

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2018 – March 22, 2019.

- 1) **Employment Unit: East Tennessee Radio Group, L.P.**
- 2) **Unit Members (Stations and Communities of License): WSEV-FM, Gatlinburg, TN  
WPFT-FM, Pigeon Forge, TN**
- 3) **EEO Contact Information for Employment Unit:**

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| Mailing Address:<br><br>East Tennessee Radio Group, L.P.<br>196 West Dumplin Valley Road<br>Kodak, TN 37764 | Telephone Number:<br><br>865-932-6002 x 120                    |
|   | Contact Person/Title:<br><br>Steve Hartford / Program Director |
|   | E-mail Address:<br>steve@etnrg.com                             |

- 4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

**One full time position was filled during the period March 23<sup>rd</sup> 2018 – March 22<sup>nd</sup> 2019.**



- 6) **Total # of Interviewees Referred:** For the period from March 23, 2018, through March 22, 2019, this Employment Unit interviewed 4 interviewees for full-time job vacancies.
- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

**(a) Initiative: East Tennessee Radio Group Job Fair**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

**East Tennessee Radio Group held a job fair, including a broadcast, 10:30A – 2:30P, Tuesday February 12, 2018, at The Applewood Farmhouse Grill, 220 Apple Valley Road Sevierville, Tennessee, 37862, in conjunction with the Stokely Hospitality Job fair. Jay Adams, on-air personality and sports director provided information regarding employment opportunities in broadcasting.**

**(b) Initiative: Establishment of training program.**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

**The general manager of both stations, Paul Fink, conducts a twice-weekly training program for all sales personnel at both stations. The training sessions take place every Tuesday and Thursday mornings between 9am and 11 am at our location on West Dumplin Valley Road in Kodak, TN. Mr. Fink helps personnel with sales skills as well as preparing suitable candidates for possible promotion within the sales organization. Each meeting consists of critiquing sales appointments, role-playing exercises, and assistance with proposals.**

**(c) Initiative: Participation in the Tennessee Technology Center Knoxville Job Fair.**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

**East Tennessee Radio Group participated in the Tennessee College of applied Technology Knoxville Job Fair from 10am -2pm, on Friday November 30<sup>th</sup> 2018, at the Tennessee Technology Center at Knoxville located at 1100 Liberty Street, Knoxville Tennessee 37919. A Senior Account Executive provided information regarding employment opportunities in broadcasting.**

**(d) Initiative: Internship Program with Sevier County High School**

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

**East Tennessee Radio Group began an internship program august 18<sup>th</sup> 2017 until November 4<sup>th</sup> 2017 with a Sevier County high school senior interested in sports broadcasting. Intern participated in various aspects of live sports coverage including in-studio broadcast work.**