

**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: 6) Therefore, this unit is exempt from an FCC mid-term report filing requirement.*

**This report is for the period: April 1, 2010 to March 31, 2011**

Full-time Job/Position	Date filled	Recruitment Sources (see ref. # below) & [# interviewees referred by each source]		Hiree Referral Source (see ref. # below)	Total Interviewees
<b>***There were NO full-time employees hired during the April 1, 2010 to March 31, 2011 reporting period by this employment unit.</b>	*****	*****	*****	*****	*****
*****	*****	*****	*****	*****	*****

**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	<a href="http://www.tabtn.org/career/">http://www.tabtn.org/career/</a> <a href="mailto:tabtn@bellsouth.net">tabtn@bellsouth.net</a>	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	<a href="mailto:hayest@mail.etsu.edu">hayest@mail.etsu.edu</a>	Tammy Hayes Johnson City, TN	423-439-1000 423-439-7568
8 Tusculum College	Broadcast	No	<a href="mailto:bcox@tusculum.edu">bcox@tusculum.edu</a>	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 <a href="http://www.wemb.com">www.wemb.com</a> and/or <a href="http://www.jammin9231039.com/">http://www.jammin9231039.com/</a>	Ops Mgr	n/a	<a href="mailto:chuckraywemb@hotmail.com">chuckraywemb@hotmail.com</a>	Chuck Ray OM P.O. Box 280 Erwin, TN 37650	423-743-6123
11. Virginia Association of Broadcasters	Job Bank	No	<a href="http://www.vabonline.com/careers/jobs.aspx">http://www.vabonline.com/careers/jobs.aspx</a> <a href="mailto:christina.sandridge@easterassociates.com">christina.sandridge@easterassociates.com</a>	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
Tuesday May 11, 2010 1pm-3pm	FCC Equal Opportunity Rules Webinar in cooperation with the Tennessee Association of Broadcasters	EU s Operations Manager Chuck Ray participated in this seminar to advance his ability to meet FCC EEO standards and policies and for his career advancement.	A copy of the seminar syllabus is available in station files.	Chuck Ray, Operations Manager
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 <a href="http://www.wemb.com">www.wemb.com</a>	<a href="http://www.vabonline.com/careers/jobs.aspx">http://www.vabonline.com/careers/jobs.aspx</a>	Chuck Ray/OM
TFN/Constant	Tennessee Association of Broadcasters Job Bank Link	Link to TAB Job Bank available on <a href="http://www.wemb.com">www.wemb.com</a>	<a href="http://www.tabtn.org/career/">http://www.tabtn.org/career/</a>	Chuck Ray/OM
January 18, 2011	Boy Scout & Cub Scout Communications Badge Training/Presentation (Leader-Cynthia Amstrong 423-743-7583 and Anjanette Hilemon hilemon@embarqmail.com)	WEMB female News Department Manager gave 13 scouts and accompanying adults a station tour and instructed them on broadcasting as an employment opportunity demonstrated 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.	News Director-Angela (AJ) Rose Approved by OM Chuck Ray
February 24, 2011	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**

<b>WEMB Incorporated</b>	<b>Employment Unit</b>	Name-James R. Crawford	Title- President/CEO
WEMB-AM	Fac. ID 70509		
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**