Application Submitted « Licensing and Management System « FCC

FRN: 0001773852 | Search (/dataentry/public/tv/... Log Out (/dataentry/j_spring_security_logout)

Applications (/dataentry/secure/applications.html) | Authorizations (/dataentry/secure/authorizations.html)
Facilities (/dataentry/secure/facilities.html)

Broadcast Equal Employment Opportunity Program Report
Application Submitted

Download Reference Copy (.../api/download/draftcopy/DTV/25076f916bfcf761016d017f4b0c06e3)

Your application has been submitted for processing.
- Please pay any fees associated with this application.
- Use the assigned File Number when referencing this application in the future.
- The progress of this application can be tracked on the Applications page.

Application Summary

File Number: 0000078183
Application Purpose: EEO Report
Status: Submitted
Date Submitted: 07/17/2019

Applicant Information

Name: EAST TENNESSEE PUBLIC COMMUNICATIONS CORP.
Title:
Address: 1611 E. MAGNOLIA AVENUE
          KNOXVILLE, TN 37917
          United States
Phone: +1 (865) 595-0235
Email: vlawson@easttennesseepbs.org

View Submitted Applications

Technical problems or trouble accessing the system? Submit Help Request (https://esupport.fcc.gov/request.htm) or Contact (877) 480-3201 TTY: (717) 338-2824
**Broadcast Equal Employment Opportunity Program Report**

- **FRN:** 0001773852
- **File Number:** 0000079183
- **Submit Date:** 07/17/2019
- **Call Sign:** WETP-TV
- **Facility ID:** 18252
- **City:** SNEEDVILLE
- **State:** TN
- **Service:** Full Service Television
- **Purpose:** EEO Report
- **Status:** Submitted
- **Status Date:** 07/17/2019
- **Filing Status:**

### General Information

<table>
<thead>
<tr>
<th>Section</th>
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<td>Attachments</td>
<td>Are attachments (other than associated schedules) being filed with this application?</td>
<td>Yes</td>
</tr>
</tbody>
</table>

### Licensee Information

**Applicant**
- EAST TENNESSEE PUBLIC
COMMUNICATIONS CORP.

**Address**
- 1611 E. MAGNOLIA AVENUE
- KNOXVILLE, TN 37917
- United States

**Applicant Type**
- Company

**Contact Name**
- AARON P SHAINIS
- FCC COUNSEL
- SHAINIS & PELTZMAN, CHARTERED

**Address**
- AARON P. SHAINIS
- 1850 M STREET, NW
- SUITE 240
- WASHINGTON, DC 20036
- United States

**Phone**
- +1 (202) 293-0011

**Email**
- AARON@S-PLAW.COM

**Contact Type**
- Legal Representative

### Contact Representatives

**Facility Identifier**
- 18252 WETP-TV SNEEDVILLE TN No
- 18267 WKOP-TV KNOXVILLE TN No

### Program Report Questions

<table>
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### Responsibility for Implementation
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

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<tbody>
<tr>
<td>Vickie Lawson</td>
<td>President</td>
</tr>
</tbody>
</table>

**Certification**

The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay.

<table>
<thead>
<tr>
<th>Certified Date</th>
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</thead>
</table>

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<thead>
<tr>
<th>Certified Title</th>
<th>President</th>
</tr>
</thead>
</table>

<table>
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</tr>
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**Attachments**

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Broadcast Equal Employment Opportunity Program Report

