

# 2024 EEO PUBLIC FILE REPORT

## Cumberland Communities Communications Corporation

Station: WDVX, Clinton, TN  
Reporting Period: March 21, 2023 - March 20, 2024  
No. of Full-time Employees: Between 5 – 10  
Small Market Exemption: No

During the Reporting Period, one full time position was 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 from Pellissippi State Community College (Spring & Fall 2023) worked with Sound Engineers to produce live recordings made at our live events, festivals, archives, etc.

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

The WDVX Development Directors 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 4th, 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*

Bookkeeper/ HR staff participated in ABC training for Hippi and Human Resources management through the health insurance company.

*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.

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
9/12/2023	Development Director	WDVX.com

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**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
indeed.com	1
WDVX.Com	2

**RECRUITING SOURCES USED**

None

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
Indeed.com	N	n/a	Staff	n/a

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