

**WRQQ(FM), WQQK(FM), WNFN(FM), WSM-FM, WWTN(FM)
and employees at WSM(AM)
EEO PUBLIC FILE REPORT
April 1, 2007 – March 31, 2008**

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
Morning Traffic Reporter	1,2,4	4
Continuity Director	1,2,11,12,13	2
Internet Sales	1,2,4	2
Business Manager	1,2,3,13	2
Board Op	1,2,19	1
Account Executive	1,2,4	4
Account Executive	1,2,3,4	3
Account Executive	1,2,3,4	1
Account Executive	1,2,3,4	1
Account Executive	1,2,3,4	2
Account Executive	1,2,3,4	2
Account Executive	1,2,3,4	2
Account Executive	1,2,3,4	4
Account Executive	1,2,3,4	3
General Sales Manager	1,2,3,4,6	6
Account Executive	1,2,3,4	4
Account Executive	1,2,3,4	2
Account Executive	1,2,3,4	3
Account Executive	1,2,3,4	1
Account Executive	1,2,3,4	3
Account Executive	1,2,3,4	3
On-Air	1,2,3,6,9	3
On-Air	1,2,3,6,9	1
Account Executive	1,2,3,4,20	1
Account Executive	1,2,3,4	4
Account Executive	1,2,3,4	4
Account Executive	1,2,3,4	4
General Sales Manager	1,2,3,4,6,18	18
Account Executive	1,2,3,4	2
Account Executive	1,2,3,4,20	3
Traffic Manager	1,2,11,12,13	2

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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	Walk in/Self-Referral¹	N	48
2	Employee Referral	N	17
3	Non-Employee Referral	N	11
4	On-Air Announcements (all SEU stations) 10 Music Circle East, Nashville, TN 37203 615-321-1067 John Columbus	N	28
5	Radio and Records www.radioandrecords.com	N	0
6	Inside Radio www.insideradio.com	N	2
7	The City Paper www.nashvillecitypaper.com	N	0
8	Nashville Scene www.nashvillescene.com	N	0
9	All Access www.allaccess.com	N	0
10	Radio One www.radio-one.com	N	0
11	Tennessee Association of Broadcasters www.tabtn.org	N	4
12	Traffic Directors Guild Association www.tdga.org	N	6
13	Am Temps, Inc. 2636 Elm Hill Pike, Nashville, TN 37214 615-885-6500 Mandy Mills	N	1

¹ This SEU is located in the heart of “Music City USA” on the notorious Music Circle where Nashville’s music-related businesses are concentrated. As a result, this SEU receives a great number of walk-in applicants looking to enter the music business, and has found that these individuals represent a productive, and thus reliable, source of qualified applicants.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	The Tennessean 1100 Broadway, Nashville, TN 37203 615-242-7253 Classified Ads	N	0
15	Country Radio Seminar Convention Center, Nashville, TN	N	0
16	Adecco 1600 Division St, Ste 540, Nashville, TN 37203 615-292-5757 Kathy Alred	N	0
17	The City of Nashville Job Fair	N	0
18	Media Recruiter www.mediarecruiter.com	N	1
19	MTSU Broadcast School Roger Heinrich (615)904-8565	N	1
20	Craig's List www.craigslist.com	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			109

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host career fairs	<p>From September 24-27, 2007, our stations hosted the Nashville Career Fair, a four-day event held at shopping malls around the city to provide an opportunity for local businesses to attract job candidates. Our stations solicited area employers, secured the exhibition spaces and organized the events. We also participated as a local employer, with our Account Executives interacting with interested attendees and General Sales Managers collecting applications for future Account Executives. The four-day schedule included one mall each day, as follows: Rivergate Mall, the Cool Springs Galleria, the Hickory Hollow Mall, and the Opry Mills Mall.</p>
2	Participate in job fair	<p>On March 18, 2008, our stations participated in the Middle Tennessee State University (MTSU) job fair in Murfreesboro, TN for students that need intern experience to complete their degree. This is sponsored by the Marketing and Broadcasting Schools. Station participants included our promotions directors.</p>
3	Participate in job fair	<p>On May 11, 2007, our stations participated in the Tennessee State University job fair at the university in Nashville, TN. Station participants included sales managers and promotion directors seeking applications for sales, programming and promotion jobs.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Internship Program	<p>Throughout the year, our stations host interns from Middle Tennessee State University (MTSU). The internship program is managed by the MTSU Marketing Dean and the MTSU Broadcasting Dean. The interns are exposed to all facets of broadcast operations, and will perform various clerical duties and assist with on- and off-site events. During this reporting period, we hosted 12 interns, as follows:</p> <p>Spring 2007– Seven interns</p> <p>Fall 2007 – Five interns.</p>
5	Participate in job fair	<p>On September 7, 2007, our stations participated in the Chance Career Fair, targeting former charged felons at Mt. Zion Baptist Church. On-Air personality, Princess Ivori promoted the event, participating in a live remote. Station participants included sales managers our Promotions Director.</p>
6	Participate in job fair	<p>On October 17, 2007, our stations participated in the Belmont Career Fair located at Belmont University in Nashville, TN. Station participants included sales managers and promotion directors seeking applications for sales, programming and promotion jobs.</p>
7	Participate in event designed to disseminate information regarding careers in broadcasting	<p>Held the first week in March each year in Nashville, TN, the Country Radio Seminar is one of the largest media gatherings of any kind, bringing together nearly 1,000 delegates from country radio with 1,000 music industry professionals for three days. Radio attendees typically include Program Directors, General Managers, Promotion Managers, Sales Executives and Air Talent, which makes the seminar a productive recruitment and networking event for our stations. During the CRS on March 10, 2008, several of our General Sales Managers attended the event.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
8	Participate in scholarship program	During this reporting period, our SEU continued its annual scholarship program with Middle Tennessee State University. Our Market manager works with the associate dean for the School of Communication in the College of Business to make students aware of the scholarship program. Our Market manager and sales managers also attend sales management classes and other networking functions at MTSU to encourage participation in the scholarship program and to promote careers in radio.