

Full-time Job Vacancies filled by Employee Unit Members: WEMB-AM & WXIS-FM in Erwin TN & FM Translator W222AG Johnson City, TN.

This employment unit employs more than five but less than ten full-time employees. (Actual number: 8) Therefore, this unit is exempt from an FCC mid-term report filing requirement.

This report is for the period: April 1, 2008 to March 31, 2009

Full-time Job/Position	Date filled	Recruitment Sources	Hiree Referral Source	Total Interviewees
		(see ref. # below) & [# interviewees referred by each source]	(see ref. # below)	
Account Executive/Sales Position <i>Note: This position was also reported in this past year's (2007-08) report. It is re-reported to standardize the report period term as shown above.</i>	April 1, 2008	1[0], 2[1], 3[1], 4[0], 7[0], 10[0], ***11[0], 12[0]	3	2
News Director/Reporter Position	Oct 16, 2008 Position filled by internal promotion of female staffer to this department managerial position	1[0], 2[1], 3[1], 4[0], 7[0], 10[0], 12[0]	4	2

WEMB / WXIS Equal Employment Opportunity Referral Sources

Any interested person or employment recruiting organization may request to be informed of any job openings by contacting **Chuck Ray**.

Source	Department	Requested to be notified of openings?	Internet and E-Mail Address	Contact Name City/St/Zip	Phone
1 Tennessee Association of Broadcasters	Job Bank	No	http://www.tabtn.org/jobs.php tabtn@bellsouth.net	Jill Green 50 Music Square West Suite 900 Nashville, TN 37203	615-399-3791
2 Newspaper/TV/Radio/Other Advertisements		n/a			
3 Word of Mouth / Staff Referrals		n/a			
4 Internal Communication		n/a			
5 Unsolicited applications / walks ins		n/a			
6 Milligan College	Broadcast	No		Bruce Montgomery P.O. Box 500 Milligan, Tn 37682	423-461-8776
7 East Tennessee State University	Broadcast	No	headleyt@mail.etsu.edu	Tom Headley Johnson City, TN	423-439-1000
8 Tusculum College	Broadcast	No	wdubrisk@tusculum.edu	Wes DuBrisk 60 Shiloh Rd Greeneville, TN 37743	Wes DuBrisk 423-636-7300
9 Unicoi County High School	Guidance	No		700 S. Mohawk Drive Erwin, TN 37650	423-743-1630
10 www.wemb.com and/or http://www.jammin9231039.com/	Ops Mgr	n/a	chuckraywemb@hotmail.com	Chuck Ray OM P.O. Box 280 Erwin, TN 37650	423-743-6123
11. East TN State Univ. Families First Pgm Requested as of December 15, 2005 ***Note: My 2 separate emails and attempts to communicate with this source as of 09/17/08 were unsuccessful as shown in News Director Position Folder	Director	YES Any	amy.bailey@state.tn.us	Amy Bailey 724 Ohio Ave Erwin, TN 37650	423-743-3166 ext-31
12. Virginia Association of Broadcasters	Job Bank	No	http://www.vabonline.com/careers/jobs.aspx christina.sandridge@easterassociates.com	Christina Sandridge Virginia Association of Broadcasters 600 Peter Jefferson Pkwy Suite 300 Charlottesville, VA 22911	434-977-3716

Recruitment Outreach Events/Initiatives

Date	Event/Initiative	WEMB/WXIS participation description	Comments	Station Personnel/Title Attending
Weekly	EEO compliance/notice inclusion in Programming/Sports type advertising in Valley Beautiful Beacon Newspaper	Tied in EU s involvement with EEO in non-employment related advertising to promote its significance.	Copies of ads on file in EEO Notebook	Chuck Ray designed and placed the ad order
Periodically	EEO notice inclusion in Programming/Sports type advertising in Johnson City Press Newspaper Advertising	Tied in EU s involvement with EEO in non-employment related advertising to promote its significance.	Copies of ads on file in EEO Notebook	Chuck Ray designed and placed the ad order
June 22, 2008	Account Executive Radio Marketing Professional Accreditation	Acc. Exec. April Simmons successfully completed training to improve professional skills in the workforce sponsored by WEMB, Inc.	Copy of completion certificate is available in the EEO Incentives file at the WEMB studios	Acc. Exec. April Simmons (Arranged and approved by CEO Jim Crawford)
August 21, 2008 Morning Session	EEO and Management Seminar Attendance at Middle Tennessee State University Part 1	OM attended this two part seminar. Part one Leadership training to acquire skills for future advancement.	This two part seminar would account for two Supplemental Outreach Initiatives. Certificate of attendance and syllabus available in EEO notebook	Chuck Ray OM attended both sessions.
August 21, 2008 Afternoon Session	EEO and Management Seminar Attendance at Middle Tennessee State University Part 2	OM attended this two part seminar. Part two for EEO Diversity: Issues and Challenges	This two part seminar would account for two Supplemental Outreach Initiatives. Certificate of attendance and syllabus available in EEO notebook	Chuck Ray OM attended both sessions.
TFN Daily/One each per Day-part	Tennessee Association of Broadcasters EEO Compliance Ad	Ad copy promote Broadcast recruitment and referrals	Copy of ad is in EEO folder	Chuck Ray/OM schedules ads
TFN/Constant	Virginia Association of Broadcasters Job Bank Link	Link to VAB Job Bank available on www.vabonline.com	http://www.vabonline.com/careers/jobs.aspx	Chuck Ray/OM
TFN/Constant	Tennessee Association of Broadcasters Job Bank Link	Link to TAB Job Bank available on www.tabtn.org	http://www.tabtn.org/jobs.php	Chuck Ray/OM
Nov 18, 2008	Cub Scout Communication s Badge Training/Presentation	WEMB female News Department Manager gave Pack #349 a station tour and instructed them on broadcasting as an employment opportunity demonstrating that it is equally gender diverse.	The personal demonstration by a female department manager showed that broadcasting as an employment opportunity is equally gender diverse.	Angela (AJ) Rose Approved by OM Chuck Ray
January 15, 2009	Unicoi County Chamber of Commerce Tomorrow Leadership Class	Community class made up of local business leaders is instructed at WEMB/WXIS studios pertaining to the broadcast industry including employment opportunities.	Confirmation letter placed in EEO Notebook	Chuck Ray/OM Todd Ambrose

EEO Annual Report Contact Information

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Date- April 1, 2009	Telephone- 423-743-6123	chuckraywemb@hotmail.com

END of REPORT