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<tr>
<th>Licensee Information</th>
<th>Applicant</th>
<th>Address</th>
<th>Phone</th>
<th>Email</th>
<th>Applicant Type</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>EAST TENNESSEE PUBLIC COMMUNICATIONS CORP.</td>
<td>1611 E. MAGNOLIA AVENUE</td>
<td>+1 (865) 595-0235</td>
<td><a href="mailto:vlawson@easttennesseepbs.org">vlawson@easttennesseepbs.org</a></td>
<td>Company</td>
</tr>
<tr>
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<td>Applicant</td>
<td>Doing Business As: EAST TENNESSEE PUBLIC COMMUNICATIONS CORP.</td>
<td>KNOXVILLE, TN 37917</td>
<td>United States</td>
<td></td>
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<tr>
<th>Contact Representatives</th>
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<tr>
<td></td>
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<td>+1 (202) 293-0011</td>
<td><a href="mailto:AARON@S-PLAW.COM">AARON@S-PLAW.COM</a></td>
<td>Legal</td>
</tr>
<tr>
<td></td>
<td>FCC COUNSEL</td>
<td>SHAINIS &amp; PELTZMAN, CHARTERED WASHINGTON, DC 20036</td>
<td></td>
<td></td>
<td>Representative</td>
</tr>
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<tr>
<th>Common Stations</th>
<th>Facility Identifier</th>
<th>Call Sign</th>
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<th>Additional Program Report</th>
<th>Responsibility for Implementation</th>
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Broadcast Equal Employment Opportunity
Program Report

FRN: 0001773852  File Number: 0000078166  Submit Date: 07/17/2019  Call Sign: WETP-TV  Facility ID: 18252

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**Additional Program Report**

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FCC 396

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT
(To be filed with broadcast license renewal application)

Read INSTRUCTIONS Before Filling Out Form

Section 1

Legal Name of the Licensee
EAST TENNESSEE PUBLIC COMMUNICATIONS CORPORATION

Mailing Address
1611 EAST MAGNOLIA AVENUE

City
KNOXVILLE

Telephone Number (include area code)
8653590220

Facility ID Number
18252

Type of Broadcast Station:
Commercial Broadcast Station
C Radio
C TV
C Low Power TV
C International

Noncommercial Broadcast Station
C Educational Radio
C Educational TV

Application Purpose
C New Program Report
C Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

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<th>Call Sign</th>
<th>Facility ID Number</th>
<th>Type (check applicable box)</th>
<th>Location (City/State)</th>
<th>Time Brokerage Agreement (check applicable box)</th>
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<tr>
<td>WETP-TV</td>
<td>18252</td>
<td>C AM C FM C TV</td>
<td>SNEEDVILLE, TN</td>
<td>C Yes C No</td>
</tr>
<tr>
<td>WKOP-TV</td>
<td>18267</td>
<td>C AM C FM C TV</td>
<td>KNOXVILLE, TN</td>
<td>C Yes C No</td>
</tr>
</tbody>
</table>
**CONTACT PERSON IF OTHER THAN LICENSEE**

<table>
<thead>
<tr>
<th>Name</th>
<th>Street Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>ROBERT S. STONE, ESQ.</td>
<td>5616 KINGSTON PIKE</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>City</th>
<th>State</th>
<th>Zip Code</th>
<th>Telephone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>KNOXVILLE</td>
<td>TN</td>
<td>37919-6301</td>
<td>8656734960</td>
</tr>
</tbody>
</table>

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

**DISCRIMINATION COMPLAINTS.** Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

- [ ] Yes  
- [ ] No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  

- [ ] Yes  
- [ ] No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

A. By licensee, if an individual;  
B. By a partner, if a partnership (general partner, if a limited partnership);  
C. By an officer, if a corporation or an association; or  
D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 502).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

<table>
<thead>
<tr>
<th>Signed</th>
<th>Name of Respondent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>VICKIE LAWSON</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title</th>
<th>Telephone No. (include area code)</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRESIDENT</td>
<td>8655950235</td>
</tr>
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</table>

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<tr>
<th>Date</th>
</tr>
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<tbody>
<tr>
<td>04/01/2013</td>
</tr>
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</table>

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.
GENERAL POLICY
A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: VICKIE LAWSON  
Title: PRESIDENT

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT
Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

II. NARRATIVE STATEMENT
Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT
The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the Federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.


Exhibits

Exhibit 2
Description: ANNUAL EEO PUBLIC FILE REPORTS
SEE ATTACHED.

