

## **EEO PUBLIC FILE REPORT**

### **JWC Broadcasting, GP**

259 South Willow Avenue, Cookeville, Tennessee 38501

WATX(AM), WBXE(FM), WLQK(FM) & WKXD(FM)  
APRIL 1, 2009 – MARCH 31, 2010

*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(AM), WBXE(FM), WLQK(FM), and WKXD(FM)  
APRIL 1, 2009 – MARCH 31, 2010  
**EXHIBIT II**

**A. FULL-TIME VACANCIES FILLED:**

1. Sales Executive  
Number of persons interviewed: 8  
Date Vacancy filled: 11/27/09
2. Sales Executive  
Number of persons interviewed: 12  
Date Vacancy filled: 01/15/10
3. Sales Executive  
Number of persons interviewed: 10  
Date Vacancy filled: 01/22/10
4. Morning Show Host  
Number of persons interviewed: 5  
Date Vacancy filled: 101/25/10

**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  
4 applicants
2. *www.1069kicksfm.com\* (station website)*  
259 South Willow Avenue  
Cookeville, TN 38501  
Scott Stevens, contact person  
10 applicants

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

4. *Crossville.com*  
251 South Willow Avenue  
Cookeville, TN 38501  
John Brady, contact person  
2 applicants

\*Recruitment Source that referred hiree.

***Recruitment sources utilized to fill vacancy No. 2:***

1. *Upper Cumberland Human Resources Agency*  
3111 Enterprise Drive  
Cookeville, TN 38501  
Johnny Wheeler, contact person  
5 applicants

2. *JWC Broadcasting\* ( all station websites)*  
259 South Willow Avenue  
Cookeville, TN 38501  
Scott Stevens, contact person  
4 applicants

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

4. *Herald-Citizen*  
1300 Neal Street  
Cookeville, TN 38501  
David Shelton, contact person  
6 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  
2 applicants
  
2. *JWC Broadcasting\* (on air announcements)*  
259 South Willow Avenue  
Cookeville, TN 38501  
Jim Stapleton, contact person  
931-528-6064  
3 applicant
  
3. *Herald-Citizen*  
1300 Neal Street  
Cookeville, TN 38501  
David Shelton, contact person  
8 applicants
  
4. *Cookeville.com*  
251 South Willow Avenue  
Cookeville, TN 38501  
John Brady, contact person  
6 applicants

\*Recruitment source that referred hiree.

**Recruitment sources utilized to fill vacancy No. 4:**

1. *Herald-Citizen*  
1300 Neal Street  
Cookeville, TN 38501  
David Shelton, contact person  
5 applicants
  
2. *JWC Broadcasting\* (on air announcements)*  
259 South Willow Avenue  
Cookeville, TN 38501  
Scott Stevens, contact person  
7 referrals

3. *Upper Cumberland Human Resources Agency*  
3111 Enterprise Drive  
Cookeville, TN 38501  
Johnnie Wheeler, contact person  
1 referrals
4. *Cookeville.com*  
251 South Willow Avenue  
Cookeville, TN 38501  
John Brady, contact person  
2 referrals

\*Recruitment source that referred hiree

**C. RECRUITMENT INITIATIVES:**

1. ***Small Business Expo***  
Date: September 24 & 25, 2009  
Description: Business Expo and Job Fair  
Station Personnel: General Manager, Sales Manager, Operations Manager & Sales Team Members
2. ***Mentoring Program for Adoptive High School***  
Date: August 2009 - December 2009  
Description: Job Opportunities, A Bridge to Success through Work Skills Program at Upperman High School, Baxter, Tennessee  
Station Personnel: Program Directors, On-Air Staff
3. ***Career Day***  
Date: October 1, 2009  
Description: Job presentation at Tennessee Tech University  
Station Personnel: Operations Manager, Program Director
4. ***Tennessee Association of Broadcasters Career Fair***  
Date: January 20, 2010  
Description: Radio Career Fair hosted by the TAB and member stations.  
Station Personnel: General Manager