

**2007 – 2008
ANNUAL EEO PUBLIC FILE REPORT**

JWC Broadcasting, GP
259 South Willow Avenue, Cookeville, Tennessee 38501

WATX(AM), WBXE(FM), WLQK(FM) & WKXD(FM)
APRIL 1, 2007 – MARCH 31, 2008

JWC Broadcasting has achieved an extensive and comprehensive outreach program in accordance with various elements of FCC Rule 73.2080(c)(2);, prior to filing its Broadcast Equal Employment Opportunity Program Report by using broadcast, print and electronic media, thus reaching all elements of our community and surrounding recruitment areas. In addition, our company has utilized direct contact with area high school and college students and members of the public who are invited to attend annual job fairs. JWC Broadcasting also sustains close relations with the Cookeville- Putnam County Chamber of Commerce, Cumberland County Chamber of Commerce and the Tennessee State Career Center, all of which concentrate on recruiting both industry and employees for area employers. Our initiatives have supplied positive results for the job vacancies we have filled. We will regularly monitor and analyze our recruitment program to guarantee its ongoing success.

**ANNUAL EEO PUBLIC FILE REPORT
WATX, WBXE, WLQK, and WKXD-FM
APRIL 1, 2007 – MARCH 31, 2008
EXHIBIT II**

A. FULL-TIME VACANCIES FILLED:

1. Sales Executive
Number of persons interviewed: 12
Date Vacancy filled: 04/09/2007
2. Part-Time On-Air Personality
Number of persons interviewed: 6
Date Vacancy filled: 11/07/2007
3. Part Time News Director
Number of persons interviewed: 2
Date Vacancy filled: 10/31/2007
4. Part-Time On-Air Personality
Number of persons interviewed: 5
Date Vacancy filled: 12/4/2006

B. RECRUITMENT SOURCES:

Recruitment sources utilized to fill vacancy No. 1:

1. *The Crossville Chronicle*
125 West Avenue
Crossville, TN 38555
Mary Koch, contact person
931-484-5145
6 applicants
2. *JWC Broadcasting (station website)*
259 South Willow Avenue
Cookeville, TN 38501
Scott Stevens, contact person
931-528-6064
10 applicants*

3. *Tennessee Tech University*
P.O. Box 5057
Cookeville, TN 38505
(no contact person involved)
931-372-3101
No applicant

4. *N2-the-Net*
251 South Willow Avenue
Cookeville, TN 38501
Randy Robbins, contact person
931-372-9179
2 applicants

*Recruitment Source that referred hiree.

Recruitment sources utilized to fill vacancy No. 2:

1. *The Broadcast Center*
2360 Hampton Ave.
St. Louis, MO 63139
John Carroll, contact person
314-647-8181
5 applicants

2. *JWC Broadcasting (station websites)*
259 South Willow Avenue
Cookeville, TN 38501
Scott Stevens, contact person
931-528-6064
4 applicants*

3. *Tennessee Association of Broadcasters*
50 Music Square West
Nashville, TN 37203
Jill Green
615-824-0054
1 applicant

4. *All Access.com**
28955 Pacific Coast Highway
Malibu, CA 902265
Joel Denver, contact person
310-457-6616
4 applicants

*Recruitment source that referred hiree.

Recruitment sources utilized to fill vacancy No. 3:

1. *The Crossville Chronicle*
125 West Avenue
Crossville, TN 38555
Mary Koch, contact person
931-484-5145
0 applicants

2. *JWC Broadcasting (on air announcements)*
259 South Willow Avenue
Cookeville, TN 38501
Jim Stapleton, contact person
931-528-6064
1 applicant*

3. *Tennessee Tech University (bulletin board announcements)*
P.O. Box 5057
Cookeville, TN 38505
(no contact person involved)
931-372-3101
1 applicant

4. *N2-the-Net*
251 South Willow Avenue
Cookeville, TN 38501
Randy Robbins, contact person
931-372-9179
No applicants

*Recruitment source that referred hiree.

Recruitment sources utilized to fill vacancy No. 4:

1. *The Broadcast Center*
2360 Hampton Ave.
St. Louis, MO 63139
John Carroll, contact person
314-647-8181
2 applicants

2. *JWC Broadcasting* (on air announcements)
259 South Willow Avenue
Cookeville, TN 38501
Scott Stevens, contact person
931-528-6064
7 referrals*
3. *Tennessee Tech University* (bulletin board announcements)
P.O. Box 5057
Cookeville, TN 38505
(no contact person involved)
931-372-3101
0 referrals
4. *N2-the-Net*
251 South Willow Avenue
Cookeville, TN 38501
Randy Robbins, contact person
931-372-9179
2 referrals

*Recruitment source that referred hiree

C. RECRUITMENT INITIATIVES:

1. ***Upper Cumberland Job Fair***
Date: April 19, 2007
Description: Area wide job fair hosted by the radio stations.
Station Personnel: Operations Manager, Station PD's, Promotions department
2. ***Small Business Expo***
Date: September 27 and 28, 2007
Description: Business Expo and Job Fair
Station Personnel: General Manager, Sales Manager, Operations Manager
3. ***Career Day***
Date: September 7, 2008
Description: Job presentation at Tennessee Tech University
Station Personnel: Operations Manager, Program Director

- 4 ***Tennessee Association of Broadcasters Career Fair***
Date: January 4, 2008
Description: Radio Career Fair hosted by the TAB and member stations.
Station Personnel: General Manager

5. ***Mentoring Program for Adoptive High School***
Date: 8/07-12/07
Description: Job Opportunities Bridge to Success through Work Skills
Program at Upperman High School
Station Personnel: Program Directors, On-Air Staff