

WBXE(FM), WLQK(FM), WKXD(FM), WUCT(AM)
EEO PUBLIC FILE REPORT
 April 1, 2016 – March 31, 2017

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 (May)	2, 3, 6, 7, 8, 9, 10, 13, 14, 17, 19, 21, 23	13
Marketing Executive (May)	2, 3, 6, 7, 8, 9, 10, 13, 14, 17, 19, 21, 23	13
Marketing Executive (May)	2, 3, 6, 7, 8, 9, 10, 13, 14, 17, 19, 21, 23	21
On-Air Personality (June)	1, 6, 7, 8, 9, 14, 15, 17, 27	1
News Reporter (Oct)	21	21

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

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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 – www.allaccess.com	N	4
2	Employee Referral	N	2
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	2
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	1
10	Station websites www.1069kicksountry.com www.rock937online.com www.literock959.com www.newstalk941.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	6
14	Nashville Branch NAACP 1308 Jefferson Street Nashville, TN 37208 Naacp.org	N	0
15	Western Kentucky University Career.services@wku.edu	N	0

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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	5
20	Tennessee State University 3500 John Merritt Blvd Nashville, TN, 37209	N	0
21	Indeed Indeed.com	N	11
22	Nashville State Community College careerservices@nsc.edu	N	0
23	Jobs4TN Online www.jobs4tn.gov	N	0
24	Internal Promotion	N	0
25	Kentucky Association Of Broadcasters	N	0
26	Cookeville/Highlands Chamber Of Commerce	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			31

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III. RECRUITMENT INITIATIVES

Type Of Recruitment Initiative (Menu Selection)	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Internship Program	In February, 2017, Stonecom began development of a college internship program to be rolled out in Fall, 2017
7	Scholarship	In June, 2016, the Bill Penn Broadcast Scholarship was awarded by Stonecom to a high school senior pursuing broadcasting in college.
7	Scholarship	In June, 2016, the Dream Big Senior Scholarship was awarded by Stonecom to an outstanding high school senior attending college in the fall.
8	Workstudy Program	In August, 2016, Stonecom began work with Cookeville High School on a Work Study Program that would allow high school students to work in the station and receive credit and TN Promise Scholarship credit.
8	Job Fair/Presentation	In October, 2016, Stonecom participated in the Upper Cumberland Job Fair at the Tennessee Career Center.
10	Presentation	In June, 2016, 150 elementary and middle school students from Warren County visited the Stonecom studios over a 5-day period. During 3 hours daily over five days, the groups wrote and produced a commercial, learned to be on-air, and learned how music is chosen.
10	Presentation	In April 2016, 3 Stonecom Department Heads participated in the TN Tech College of Business Etiquette Dinner, training college students on proper business communication.