WWST(FM), WKHT(FM), WCYQ(FM), WNOX(FM)
EEO PUBLIC FILE REPORT
April 1, 2025 – March 31, 2026

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") **for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive/Marketing Strategy Lead	1-10	2
Account Executive/Marketing Strategy Lead	1-10	10

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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	**SummitMedia Corporate Website** www.summitmediacorp.com	No	*0*
2	**SummitMedia Employee Referral**	No	*2*
3	**SummitMedia Direct Recruit/Cold-Called**	No	*0*
4	**General Word-of-Mouth**	No	*2*
5	**LinkedIn** www.linkedin.com	No	*7*
6	**Indeed** www.indeed.com	No	*0*
7	**Handshake** app.joinhandshake.com	No	*0*
8	**Tennessee Association of Broadcasters Virtual Career Fair** (see Section III) Two International Plaza Dr., Ste. 902 Nashville, TN 37217 (615) 365-1840 hallie@tabtn.org	No	*1*
9	**ZipRecruiter** www.ziprecruiter.com	No	*2*
10	**Radio Advertisement** WCYQ, WNOX, WWST, WKHT	No	*2*
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		*16*

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in events or programs sponsored by educational institutions	On April 30, 2025, our SEU's Market President and Brand Manager attended the Career Day at Hardin Valley Elementary School. They spoke to students in 3rd, 4th, and 5th grades about media and broadcasting careers and opportunities. Students were encouraged to ask questions such as, *what kind of degree is needed*, *what do you like or dislike about the job*, *why did you decide to get into this career*, etc.
2	Participation in career fair	On August 26, 2025, our SEU's Promotions Director participated in the University of Tennessee's Part-Time Job Fair, designed to help students find part-time jobs and educate them about the broadcast industry. Our Promotions Director engaged with many students, talked about the various career opportunities with SummitMedia, and encouraged interested students to visit SummitMedia's talent bank to learn about available part-time positions.
3	Participation in career fair	From September 8-12, 2025, our SEU's General Manager ("GM") participated in the Tennessee Association of Broadcasters Virtual Career Fair. Our Stations ran ads for this career fair, and the GM spoke to candidates virtually about different opportunities within the Knoxville cluster, encouraging them to apply through the SummitMedia talent bank website.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On October 14th, 30th, and November 4th, and 11th, 2025, our SEU's Market President and Digital Sales Manager completed the Recruitment to Retention Series provided by the Center for Sales Strategy. The program is designed to improve recruitment and selection of candidates and provides best practices for developing and retaining employees.