

WQQK(FM), WWTN(FM), WSM-FM, WKDF(FM), WGFX(FM)
EEO PUBLIC FILE REPORT
April 1, 2020-March 31, 2021

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
Program Director	4,5,11,15,19	15
On-Air Personality	4,5,11,12,15,19	19
On-Air Personality	4,5,6,11,15,19	6
On-Air Personality	4,5,11,15,19	4
Producer	4,5,11,15,19	5
Digital Producer	4,5,11,15,19	5

WQQK(FM), WWTN(FM), WSM-FM, WKDF(FM), WGFX(FM)
EEO PUBLIC FILE REPORT
 April 1, 2020-March 31, 2021

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	18
5	Internal Posting (<i>Including all Cumulus owned radio stations – nationwide</i>)	No	5
6	Country Air Check	No	8
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	1
12	Tennessee Association of Broadcasters	No	0
13	Tennessee State University	No	0
14	Trevecca Nazarene University	No	0
15	Indeed.com	No	6
16	Linked In	No	0
17	GlassDoor.com	No	0
18	Traffic Directors Guild of America	No	0
19	Referral	No	12
20	Monster	No	0
21	Zip Recruiter	No	0
22	SEU Facebook Pages	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			50

WQQK(FM), WWTN(FM), WSM-FM, WKDF(FM), WGFX(FM)
EEO PUBLIC FILE REPORT
April 1, 2020-March 31, 2021

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted a student from Western Kentucky University. The intern was exposed to all facets of broadcast operations and assisted with various duties in the Programming and Promotions departments as well as with on-site and off-site events. The intern is now a PT employee of the Promotions Team.
2	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.
3	Participate in Event in the Community Designed to Inform and Educate Members of the Public as to Employment Opportunities in Broadcasting	During the reporting period, our SEU hosted a virtual Student Broadcast Seminar along with an extended Q&A designed to educate students on the broadcasting industry and steps to take to enter the field. The seminar was led by the SEU's Program Director and Promotions Director. 100 students from 24 universities attended. Information about the virtual seminar was disseminated via station websites and various social media platforms. Direct invitations were also sent to area universities.
4	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, along with our Operations Manager, participated in a series of educational panels during the Country Radio Seminar, designed to assist entry-level broadcasting employees succeed in the broadcasting industry and progress in their broadcast careers.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.