

MEMORANDUM

To: Reviewing Authorities
From: Henri Pensis, Director
Subject: FCC EEO Report (April 1, 2014–March 31, 2015)
Date: Public Inspection File Date - April 1, 2015 for WMOT-FM

WMOT had no job openings during the report period. Future openings will be filed according to the Middle Tennessee state university policy on Equal Employment and Affirmative Action and the guidelines contained in the Communications Act, et al,

With the advent of the Commission’s Second Report and Order of November 20, 2003, WMOT has established a system of tracking, reporting and outreach to ensure that future job openings are widely disseminated. In addition to the usual advertising practices imposed by University EEO/AA policies, WMOT uses recruitment sources in Appendix 2 for all fulltime job openings. This list is updated as additional organizations request to be added to our notification process.

WMOT also runs a regularly scheduled announcement asking community organizations if they would like to be added to the WMOT contact list. An ongoing attempt will be made to identify other agencies for more contacts.

As director of broadcasting, I am the University’s contact person responsible, in coordination with the MTSU Director of EEO, for meeting all EEO/AA compliance milestones of the University.

Respectfully submitted,

Henri Pensis
 General Manager

Appendix 1 to WMOT’s Public File Report Form
 Covering the Period from April 1, 2014 to March 31, 2015

Vacancy Information

#	Full-Time Position Filled Job Title	Date Open	Date Closed	Recruitment Source	Total Number of Interviewees for position
0					0
Total number of Persons Interviewed During Applicable Period					0

Appendix 2 to WMOT’s Public File Report Form
 Covering the Period from April 1, 2014 to March 31, 2015

Section 2: Recruitment Source Information (^) Denotes Community Organization which will automatically be contacted if there is an opening. (*) denotes organization requests notification when an opening occurs.

Recruitment Source (Name, Address, Telephone Number, Contact Person	Total Number of Interviewees This Source Has Provided During this Period	Full-time Positions for Which This Source Was Utilized
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A	<p>http://hrs.web.mtsu.edu/ PO Box 35 MTSU Lisa McCann 615 898-2928</p>		
B	<p>CURRENT Public Broadcasting Newspaper Karen Everhart 6930 Carroll Ave Suite 350 Takoma Park Md. 20912 301-270-7240</p>		
C	<p>Middle Tn Classified Marketplace 1100 Broadway Nashville, TN 37203 615-242-7253 Carol Earls</p>		
D	<p>Chronicle of Higher Education 1255 23rd St. N.W., 7th floor Washington, DC 20037 202-466-1759 Peter Sakwah</p>		
E	<p>National Association of Broadcasters Career Center National Association of Broadcasters Career Center-Web site http://www.nab.org 1771 N. Street, NW Washington, DC 20036 Fred Gregario 202-429-5498</p>		
F	<p>Tennessee Association of Broadcasters 50 Music Square West Suite 900 Nashville, Tn. 37203 Jill Greene 615-824-0054 http://www.tabtn.org/</p>		
G	<p>CPB Jobline http://www.cpb.org/jobline/ 202-879-9600-9833 Lillie Fediay 401 Ninth Street, NW Washington, DC 20004</p>		
H	<p>Middle Tn's Classified Marketplace 224 N Walnut St Murfreesboro, TN 37130 615-242-7253 Carol Earls (same owner as Tennessean)</p>		
I	<p>MTSU Career Placement Center* MTSU Box 2 Murfreesboro Tn. 37132 Karen Austin</p>		
J	<p>Urban League Of Middle Tennessee* 2250 Rosa Parks Blvd Nashville, Tn. 37228</p>		

	<p>Juliette Mason 615-254-0525 Jmason@urbanleagueofmidtn.org</p>		
K	<p>NAACP Nashville* 1308 Jefferson Street Nashville, 37208 Office Manager (organization's request) 615-329-0999</p>		
L	<p>NAACP Murfreesboro PO Box 371 Murfreesboro, Tn 37133 Goldy Wade No phone available</p>		
M	<p>AWRT Nashville Chapter Active Singles of Nashville 704 Berry Road, Suite B6 Nashville, Tn. 37204 Alissa Welch</p>		
N	<p>American Indian Center* 1161 Murfreesboro Rd, Suite 211 Nashville, Tn 37217 Turia Enloe 615-360-8003</p>		
O	<p>Tennessee Career Center* State Wide Service 2200 Rosa L. Parks Blvd. Nashville, Tn. 37228 Paulette Grove 615-253-8920</p>		
P	<p>Tenn Hispanic Chamber of Commerce* 9003 Overland Blvd Brentwood, Tn. 37027 Tera Vezquez 615-578-2477</p>		
Q	<p>Center For Non Profit Management 44 Vintage Way, Suite 230 Metro Center, Nashville, Tn 37228 Ave Trotter 615-259-0100</p>		
R	<p>Tennessee State University Placement Center* 3500 John Merritt Blvd PO Box 96281 Nashville, Tn. 37209 Contact: Quilona Robertson Fonda Fields-director 615-963-5285</p>		
S	<p>Tennessee Career Center* 1313 Old Fort Parkway Murfreesboro, Tn. 37129 Herbert Lee 615-898-8081</p>		
T	<p>Belmont University Career Services*</p>		

