

2022 EEO PUBLIC FILE REPORT

Cumberland Communities Communications Corporation

Station:	WDVX, Clinton, TN
Reporting Period:	March 21, 2021 - March 20, 2022
No. of Full-time Employees:	Between 5 – 10
Small Market Exemption:	No

During the Reporting Period, no 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, Operations Manager and Program Director continued to develop internship programs with local colleges, universities, and high schools. During the reporting period,

Two interns (February 2021 - May 2021) produced segments and tracks from live recordings made at our live events, festivals, archives, etc. as directed by Operations Director. Two interns from Pellissippi State Community College (September 2021 - December 2021, February 2022 - May 2022) worked with Sound Engineers to produce live recordings made at our live events, festivals, archives, etc.

UT Communications Intern (January 2022 - May 2022) does music journalism, works on video production, and learns office management of radio station.

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

The WDVX Development Director attended the annual Communication & Information Job & Internship Fair, sponsored by the College of Communication and Information: University of Tennessee Center for Career Development. This event took place in the Student Union Ballroom on the University of Tennessee Campus,

Wednesday, October 12th, 1:00-4:00pm

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.

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

Opportunities for staff to learn and expand their job skills in broadcasting and other skills

The Operations Manager went to the Americana Music Association conference in Nashville, September 22-25, 2021. They interacted with other music industry individuals and saw what is happening in this section of the music industry.

Three board members and General Manager as well as the Operations Manager worked with Robert Swaney Consulting to look at SWOT analysis, board function, and how to do a better job fundraising. The result was the establishment of a new development committee.

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 promoting the opportunity for other organizations to receive notices of current job vacancies.

Through WDVX's broadcast of KidStuff introduces kids to broadcasting. After the KidStuff, 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.

Operations Manager was a Judge at “The Great Sake” that showcased these students leadership skills including what it would be like to be interviewed on the radio on Feb 22, 2022.

LIST OF POSITIONS FILLED

No positions were open during this time period during this year.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 0

RECRUITING SOURCES USED

None

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE

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