

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period:

April 1, 2019 – March 31, 2020

- 1) Employment Unit: Kensington Digital Media, L.L.C.
- 2) Unit Members (Stations and Communities of License):
WHPY-FM Bellevue, Tennessee

3) EEO Contact Information for Employment Unit:

Mailing Address: WHPY-FM Radio 49 Music Square West Suite 300 Nashville, TN 37203	Telephone Number: 877-393-1555
Contact Person/Title: Tony Richards, General Manager	E-mail Address: trichards@kensington.media

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

1. Sales Representative #28	On Air Solicitation Announcements
2. Sales Representative #29	Referral
3. Sales Representative #30	On-Air Solicitation Announcements
4. Sales Representative #31	Referral
5. Sales Representative #32	Williamson County Job Fair
6. Sales Representative #33	Blind email inquiry

5) Job Title: Sales Representative #28

Referral Source of Hiree: On-Air Announcement

Hiree Start Date: 4/1/19

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification ? (Yes.No)
Austin Peay University Career Services	Michael Hamlet	601 College Street Clarksville, TN 37041	931-221-6544		N
Middle TN State University	Bill Fletcher	1301 E. Main St. #204	615-898-2300		N
TN Association of Broadcasters	Brenda Heidt	2 International Plaza Nashville, TN 37217	615-365-1840		N
TN State University	Carey Wallace	300 John A. Merritt BLVD. Nashville, TN 37209	615-963-5000		N
Nashville State Community College	Carolyn Jeans	120 White Bridge Pike Nashville, TN 37209	615-353-3333		N
Goodwill Corporate Headquarters	Not Available	1015 Herman Street Nashville, TN 37208	615-742-4151		N
Opportunities Industrialization Center	Helena Farrow	5100 Wyoming Avenue Nashville, TN 37209	615-248-2906		N
Belmont University	Laura Wheeler	1900 Belmont BLVD. Nashville, TN 37212	615-460-6000		N
Nashville Business Journal	Not Available	1800 Church Street Nashville, TN 37203	615-248-2222		N
National Association of Broadcasters	Not Available	1771 N Street NW Washington DC 20036	202-429-5300		N
Native American Indian Association	Not Available	230 Spence Lane Nashville, TN 37210	615-232-9179		N
Tennessee American Job Center	Paul Ventura	665 Mainstream Drive Nashville, TN 37243	615-741-0725		N
Volunteer State Community College	Rick Parrent	1480 Nashville Pike Gallatin, TN 37066	615-452-8600		N
Tennessean	D. Chavdion	1801 West End Avenue Nashville, TN 37203	888-692-4311		N
University of Memphis	Not Available	3720 Alumni Avenue Memphis, TN 38152	901-678-2000		N

Urban League of Middle Tennessee	Patrick Malone	50 Vantage Way Nashville, TN 37228	615-483-9693 Est. 6015		N
WHPY On Air Announcements	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555	2	N
WHPY Website	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
WHPY Email	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
LinkedIn	Post to web-site	www.linkedin.com	Not Available		N
Outside Referral (Word of Mouth) / Networking	Not Available	Not Available	Not Available		N

5) Job Title: Sales Representative #29

Referral Source of Hire: Referral

Hiree Start Date: 5/7/19

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification ? (Yes.No)
Austin Peay University Career Services	Michael Hamlet	601 College Street Clarksville, TN 37041	931-221-6544		N
Middle TN State University	Bill Fletcher	1301 E. Main St. #204	615-898-2300		N
TN Association of Broadcasters	Brenda Heidt	2 International Plaza Nashville, TN 37217	615-365-1840		N
TN State University	Carey Wallace	300 John A. Merritt BLVD. Nashville, TN 37209	615-963-5000		N
Nashville State Community College	Carolyn Jeans	120 White Bridge Pike Nashville, TN 37209	615-353-3333		N
Goodwill Corporate Headquarters	Not Available	1015 Herman Street Nashville, TN 37208	615-742-4151		N

