

2019 EEO PUBLIC FILE REPORT

Cumberland Communities Communications Corporation

Station: WDVX, Clinton, TN
Reporting Period: March 21, 2018 - March 20, 2019
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. 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 intern (February 2018 - present) produces segments and tracks from live recordings made at our live events, festivals, archives, etc. as directed by Program Director.

One Music Department & Social Media Intern (March 2018 - present) - Responsibilities include making Facebook posts and events for the Blue Plate Special, Six O'Clock Swerve, and other WDVX live shows, making Instagram posts promoting live shows, assisting with live remote broadcasts at Rhythm N Blooms festival, helping with music library organizational tasks, researches booking opportunities for live shows
Another Social Media Intern (January 2018-June 2018) - University of Tennessee - Responsibilities included making Facebook posts and events for the Blue Plate Special, Producing Facebook live videos for Blue Plate Special and WDVX Six O'Clock Swerve, Writing and scheduling tweets for live event promotion

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

The WDVX General Manager attended the Job Fair on Thursday November 8, 2018 at Maryville College 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.

The Corporation for Public Broadcasting now requires that participating stations have all full and part time staff take a harassment prevention training. All the staff completed the training.

The Music Director and General Manager went the Americana Music Association conference, September 11-16, 2018. They interacted with other music industry individuals and saw what is happening in this section of the music industry.

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.

Through WDVX's broadcast of KidStuff Live each month, WDVX introduces kids to broadcasting by having them participate in a live on-air performance. After the Goodall Family present an hour of the Americana Mix. Youth family members not only read the on-air messages, but demonstrate to listeners that all ages are welcome to broadcast.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
12/10/19	General Manager	WDVX.com
2/16/19	Operations Manager/ Dev Dir	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	2
WDVX.Com	3
tvandradijobs.com	0

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: 12/9/18

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	Office Manager/ Search Committee	(865) 544-1029, gm@wdvx.com
Current.org	N	n/a	Staff	n/a
tvandradijobs.com	N	401 9th Street, NW Washington, DC 20004-2129	Staff	zzmadden@tvandradi o.com

* 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: Operations Manager/Development Director Date of Hire: 2/16/19

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	Office Manager/ Search Committee	(865) 544-1029, gm@wdvx.com

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