

2018 EEO PUBLIC FILE REPORT

Cumberland Communities Communications Corporation

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|-----------------------------|---------------------------------|
| Station: | WDVX, Clinton, TN |
| Reporting Period: | March 21, 2017 - March 20, 2018 |
| No. of Full-time Employees: | Between 5 – 10 |
| Small Market Exemption: | No |

During the Reporting Period, a total of two full time positions were filled. One of those positions was filled on an interim basis while search and selection was completed. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The WDVX General Manager and Program Director continued to develop internship programs with local colleges, universities, and high schools. During the reporting period, one high school student received direct experience in the music department, on-air broadcasting, and production. Two University of Tennessee students trained within the programming department to expand the station's social media reach through Facebook, Twitter, and Instagram. Another University of Tennessee student trained in editing and production.

Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.

The WDVX General Manager attended the University of Tennessee's Communication and Information Job and Internship Fair Wednesday, October 25, 2017, 3-6pm, and discussed internship opportunities with several dozen students. Our goal was to promote station outreach among students, answer questions about career opportunities in broadcasting, and enlist students of electronic media who may be interested in internships with our organization.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

WDVX provides yearly training on Title VI of the 1964 Civil Rights Act to all staff members. Established executive coaching for the following management positions: General Manager, Program Director, and Underwriting and Marketing Director.

Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

WDVX runs regular on-air EEO announcements encouraging the application of females and minorities for open job positions, as well as promote the opportunity for other organizations to receive notices of current job vacancies.

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|-------------------------|------------------------------------|
| 1/2/18 | Office Coordinator | WDVX.com |
| 2/16/18 | Interim General Manager | Board of Directors |
| 3/19/18 | General Manager | WDVX.com |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 8

| Recruitment Sources Used in Preceding Year | Number of Persons Interviewed that the Source Referred |
|---|--|
| Current.org | 0 |
| WDVX.Com | 5 |
| CPB Jobline | 0 |
| Indeed.com | 2 |
| Knoxville Arts Alliance Newsletter | 0 |
| Tennessee Association of Broadcasters | 0 |
| National Federation of Community Broadcasters | 0 |
| Unknown | 1 |

RECRUITING SOURCES USED

Job Title of Position: Office Coordinator Date of Hire: 1/2/18

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|-----------------|---|---|--------------------------|---------------------------------------|
| WDVX.com | N | 301 S. Gay Street, Knoxville, TN 37902 | General Manager | (865) 544-1029, gm@wdvx.com |
| Indeed.com | N | indeed.com | Staff | N/A |

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: 3/19/18

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|--|--------------------------|---------------------------------------|
| WDVX.com | N | 301 S. Gay Street, Knoxville, TN 37902 | General Manager | (865) 544-1029, gm@wdvx.com |
| Knoxville Arts Alliance Newsletter | N | P.O.Box 2506 Knoxville, TN 37901 | Suzanne Cada | (865) 523-7543 sc@knoxalliance.com |
| Current.org | N | n/a | Staff | n/a |
| Corporation for Public Broadcasting Jobline | N | 401 9th Street, NW Washington, DC 20004-2129 | Staff | 202-879-9600 |

| | | | | |
|---|---|-------------------------------------|-------|---------------------------------------|
| National Federation of community Broadcasters | N | P.O. Box 11270, Denver, CO 80211 | Staff | (970) 279-3411 listserve@nfcfb.org |
|---|---|-------------------------------------|-------|---------------------------------------|

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.