Opportunities Industrialization Center	Helena Farrow	5100 Wyoming Avenue Nashville, TN 37209	615-248-2906		N
Belmont University	Laura Wheeler	1900 Belmont BLVD. Nashville, TN 37212	615-460-6000		N
Nashville Business Journal	Not Available	1800 Church Street Nashville, TN 37203	615-248-2222		N
National Association of Broadcasters	Not Available	1771 N Street NW Washington DC 20036	202-429-5300		N
Native American Indian Association	Not Available	230 Spence Lane Nashville, TN 37210	615-232-9179		N
Tennessee American Job Center	Paul Ventura	665 Mainstream Drive Nashville, TN 37243	615-741-0725		N
Volunteer State Community College	Rick Parrent	1480 Nashville Pike Gallatin, TN 37066	615-452-8600		N
Tennessean	D. Chavdion	1801 West End Avenue Nashville, TN 37203	888-692-4311		N
University of Memphis	Not Available	3720 Alumni Avenue Memphis, TN 38152	901-678-2000		N
Urban League of Middle Tennessee	Patrick Malone	50 Vantage Way Nashville, TN 37228	615-483-9693 Est. 6015		N
WHPY On Air Announcements	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555	3	N
WHPY Website	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
WHPY Email	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
LinkedIn	Post to web-site	www.linkedin.com	Not Available		N
Outside Referral (Word of Mouth) / Networking	Not Available	Not Available	Not Available	1	N

5) Job Title: Sales Representative #30
Announcements

Referral Source of Hire: On-Air

Hire Start Date: 5/28/19

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification ? (Yes.No)
Austin Peay University Career Services	Michael Hamlet	601 College Street Clarksville, TN 37041	931-221-6544		N
Middle TN State University	Bill Fletcher	1301 E. Main St. #204	615-898-2300		N
TN Association of Broadcasters	Brenda Heidt	2 International Plaza Nashville, TN 37217	615-365-1840		N
TN State University	Carey Wallace	300 John A. Merritt BLVD. Nashville, TN 37209	615-963-5000		N
Nashville State Community College	Carolyn Jeans	120 White Bridge Pike Nashville, TN 37209	615-353-3333		N
Goodwill Corporate Headquarters	Not Available	1015 Herman Street Nashville, TN 37208	615-742-4151		N
Opportunities Industrialization Center	Helena Farrow	5100 Wyoming Avenue Nashville, TN 37209	615-248-2906		N
Belmont University	Laura Wheeler	1900 Belmont BLVD. Nashville, TN 37212	615-460-6000		N
Nashville Business Journal	Not Available	1800 Church Street Nashville, TN 37203	615-248-2222		N
National Association of Broadcasters	Not Available	1771 N Street NW Washington DC 20036	202-429-5300		N
Native American Indian Association	Not Available	230 Spence Lane Nashville, TN 37210	615-232-9179		N
Tennessee American Job Center	Paul Ventura	665 Mainstream Drive Nashville, TN 37243	615-741-0725		N
Volunteer State Community College	Rick Parrent	1480 Nashville Pike Gallatin, TN 37066	615-452-8600		N
Tennessean	D. Chavdion	1801 West End Avenue Nashville, TN 37203	888-692-4311		N
University of Memphis	Not Available	3720 Alumni Avenue Memphis, TN 38152	901-678-2000		N
Urban League of Middle Tennessee	Patrick Malone	50 Vantage Way Nashville, TN 37228	615-483-9693 Est. 6015		N

WHPY On Air Announcements	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555	4	N
WHPY Website	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
WHPY Email	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
LinkedIn	Post to web-site	www.linkedin.com	Not Available		N
Outside Referral (Word of Mouth) / Networking	Not Available	Not Available	Not Available	1	N

5) Job Title: Sales Representative #31

Referral Source of Hire: Referral

Hire Start Date: 7/3/19

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification ? (Yes.No)
Austin Peay University Career Services	Michael Hamlet	601 College Street Clarksville, TN 37041	931-221-6544		N
Middle TN State University	Bill Fletcher	1301 E. Main St. #204	615-898-2300		N
TN Association of Broadcasters	Brenda Heidt	2 International Plaza Nashville, TN 37217	615-365-1840		N
TN State University	Carey Wallace	300 John A. Merritt BLVD. Nashville, TN 37209	615-963-5000		N
Nashville State Community College	Carolyn Jeans	120 White Bridge Pike Nashville, TN 37209	615-353-3333		N
Goodwill Corporate Headquarters	Not Available	1015 Herman Street Nashville, TN 37208	615-742-4151		N
Opportunities Industrialization Center	Helena Farrow	5100 Wyoming Avenue Nashville, TN 37209	615-248-2906		N
Belmont University	Laura Wheeler	1900 Belmont BLVD. Nashville, TN 37212	615-460-6000		N
Nashville Business Journal	Not Available	1800 Church Street Nashville, TN 37203	615-248-2222		N

