

**WIVK-FM, WOKI-FM, WNML-AM, WNML-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015 - March 31, 2016**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-16	16
On-air Staff/News	1-16	16
Account Executive	1-16	14
Account Executive	1-16	14
Account Executive	1-16	13

**WIVK-FM, WOKI-FM, WNML-AM, WNML-FM  
EEO PUBLIC FILE REPORT  
April 1, 2015 - March 31, 2016**

**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	South College 3904 Lonas Drive Knoxville, TN 37909 (865) 251-1800 Contact: Gary Taylor	No	0
2	NAACP P. O. Box 14096 Knoxville, TN 37914 (865) 546-5567 Contact: Dewey Roberts	No	0
3	Pellissippi State Community College P. O. Box 22990 Knoxville, TN 37933-0990 (865) 694-6400 Contact: William E. Brown	No	0
4	Roane State Community College 276 Patton Lane Harriman, TN 37748 (865) 539-6904 Contact: Gail Russell	No	0
5	Knoxville College 901 College Street Knoxville, TN 37921 (865) 524-6511 Contact: Rev. Frank Houston	No	0
6	YWCA 420 W. Clinch Avenue Knoxville, TN 37902 (865) 523-6126 Contact: Human Resources Counselor	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Tennessee Career Center 1610 University Avenue, Suite 106 Knoxville, TN 37921 (865) 594-5500 Contact: Ginger Armstrong	No	0
8	University of Tennessee Minority Student Affairs 812 Volunteer Boulevard Knoxville, TN 37996-4200 (865) 974-6861 Contact: Placement Advisor	No	0
9	University of Tennessee 915 Volunteer Boulevard Knoxville, TN 37996-4010 (865) 974-1000 Contact: Deanna Bonner	No	0
10	Knoxville Area Urban League P. O. Box 1911 Knoxville, TN 37901 (865) 524-5511 Contact: Gloria Garner	No	0
11	Tusculum College 1305 Centerpoint Boulevard Knoxville, TN 37932 (865) 693-1177 Contact: Kim Downey	No	0
12	Tennessee Career Center 599 Oak Ridge Turnpike Oak Ridge, TN 37830-5359 (865) 483-7474 Contact: Mahalia Griffith	No	0
13	Word-of-Mouth Referral	No	1
14	Cumulus Broadcasting – Knoxville Station Websites: <a href="http://www.wivk.com">www.wivk.com</a> <a href="http://www.sportsradiownml.com">www.sportsradiownml.com</a> <a href="http://www.987newstalk.com">www.987newstalk.com</a>	No	2
15	Internal Posting (all Cumulus Broadcasting Markets)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
16	Internal Referral Receptionist 4711 Old Kingston Pike Knoxville, TN 37919 (865) 588-6511		
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

**WIVK-FM, WOKI-FM, WNML-AM, WNML-FM**  
**EEO PUBLIC FILE REPORT**  
 April 1, 2015 - March 31, 2016

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Internship Program	<p>During the year, Cumulus Broadcasting of Knoxville offers internships to area college students for required credits in the communications/broadcasting, marketing, and journalism curriculums. These students participate in hands on learning and are given extensive access to skills that will complete their majors.</p> <p>During the period from April 1, 2015 to March 31, 2016, our SEU hosted 4 interns from the University of Tennessee in the Media/Broadcasting department(s), under the supervision of our Market Manager, Promotions Directors, and Program Directors.</p>
2	Scholarship Program	<p>The Citadel Broadcasting of Knoxville Journalism Scholarship was created by our SEU to aid students pursuing an education in Journalism, Mass Media, or Media Technologies from Pellissippi State Technical Community College located in Knoxville, Tennessee. A scholarship in the minimum amount of \$350 is awarded to one student annually who meets the eligibility requirements established for the program.</p>
3	Job & Internship Fairs	<p>During the period from April 1, 2015 to March 31, 2016, Cumulus Broadcasting of Knoxville participated in the following local job fairs:</p> <ol style="list-style-type: none"> <li>1. On October 21, 2015, two employees in our Promotions Department attended the University of Tennessee Job and Internship Fair that was held on the University of Tennessee campus and discussed job and internship opportunities at the stations with students interested in broadcast careers.</li> </ol>