

## EEO PUBLIC FILE REPORT

For the reporting period of April 1, 2007 through March 31, 2008

Prepared by: Reach Satellite Network, Inc.: WBOZ-FM and WVRV-FM  
Caron Broadcasting, Inc.: WFFH-FM and WFFI-FM

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	Location City, State	LMA
WBOZ-FM	15531	FM	Woodbury, TN	n/a
WFFH	68347	FM	Smyrna, TN	n/a
WVRV	41865	FM	Waverly, TN	n/a
WFFI	18714	FM	Kingston Springs, TN	n/a

A. The following is a list of all vacancies for full-time jobs during the reporting period:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date(s) Filled</u>
1. Account Executive	8/31/07	10/22/07
2. Account Executive	2/14/08	2/28/08

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Contact Person	Address				Phone Number
15th Avenue Baptist Church	Rev. William Buchanan	1203 9th Avenue North		Nashville	TN	37208 615-225-6432
Belmont University	Rich Tiner	1900 Belmont Blvd.		Nashville	TN	37212 615-460-6282
Born Again Church	Horace Hockett	858 W. Trinity Lane		Nashville	TN	615-228-9287
Christian Women in Media and Arts	Michelle Borquez	P.O. Box 680517		Franklin	TN	37068 615.595.7778
Christian Women's Job Corp.	Rachel Freeze	PO Box 22388	128 8th Avenue South	Nashville	TN	37202 615-244-3669
Draughons Junior College	Peter Pritchard	340 Plus Park Blvd.		Nashville	TN	37217 615-361-7555
Fisk University	Ingrid Collier	1000 17th Avenue		Nashville	TN	37208 615-329-8631
Fisk University	Faculty Advisor - WFSK	1000 17th Avenue		Nashville	TN	37208 615-329-8519
Goodwill Industries*	Debbie Grant	1015 Herman St.		Nashville	TN	37208 615-346-1237
Greater Nashville Black Chamber of Comm.	Ervina Jarrett	1501 Jefferson St		Nashville	TN	37208
ITT Technical Institute	Career Services Dept.	2845 Elm Hill Pike		Nashville	TN	37214 615-889-8700
Middle Tennessee Career Center	Xiu Cravens	Metro Center	621 Mainstream Dr. Ste 21	Nashville	TN	37228 615-862-8890
Middle Tennessee State University	Director of Radio/TV Dept.	1301 East Main Street		Murfreesboro	TN	37132
Music City LINK's Chapter	Barbara Harris	1608 Baptist World Center Drive		Nashville	TN	37207
Nashville Emp. & Training Res. Agency	Director	1808 West End Ave.	Suite 817	Nashville	TN	37203-2545
Nashville Minority Business Center	Marilyn Robinson	223 8th Avenue N		Nashville	TN	37203
Nashville Tech	Career Development Director	120 White Bridge Pike		Nashville	TN	37209 615-353-3405
Nashville Urban League	John Fair	1219 Ninth Ave.		Nashville	TN	37208
Parthenon LINK's Chapter	Barbara Jones Bah	2302 Eastland Ave.		Nashville	TN	37206
SAE Institute of Audio/Media Technology*	Mak Kaylor	7 Music Circle North		Nashville	TN	37203 615-244-5848
Sales & Marketing Executives of Nashville	Hunter McCarty	809 Division Street	C/o Robert J. Young Co.	Nashville	TN	37203
Tennessee State University	Barry Gresham	3500 John A. Merritt Blvd.	Career Development Center	Nashville	TN	37209 615-963-1582
Tennessee State University	Dr. Victoria D. Sturgeon	3500 John A. Merritt Blvd.	Career Development Center	Nashville	TN	37209 615-963-7983
Tennessee Tribune	Rosetta Miller-Perry	1501 Jefferson St.		Nashville	TN	37208 615-321-3268
TN Assn. of Broadcasters	Jill Green	P.O. Box 101015		Nashville	TN	37224
TN Gen. Assembly - Ofc of Minority Affairs	Director	105 War Memorial Bldg.		Nashville	TN	37219
Trevecca Nazarene University*	Jan Harvey	333 Murfreesboro Road		Nashville	TN	37210 615-248-1237
Urban League of Middle TN*	Rosalyn Carpenter	1219 9th Avenue N.		Nashville	TN	37208 615-254-0525
Urban League of Middle TN*	Anita Martin	1219 9th Avenue N.		Nashville	TN	37208 615-254-0525
Victory Fellowship	Bill McRay	1307 Lebanon Road		Nashville	TN	37210 615-254-3322
Woman's Club of Nashville	President	3206 Hillsboro Pike		Nashville	TN	37215 615-269-3896
Women's Resource Center	Director	1112 8th Avenue South		Nashville	TN	37203 615-248-3474
Word Label Group	Lori Cline	25 Music Square West		Nashville	TN	37203 615-457-2408
<b>Other Recruitment Sources:</b>						