National Association of Broadcasters	Not Available	1771 N Street NW Washington DC 20036	202-429-5300		N
Native American Indian Association	Not Available	230 Spence Lane Nashville, TN 37210	615-232-9179		N
Tennessee American Job Center	Paul Ventura	665 Mainstream Drive Nashville, TN 37243	615-741-0725		N
Volunteer State Community College	Rick Parrent	1480 Nashville Pike Gallatin, TN 37066	615-452-8600		N
Tennessean	D. Chavdion	1801 West End Avenue Nashville, TN 37203	888-692-4311		N
University of Memphis	Not Available	3720 Alumni Avenue Memphis, TN 38152	901-678-2000		N
Urban League of Middle Tennessee	Patrick Malone	50 Vantage Way Nashville, TN 37228	615-483-9693 Est. 6015		N
WHPY On Air Announcements	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555	3	N
WHPY Website	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
WHPY Email	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
LinkedIn	Post to web-site	www.linkedin.com	Not Available		N
Outside Referral (Word of Mouth) / Networking	Not Available	Not Available	Not Available	1	N

5) Job Title: Sales Representative #32
Fair

Referral Source of Hiree: Williamson County Job

Hiree Start Date: 4/1/19

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification ? (Yes.No)

Austin Peay University Career Services	Michael Hamlet	601 College Street Clarksville, TN 37041	931-221-6544		N
Middle TN State University	Bill Fletcher	1301 E. Main St. #204	615-898-2300		N
TN Association of Broadcasters	Brenda Heidt	2 International Plaza Nashville, TN 37217	615-365-1840		N
TN State University	Carey Wallace	300 John A. Merritt BLVD. Nashville, TN 37209	615-963-5000		N
Nashville State Community College	Carolyn Jeans	120 White Bridge Pike Nashville, TN 37209	615-353-3333		N
Goodwill Corporate Headquarters	Not Available	1015 Herman Street Nashville, TN 37208	615-742-4151		N
Opportunities Industrialization Center	Helena Farrow	5100 Wyoming Avenue Nashville, TN 37209	615-248-2906		N
Belmont University	Laura Wheeler	1900 Belmont BLVD. Nashville, TN 37212	615-460-6000		N
Nashville Business Journal	Not Available	1800 Church Street Nashville, TN 37203	615-248-2222		N
National Association of Broadcasters	Not Available	1771 N Street NW Washington DC 20036	202-429-5300		N
Native American Indian Association	Not Available	230 Spence Lane Nashville, TN 37210	615-232-9179		N
Tennessee American Job Center	Paul Ventura	665 Mainstream Drive Nashville, TN 37243	615-741-0725		N
Volunteer State Community College	Rick Parrent	1480 Nashville Pike Gallatin, TN 37066	615-452-8600		N
Tennessean	D. Chavdion	1801 West End Avenue Nashville, TN 37203	888-692-4311		N
University of Memphis	Not Available	3720 Alumni Avenue Memphis, TN 38152	901-678-2000		N
Urban League of Middle Tennessee	Patrick Malone	50 Vantage Way Nashville, TN 37228	615-483-9693 Est. 6015		N
WHPY On Air Announcements	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
WHPY Web Site	Leann Didier	49 Music Square W.	877-393-1555		N

		Suite 300 Nashville, TN 37203			
WHPY Email	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
LinkedIn	Post to web-site	www.linkedin.com	Not Available		N
Outside Referral (Word of Mouth) / Networking	Not Available	Not Available	Not Available	7	N
Job Fairs	Not Available	Various Locations	Not Available	1	N