	Belmont University 1900 Belmont Blvd Nashville, Tn 37212 Laura Wheeler, Office Manager-if job mailed Patricia Jacobs, Director- if job emailed careerservices@mail.belmont.edu 615-460-6490		
U	Fisk University Student Services/Career Development 1000 17 th Avenue North Nashville, Tn 37205 615-329-8500		
V	Vanderbilt University Student Services/Career Development 2201 West End Avenue Nashville, Tn 37204 615-322-7311		
W	# MTSU Human Resources goes thru Nationwide Advertising Service to post Suite 200 Goodlettsville, TN 37072. 615-851-6279.		
X	Indeed Online Listing	0	
Y	Journalism Jobs.com	0	
Z	MTSU Employees/Friends	0	
aa	Walk-in	0	

* Indicates sources that have requested notification of job openings.

Appendix 3 to WMOT's Public File Report Form
Covering the Period from April 1, 2014 to March 31, 2015
Section 3: Supplemental (Non-Vacancy Specific Recruitment Activities Undertaken)

WMOT has a 'community organization request' for job opening information on the WMOT web site as well as a spot announcement which runs on a routine schedule on-air.

	Date	Initiative	Description	Scope of Involvement	Personnel Involved
FCC 5	Ongoing	WMOT Practicum/ Intern Program	Expose college students to public broadcasting environment and to provide on-site and hands-on training and education by working with WMOT department managers. For this period we had 20 in news, 8 in sports, 7 in on-air jazz, 3 in membership, 2 back office, 4 in production	Host intern/ practicum students.	WMOT staff
FCC 6	Ongoing	WMOT web site www.wmot.org a section reporting its	Found on the MTSU WEB site are web links to the	Makes available all employment	Henri Pensis, Director

		<p>EEO practices and reporting system.</p> <p>MTSU web site www.mtsu.edu Licensee's web site posts all University openings</p>	<p>Middle Tennessee State University Office of Institutional Equity and Compliance (EEO), the MTSU policy manual sections related to EEO/AA, and links to the Middle Tennessee State University Human Resources Office where all University position openings are posted, along with application instructions. The WMOT Web site reports its EEO practices.</p>	<p>opportunities, application downlinks, and a means to communicate with MTSU officials if needed.</p>	
FCC 7	Ongoing	Laura McComb Dunn Memorial Scholarship	<p>Established many years ago as the WMOT scholarship. Renamed in October 2004 upon the passing of Mrs. Dunn. WMOT also provides work scholarship opportunities for students during the spring and fall semesters</p>	<p>Provide scholarships in return for learning the art of broadcasting.</p>	Henri Pensis Director
FCC 8	Ongoing	<p>Training program designed to enable station personnel to acquire skills that could enable them to obtain higher level positions</p>	<p>Middle Tennessee State University provides employees with opportunities to attend relevant training programs and seminars through their respective departments.</p> <p>In addition, staff members of WMOT receive a comprehensive educational benefit program. Employees are able to pursue academic learning in their area of interest or career path.</p>	<p>Available to all full-time employees.</p>	Henri Pensis, director, or MTSU Human Resources Director
FCC 10	Ongoing	Participate in Internship Fair	MTSU Internship Fair and Student Orientation 8-28-14	<p>Staff Members manned booth with brochures, career information and giveaway items for day long event.</p>	Keith Palmer, Development Director, Henri Pensis, Director, Ben Scheffler, Executive Aide

FCC 10	Ongoing	Participate In Mass Communications/Recording Industry Career Fair	Recording Industry Career Fair-3-20-14	Staff Members manned booth with brochures, career information for day-long job fair	Henri Pensis, Director, Keith Palmer, Development Director, Ben Scheffler, Executive Aide
FCC 14	Ongoing	Provide Training to management level personnel to insure equal opportunity.	*EEO/AA practices are coordinated by the University's EEO office as dictated by their office. All employees trained in EEO requirements after employment begins. WMOT has an EEO training schedule as well	All staff trained in various EEO related areas	All Full time staffers