

**EEO Public File Report**

For the reporting period April 1, 2007 - March 31, 2008

**This report covers the following stations:**

|                 |                           |
|-----------------|---------------------------|
| Call Sign: WCQR | Location: Gray, Tennessee |
|-----------------|---------------------------|

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

| Job Title                  | Date Open          | Date Filled        | Recruitment Source   |
|----------------------------|--------------------|--------------------|----------------------|
| Program Director           | September 25, 2007 | November 13, 2007  | Promoted from within |
| Assistant Program Director | November 14, 2007  | Still Interviewing | Still vacant         |

**B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened:**

| Organization / Source                         | Contact                   | Address                         | City             | ST | Zip   |
|---|---------------------------|---------------------------------|------------------|----|-------|
| AAJA Career Placement                         |                           | 1765 Sutter Street, Ste 100     | San Francisco    | CA | 94115 |
| Affirmative Action Job Bank                   | AWRT Nash Chapter         | P.O. Box 25016                  | Nashville        | TN | 37202 |
| AWRT Career Placement                         |                           | 1650 Tysons Blvd, Ste 200       | McLean           | VA | 22102 |
| Barbara Harris                                | Music City LINK's Chapter | 1608 Baptist World Center Drive | Nashville        | TN | 37207 |
| Barbara Jones Bah                             | Parthenon LINK's Chapter  | 2302 Eastland Ave               | Nashville        | TN | 37206 |
| Bristol Herald Courier                        |                           | 320 Morrison Blvd.              | Bristol          | VA | 24201 |
| Career Center                                 | TSU                       | 3500 John Merritt Blvd          | Nashville        | TN | 37208 |
| Christian Radio Weekly                        |                           | 5350 N. Academy Blvd, Ste 200   | Colorado Springs | CO | 80918 |
| CRW Magazine Online                           |                           | 5350 N. Academy Blvd. Ste. 200  | Colorado Springs | CO | 80918 |
| ETSU  | Career Placement Office   | P.O. Box 70718                  | Johnson City     | TN | 37614 |
| Hispanic News Service                         |                           | 1420 N. Street, N.W.            | Washington       | DC | 20005 |
| Johnson City Press                            |                           | 204 W. Main St.                 | Johnson City     | TN | 37605 |
| Kingsport Times News                          |                           | 701 Lynn Garden Drive           | Kingsport        | TN |       |
| Lillian Dunn Thomas                           | Nashville LINK'S Chapter  | 1502 Phillips Street            | Nashville        | TN | 37208 |
| Media Career of Minorities                    | Talent Bank               | 825 Seventh Ave, 3rd floor      | New York         | NY | 10019 |
| Milligan College                              | Jim Dahlman               | P.O. Box 500                    | Milligan College | TN | 37682 |
| Minority Media and Telecommunications Council |                           | 3636 156th St. NW, Ste AG-34    | Washington       | DC | 20010 |
| Nashville Employment &                        | Training Resource Agency  | 915 Stahlman Bldg.              | Nashville        | TN | 37201 |
| Nashville Urban League                        | John Fair                 | 1219 Ninth Ave                  | Nashville        | TN | 37208 |
| National Association of Black Journalists     |                           | 11600 Sunrise Valley Drive      | Reston           | VA | 22091 |

|   |                               |  |                |    |       |
|---|-------------------------------|--|----------------|----|-------|
| National Association of Black Journalists         | Career Placement Office       | 3100 Taliatferro Hall, Univ. Of Maryland | College Park   | MD | 20742 |
| National Association of Black Sales Professionals |                               | 503 S. Oak Park Ave                      | Chicago        | IL | 60304 |
| National Association of Broadcasters              | Human Resources               | 1771 N. Street, N.W.                     | Washington     | DC | 20036 |
| National Association of Hispanic Journalists      | National Press Building       | 529 14th St. N.W. Suite 634              | Washington     | DC | 20045 |
| National Association of Hispanic Journalists      | Maria G. Toscano              | 190 N. State Street                      | Chicago        | IL | 60601 |
| Native Am. Indian Assc.                           | of TN                         | 211 Union St. Stahlman Bldg, Ste 410     | Nashville      | TN | 37201 |
| Native American Journalist Association            |                               | 1433 E. Franklin Ave, Suite 11           | Minneapolis    | MN | 55202 |
| Nat'l Academy of TV Arts                          | and Science                   | 1550 Park Ave, Ste 103                   | Denver         | CO | 80218 |
| Office of Minority Affairs                        | TN General Assembly           | 105 War Memorial Bldg                    | Nashville      | TN | 37219 |
| Program Director Forum                            |                               |  |                |    |       |
| R&R   |                               |  |                |    |       |
| RTNDA Job Service                                 |                               | 10100 Santa Monica Blvd, Third Floor     | Los Angeles    | CA | 90067 |
| Sheila Hill Thomas                                |                               | 1000 Connecticut Ave., NW                | Washington     | DC | 20036 |
| TN Assn of Broadcasters                           | Hendersonville LINK's Chapter | 140 Lake Valley Drive                    | Hendersonville | TN | 37075 |
| United Minority Media Association                 |                               | P.O. Box 101015                          | Nashville      | TN | 37224 |
| WCQR Web Site                                     | Mike Perry                    | 6025 Prospect Ave., Suite 206            | Kansas City    | MO | 64130 |
|   |                               | 2312 Oak Street                          | Gray           | TN | 37615 |

**C. During the reporting period, 9 people were interviewed for vacancies for full-time positions. The following is a report of the total number of interviewees referred by recruitment sources shown in section B.**

| Recruitment Source  | Total number of interviewees |
|---------------------|------------------------------|
| WCQR web posting    | 5                            |
| PD Forum Applicants | 3                            |
| CRW Applicants      | 1                            |

**D. During the reporting period, WCQR engaged in the following initiatives:**

Management Training: General Manager Mike Perry attended educational seminars as a part of GMA Week presented by the Gospel Music Association with sessions focused on employment law and EEO procedures.

WCQR Program Director, Chalmer Harper, taught a class on communications and production technique to communication students at Emory & Henry College.

WCQR station staff are instructed in EEO procedures and encouraged to report possible violations.

Station Website: All job listings posted are appropriate.

Report Filed April 1, 2008

Mike Perry, General Manager, WCQR