

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, 2009 to March 31, 2010

Full-time Job/Position	Date filled	Recruitment Sources (see ref. # below) & [# interviewees referred by each source]		Hiree Referral Source (see ref. # below)	Total Interviewees
There were NO full-time employees hired during the April 1, 2009 to March 31, 2010 reporting period by this employment unit.	**		*****	*****	*****
*****	*****		*****	*****	*****

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/career/ tabtn@bellsouth.net	Whit Adamson, President Jill Green, Business Manager Tennessee Association of Broadcasters Two International Plaza Drive, Suite 507 Nashville, TN 37217	615.365.1840 office 888.365.1840 in state watts 615.365.1842 fax
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	hayest@mail.etsu.edu	Tammy Hayes Johnson City, TN	423-439-1000 423-439-7568
8 Tusculum College	Broadcast	No	bcox@tusculum.edu	Barth Cox 60 Shiloh Rd Greeneville, TN 37743	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. 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
April 23, 2009 August 12, 2009 November 10, 2009 February 16, 2010 March 16, 2010	RAB Cellular Ad Seminar Sean Luce Seminar TAB Webcast for Political Advertising LBS Online Political Seminar Dan O Day Sales Seminar	Acc. Exec. April Simmons successfully completed training to improve professional skills in the workforce sponsored by WEMB, Inc.	Copy of schedule is available in the EEO Incentives file at the WEMB studios	Acc. Exec. April Simmons (Arranged and approved by CEO Jim Crawford)
January 20, 2010 First Session	EEO Diversity & Discrimination Dr. Jennifer Bailey Woodard MTSU	Part one for EEO Equity and Diversity in the Workplace	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.
January 20, 2010 Second Session	Unlawful Employment Discrimination Training Doug Pierce, Attorney King & Ballow Law Firm	Part two for EEO Leadership training to acquire skills for future advancement pertaining to Unlawful Employment Discrimination	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.wemb.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.wemb.com	http://www.tabtn.org/career/	Chuck Ray/OM
Nov 3, 2009	Boy Scout & Cub Scout Communications Badge Training/Presentation (Leader-Melinda Adkins 423-943-2332)	WEMB female News Department Manager gave Pack #6 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 22, 2010	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

WEMB Incorporated	Employment Unit		
WEMB-AM	Fac. ID 70509	Name-James R. Crawford	Title- President/CEO
WXIS-FM	Fac. ID 71481		
FM Translator W222AG	Fac. ID 78833		
Date- April 1, 2010		Telephone- 423-743-6123	chuckraywemb@hotmail.com

END of REPORT