Tennessee Association of Broadcasters' online media job bank accessible by women & minorities							
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C. The following is a list of recruitment sources which provided the person hired for each full-time position filled during the reporting period:

<u>Job Title</u>	<u>Recruitment Source</u>
1. Account Executive	Employee Referral
2. Account Executive	Call-in

D. During the reporting period, there were a total of 20 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in section B above:

Recruitment Source	Total No. of Interviewees
<b><u>Other Recruitment Sources:</u></b>	
Station, TN Assoc. of Broadcasters or other website job banks.	6
Unsolicited walk-in/call-in	10
Employee Referral	4

E. During the reporting period, the station employment unit engaged in the following initiatives:

Internship Program

Throughout the year, the employment unit operated an internship program designed to assist people acquire skills necessary for broadcast employment. Interns included:

A student from Trevecca Nazarene University spent several days a week starting in the prior reporting period and continuing into April, 2007, working in our programming department.

A student from Evangel University - worked in the programming and promotion area with music research, music scheduling and promotional events throughout June and July, 2007.

A student from Pensacola Christian Collge worked in the programming and promotion area with music research, music scheduling and promotional events for the month of January, 2008.

Events sponsored by educational institutions related to broadcasting career opportunities

On October 26, 2007 the SEU provided job shadowing opportunities to a senior at Nashville School of the Arts, a sophomore at Donelson Christian Academy, a senior at Mt. Juliet High School, an eighth grader at DuPont Hadley Middle School, a Junior at Martin Luther King Magnet School and an eighth grader at Meigs Magnet School.

December 3, 2007 – Liberty Christian Academy. The stations' Operations Manager gave a tour of the SEU's radio studios to approximately six students, up to 10 years of age. The goal was to inform students of how a radio station works, and provide them with information that might help them determine whether broadcasting is a career that might be of interest. Tour included viewing the on-air studio and meeting several employees of the station, including the on-air morning team on WFFH/WFFI. The tour concluded with each student experiencing the recording and production process, where each was able to speak on-microphone and hear their voices with music in a produced audio segment.

February 8, 2008 – One of the stations' Account Executives participated in the Rutherford County Job Shadowing Day attended by a student from LaVergne High School.

February 26, 2008 - The stations' operations manager gave a tour of the SEU's radio studios to approximately 30 students, ages six to 18 from Aaron Academy. Students were informed how a radio station works, and provided with information that might help them determine whether broadcasting is a career that might be of interest. Numerous questions about the various broadcast career opportunities were fielded. Tour included viewing the on-air studio and meeting several employees of the station.

February 28, 2008 – The stations’ Sales Manager met with and gave a tour of the station to 15 students from the Blackman High School Academy of Business. The goal was to inform students of how a radio station works, and provide them with information that might help them determine whether broadcasting is a career that might be of interest. The tour included viewing the on-air studio and meeting several employees of the station, including the on-air morning team on WFFH/WFFI. It also included students getting to experience the recording and production process, and it included a discussion about business ethics, etiquette, communication in business, and making contacts in business.

February, 29, 2008 Visit by SEU's morning show team and two other air personalities with 1<sup>st</sup> and 6<sup>th</sup> grade classes at two separate elementary schools. All sessions included young children getting to ask a wide variety of questions about radio broadcasting jobs/careers.

Opening Listed in Media Job Bank whose membership includes substantial participation of women and minorities


August, 2007 - Descriptions of account executive opening with information on how to apply were posted in the Official Job Bank of the Tennessee Association of Broadcasters. Openings also listed with complete job descriptions on station websites.

February, 2008 - Descriptions of account executive opening with information on how to apply were posted in the Official Job Bank of the Tennessee Association of Broadcasters. Openings also listed with complete job descriptions on station websites.

EEO Training to management level personnel

During the reporting period management level personnel at the SEU received training as to methods of ensuring equal opportunity and preventing discrimination. This training consisted of ELT training modules in EEO, lawful hiring, lawful termination and sexual harassment.

Name of Respondent:  
Reach Satellite Network, Inc.:  
WBOZ-FM and WVRV-FM  
Caron Broadcasting, Inc.:  
WFFI-FM and WFFH-FM

Signed:   
Typed Name: Michael Miller  
Title: General Manager  
Date: March 31, 2008  
Telephone: 616-367-2210