5) Job Title: Sales Representative #33

Referral Source of Hiree: Email Inquiry

Hiree Start Date: 12/19/19

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Intervie wees Referre d	Did Recruitment Source Request Notification ? (Yes.No)
Austin Peay University Career Services	Michael Hamlet	601 College Street Clarksville, TN 37041	931-221-6544		N
Middle TN State University	Bill Fletcher	1301 E. Main St. #204	615-898-2300		N
TN Association of Broadcasters	Brenda Heidt	2 International Plaza Nashville, TN 37217	615-365-1840		N
TN State University	Carey Wallace	300 John A. Merritt BLVD. Nashville, TN 37209	615-963-5000		N
Nashville State Community College	Carolyn Jeans	120 White Bridge Pike Nashville, TN 37209	615-353-3333		N
Goodwill Corporate Headquarters	Not Available	1015 Herman Street Nashville, TN 37208	615-742-4151		N
Opportunities Industrialization Center	Helena Farrow	5100 Wyoming Avenue Nashville, TN 37209	615-248-2906		N
Belmont University	Laura Wheeler	1900 Belmont BLVD. Nashville, TN 37212	615-460-6000		N
Nashville Business Journal	Not Available	1800 Church Street Nashville, TN 37203	615-248-2222		N

National Association of Broadcasters	Not Available	1771 N Street NW Washington DC 20036	202-429-5300		N
Native American Indian Association	Not Available	230 Spence Lane Nashville, TN 37210	615-232-9179		N
Tennessee American Job Center	Paul Ventura	665 Mainstream Drive Nashville, TN 37243	615-741-0725		N
Volunteer State Community College	Rick Parrent	1480 Nashville Pike Gallatin, TN 37066	615-452-8600		N
Tennessean	D. Chavdion	1801 West End Avenue Nashville, TN 37203	888-692-4311		N
University of Memphis	Not Available	3720 Alumni Avenue Memphis, TN 38152	901-678-2000		N
Urban League of Middle Tennessee	Patrick Malone	50 Vantage Way Nashville, TN 37228	615-483-9693 Est. 6015		N
WHPY On Air Announcements	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555	4	N
WHPY Website	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555		N
WHPY Email	Leann Didier	49 Music Square W. Suite 300 Nashville, TN 37203	877-393-1555	1	N
LinkedIn	Post to web-site	www.linkedin.com	Not Available		N
Outside Referral (Word of Mouth)	Not Available	Not Available	Not Available	2	N

6) Total # of Interviewees Referred: For the period from April 1, 2019 through March 30, 2020, this Employment Unit interviewed **30** interviewees for full-time and part-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Williamson County Chamber of Commerce Business Expo & Job Fair

Thursday, October 3, 2019 4:00pm - 7:00pm - The Factory in Franklin

WHPY-FM participated in a business expo and job fair in conjunction with Williamson Inc. (the Williamson County Chamber of Commerce). Multiple resumes were collected as well as on-site interviews resulting in a hire for the sales department of WHPY-FM. Complete documentation and exhibits are available in the EEO files located at the WHPY-FM Studios, 49 Music Square West Suite 300, Nashville, Tennessee 37203. They are also available upon request.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WHPY-FM occupied a 10 x 10 booth at the fair with information on internship and full-time job opportunities at the radio station and to disseminate information. This networking event was for persons who were wishing to pursue a career in various fields that may have been available at the radio station.

Ten (10) days of on-air promotion on WHPY-FM were also provided to Williamson Inc. in order to prompt individuals who were looking for employment to attend the event.

Name(s) of Station Personnel involved in Initiative:

Anthony Didier, owner of the radio station along with Laura Thompson of the WHPY-FM sales department were on hand to supervise the booth and to conduct outreach as well as perform on-site interviews.

(b) Initiative: Internship Program: Provided Internship opportunity for three (3) students from various colleges and universities. See below:

During the reporting period, the employment unit provided an internship for two students. Two (2) of the students attended Belmont University in Nashville, TN and the other student was from SUNY Oswego. All of the students held internship positions at WHPY-FM during different periods throughout 2019.. The students were provided with an educational experience tailored to their interests and career aspirations in broadcasting. One of the interns was actually hired for part-time employment at WHPY-FM in the programming department for on-air work. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.

Name(s) of Station Personnel involved in Initiative:

Owner/ General Manager, Anthony Didier was the WHPY-FM supervisor for this internship program.

Office Manager: Rebekah Swink also assisted in managing interns who participated in the program.

Program Director: Christopher Luckey also assisted in managing interns who participated in the program.

Submitted by: Anthony G. Didier, Managing Partner, Kensington Digital Media, L.L.C