquire Skills That Could Qualify Them for, Higher Level Positions	Throughout the reporting period, SEU managers met with junior staff members to identify long term career goals and facilitate their training. The staff members were connected with various departments to encourage the development of skills needed to progress in their broadcast careers and meet their individual goals.
<b>5</b>	Participate in Event in the Community Designed to Inform and Educate Members of the Public as to Employment Opportunities in Broadcasting	Our SEU's Program Director serves as Vice President of the Country Music Radio Broadcasters Association and he, along with our Operations Manager, participated in a series of educational panels during the Country Radio Seminar, designed to assist entry-level professionals grow within the industry.