

Full-time Job Vacancies filled by Employee Unit Members: WEMB-AM (Fac. ID-70509) & WXIS-FM (Fac. ID-71481) in Erwin TN & FM Translator W222AG (Fac. ID-78833) Johnson City, TN. This employment unit employs more than five but less than ten full-time employees.

During period: Prior to 2004 License Renewal as required by FCC 47 C.F.R. Section 73.2080

Job/Position	Date filed	Recruitment Sources (see ref.# below) & [# interviewees referred by each source]	Hiree Referral Source (see ref.# below)	Total Interviewees
***There were no full-time positions filled during term covered by this report.				0

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?	E-Mail Address	Contact Name City/St/Zip	Phone
1 Tennessee Association of Broadcasters	Job Bank	No	http://www.tabtnorg/jobs.php		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 / walk-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@mailetsu.edu	Tom Headley Johnson City, TN	423-439-1000
8 Tusculum College	Broadcast	No	wdubrisk@tusculm.edu	Wes DuBrisk 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	Ops Mgr	n/a	chuckraywemb@hotmail.com	Chuck Ray OM P.O. Box 280 Erwin, TN 37650	423-743-6123

Recruitment Outreach Events/Initiatives

Date	Event/Initiative	WEMB/WXIS participation description	Comments	Station Personnel/Title Attending
April 8-30, 2003	Johnson City Press Newspaper Advertising	Ad listed www.wemb.com web-site and that WEMB Inc is an Equal Opportunity Employer	Total Trade Cost of ads \$2302.00. Copy of ad placed in EEO folder	Chuck Ray/OM placed the ads
TFN Weekly	Erwin Record Newspaper Advertising	Ad listed www.wemb.com web-site and that WEMB Inc is an Equal Opportunity Employer	TFN Barter ads. It is the same ad as in JC Press	Chuck Ray/OM placed the ads
TFN Dailey	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	Tennessee Association of Broadcasters Job Bank Link	Link to TAB Job Bank available on www.wemb.com	http://www.tabtnorg/jobs.php	Chuck Ray/OM
01-07-04	Unicoi County Chamber of Commerce Tomorrow Leadership Class	Tour of WEMB/WXIS studios are instruction of broadcast industry including employment opportunities	This event will be included in the 2004 annual report.	Chuck Ray/OM Todd Ambrose/PD

EEO Annual Report Contact Information

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