

WSKZ(FM), WGOW(AM), WGOW-FM & WOGT(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
No Full-Time Positions Were Filled During this Reporting Period.		

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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
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager and Business Manager 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.
2	Co-Host Virtual Job Fair	From October 12, 2020 to October 31, 2020, Cumulus-Chattanooga co-hosted the 2020 TN Virtual Job Fair, in conjunction with the four other Cumulus Tennessee markets, via the website www.tnjobfair.com . This job fair was designed to encourage businesses interested in hiring across the State to participate. Job openings within Cumulus markets were also spotlighted. The Cumulus Tennessee markets solicited employers, organized all logistical aspects of the event, and assisted the participating employers through the process. The virtual job fair was heavily promoted over the air, inviting listeners to visit the website. The Tennessee markets also displayed digital banner advertisements on station websites and on various local digital advertising banners. Job seekers were provided an opportunity to contact potential Tennessee employers via the website throughout this time period. Our Director of Sales and Digital Sales Manager were directly involved in the job fair.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Co-Host Virtual Job Fair	<p>From February 1, through February 28, 2021, Cumulus-Chattanooga co-hosted the 2021 TN Virtual Job Fair, in conjunction with the four other Cumulus Tennessee markets, via the website www.tnjobfair.com. This job fair was designed to encourage businesses interested in hiring across the State to participate. Job openings within Cumulus markets were also spotlighted. The Cumulus Tennessee markets solicited employers, organized all logistical aspects of the event, and assisted the participating employers through the process. The virtual job fair was heavily promoted over the air, inviting listeners to visit the website. The Tennessee markets also displayed digital banner advertisements on station websites and on various local digital advertising banners. Job seekers were provided an opportunity to contact potential Tennessee employers via the website throughout this time period. Our Director of Sales and Digital Sales Manager were directly involved in the job fair.</p>
4	Participate in Virtual Job Fair	<p>On March 24, 2021, our SEU participated in the virtual job fair hosted by the University of Tennessee, Knoxville. Our VP/General Manager and our Director of Sales attended this event, during which they answered students' questions about the radio business generally, our Stations specifically, and the education/skill sets necessary for success in the industry. Approximately 70 students participated in this event. Interested students were provided with our contact information for future discussions.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	Our SEU's Market Manager and Business Assistant attended a webinar hosted by the Tennessee Association of Broadcasters on March 24, 2021. The webinar consisted of a review of the obligations of the SEU to maintain EEO rules and a discussion of how to disseminate information about job openings, as well as how to train employees for job advancement when job openings are not available - all in order to stay within the obligations of the FCC's EEO guidelines.