

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2023-March 22, 2024.

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

Mailing Address: East Tennessee Radio Group, LP 196 West Dumplin Valley road Kodak, TN 37764	Telephone Number: 865-932-6002 x 120 Contact Person/Title: Steve Hartford / Program Director E-mail Address: steve@etnrg.com
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- 4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

(PREPARE ONE COPY OF THIS PAGE FOR EVERY FULL-TIME JOB VACANCY FILLED DURING THE REPORTING PERIOD)

- 5) **Job Title:** Sales Executive **Referral sources (s) of Hiree:** WSEV Mix 105.5 FM

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)

- 6) **Total # of Interviewees Referred:** For the period from 3/23/2023, through 3/22/2024 this Employment Unit interviewed 5 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

The East Tennessee Radio Group held a job fair from 08:30am until 10:30am on Thursday March 14th 2024 at the Radio station location at 196 west Dumplin Valley road, Kodak TN 37764. The event was advertised on air on both WSEV 105.5 Fm and WPFT 106.3 Fm. Steve Hartford provided information regarding employment opportunities and accepted applications.

(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 9a and 11a 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: Career Day at Catlettsburg 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 participated in a Career Day event on Monday March 4th 2024 at the Catlettsburg School which was sponsored by the Sevier County School System. Radio Station employee Douglas (Skip) Roberts was at the event from 9am until 12:30pm sharing information about sales and on-air positions at the East Tennessee radio Group.

(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 18th 2023 until October 30th 2023 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.