



**WSKZ(FM), WGOW(AM), WGOW(FM) & WOGT(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2018 - March 31, 2019**

**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	University of Tennessee at Chattanooga Julia Cronin 615 McCallie Avenue, Chattanooga, TN 37403 (423) 425-5360	No	0
2	Chattanooga State Technical Community College Career Opportunities 4501 Amnicola Highway, Chattanooga, TN 37403 (423) 697-4400	No	0
3	Southern Adventist University Janita Herod, <a href="mailto:jrherod@southern.edu">jrherod@southern.edu</a> School of Journalism and Communication PO Box 370 Collegedale, TN 37315	No	0
4	NAACP – Chattanooga/Hamilton Career Placement Center P.O. Box 3226 , 601 East M. L. King Blvd. Chattanooga, TN 37403 (423) 267-5637	No	0
5	Chattanooga African-American Chamber of Commerce Jamie Hancock 1001 Market Street, Chattanooga, TN 37402 (423) 265-0021	No	0
6	All Access Joel Denver <a href="http://www.AllAccess.com">www.AllAccess.com</a> (310) 457-6616	No	0
7	Cumulus Radio Advertising, DeAnna Roberts P.O. Box 11202 Chattanooga, TN 37401 (423) 756-6141	No	0
8	Cumulus Website Advertising, DeAnna Roberts <a href="http://www.wksz.com">www.wksz.com</a> <a href="http://www.wgow.com">www.wgow.com</a> <a href="http://www.wogt.com">www.wogt.com</a> P.O. Box 11202 Chattanooga, TN 37401 (423) 756-6141	No	0
9	Indeed.com Indeed Inc. 7501 N. Capital of Texas Hwy, Building B Austin, TX 78731	No	25
10	Internal Referrals Director of Sales, Business Manager, Account Executive 821 Pineville Road Chattanooga, TN 37405	No	6
11	Cumulus Business Managers <a href="mailto:BM@cumulus.com">BM@cumulus.com</a> ; <a href="mailto:BM2@cumulus.com">BM2@cumulus.com</a>	No	0
12	Online Job Recruitment (i.e. LinkedIn.com)	No	0
13	Cumulus Job Board (Cumulus.hrmdirect.com)	No	31

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Zip Recruiter <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	13
15	Glass Door ( <a href="http://www.glassdoor.com">www.glassdoor.com</a> )	No	2
16	Link Up ( <a href="http://www.linkup.com">www.linkup.com</a> )	No	1
17	University of Tennessee 915 Volunteer Boulevard Knoxville, TN 37996-4010  (865) 974-1000	No	0
18	Monster  <a href="http://www.monster.com">www.monster.com</a>	No	1
19	SEU Facebook Pages	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			78

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Scholarship Program	As members of the Chattanooga Advertising Federation, Cumulus participates in the scholarship program offered to students. Cumulus airs public service announcements and has donated funds and in kind advertising that goes to the Ad Fed scholarship program.
2	Internship Program	<p>Cumulus Media of Chattanooga offers internships to area college students for required credits in the broadcasting/communications, marketing, and journalism curriculums. These students participate in hands on learning and are given extensive access to skills that will complete their majors and prepare them for a career in the broadcast industry.</p> <p>During this reporting period, Station WGOW-FM hosted two student interns: both from the University of Tennessee at Chattanooga. These interns were supervised by our Afternoon Show Host and assisted the Programming Department with preparation for the afternoon show as well as joining on-air hosts in studio during broadcasts.</p> <p>Cumulus Media of Chattanooga also offers a job-shadowing program for high school and college students. Department managers in the sales, marketing, news and programming departments arrange for students to visit the station and interact with account executives, on-air, and promotions staff to observe those staff members at work and gain insight and skills regarding careers in the broadcasting industry.</p> <p>This is an ongoing program that Cumulus Media of Chattanooga offers throughout the calendar year.</p>
3	Co-Sponsor Job Fair	On March 20, 2019, Cumulus co-hosted and participated in the 2019 Small Business Expo at the Chattanooga Convention Center. The Director of Sales, programming and Account Executives handed out career opportunity brochures and answered questions about employment in the radio industry during the 6 hour event.
4	Management Training	Cumulus Media of Chattanooga conducted an employment discrimination training session presented by the Assistant Business Manager. Department Managers attended the training sessions, which addressed

	<p>compliance with the Americans with Disabilities Act (“ADA”) and identified factors that contribute to a hostile work environment. The presentation also reviewed methods of preventing discrimination in the workplace. The training session was conducted during the Cumulus Managers Meeting on February 19, 2019.</p>
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