Attachment 2

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<tbody>
<tr>
<td>STATEMENT OF OUTREACH ACHIEVEMENT</td>
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</table>
A. FULL-TIME VACANCIES FILLED: 0

1. Job title: ______________________ (e.g., announcer, sales rep, engineer)
   Number of persons interviewed: _____
   Date vacancy filled: _____________

2. Job title: ______________________
   Number of persons interviewed: _____
   Date vacancy filled: _____________

3. Job title: ______________________
   Number of persons interviewed: _____
   Date vacancy filled: _____________

4. Job title: ______________________
   Number of persons interviewed: _____
   Date vacancy filled: _____________

5. Job title: ______________________
   Number of persons interviewed: _____
   Date vacancy filled: _____________

B. RECRUITMENT SOURCES

RECRUITMENT SOURCES UTILIZED TO FILL VACANCY NO. 1:

1. Name: ______________________ (e.g., newspaper, area college, high school, etc.)
   Address: ______________________
   Contact person: __________________
   Phone Number: __________________
   Number of referrals from this source interviewed for vacancy: _____

2. Name: ______________________
   Address: ______________________
   Contact person: __________________
   Phone Number: __________________
   Number of referrals from this source interviewed for vacancy: _____
A. FULL-TIME VACANCIES FILLED: NONE

B. NEW POSITIONS ADDED: ONE

1. Job title created: Community Engagements and Grants Writer
   Number of persons interviewed: 5
   Date vacancy filled: August 20, 2012

C. RECRUITMENT SOURCES

RECRUITMENT SOURCES UTILIZED TO FILL VACANCY NO. 1:

1. Name: WKOP-TV/WETP-TV Website
   Address: easttennesseeepbs.org
   Contact person: Vickie Lawson
   Phone Number: 865-595-0235
   Number of referrals from this source interviewed for vacancy: 2

2. Name: In-house Bulletin
   Address: East Tennessee Public Communications Corp.
   1611 E. Magnolia Avenue, Knoxville TN 37917
   Contact person: Vickie Lawson
   Phone Number: 865-595-0235
   Number of referrals from this source interviewed for vacancy: 1

3. Name: PBS Website
   Address: secure.connect.pbs.org
   Systemwide Management/Job Board
   Contact person: Administrator Connect PBS
   Phone Number: NA is website only
   Number of referrals from this source interviewed for vacancy: 0

4. Name: Craigslist *
   Address: Craigslist.org
   Create an account/ Post to Classifieds for specific areas
   Contact person: Web Administrator
   Phone Number: NA/Web based
   Number of referrals from this source interviewed for vacancy: 2

5. Name: Pellissippi State Community College
   Address: 10915 Hardin Valley Rd
   Knoxville, TN 37931
   Contact person: Doris Rutledge
   Phone Number: 865-694-6400
   Number of referrals from this source interviewed for vacancy: 0
6. Name: Knoxville College  
   Address: 901 Knoxville College Dr  
               Knoxville, TN 379321  
   Contact person: Vernell Gray  
   Phone Number: 865-524-6525  
   Number of referrals from this source interviewed for vacancy: 0

7. Name: Knoxville Area Urban League  
   Address: 1514 E. 5th Avenue  
               Knoxville TN 37917  
   Contact person: Jackie Robinson  
   Phone Number: 865-524-5511  
   Number of referrals from this source interviewed for vacancy: 0

8. Name: Tennessee Career Center  
   Address: 60 Ridley Street # 103  
               Crossville TN 38855  
   Contact person: Ginger Armstrong  
   Phone Number: 931-484-7456

*Indicates which recruitment source that referred hiree.

D. RECRUITMENT INITIATIVES DURING PAST TWELVE MONTHS

1. Internship program for community members to acquire job skills  
   WETP/WKOP TV’s internship program allows individuals to gain hands-on broadcasting experience. The internships are unpaid; however, students are encouraged to obtain college credits through their colleges and universities.

2. Listing upper-level openings in a job bank or newsletter of media trade groups with a broad-based membership including substantial participation of women and minorities.  
   Upper-level openings are advertised in the media newsletter Current, as well as on the Public Broadcasting Service (PBS) on-line service, PBS Connect.

3. Participation in job banks, internet recruitment programs or other programs designed to promote outreach generally.  
   In addition to all job openings being sent to various community organizations, they are also posted on the East Tennessee PBS website.

4. Providing training to management-level personnel as to methods of ensuring equal employment opportunity and to prevent discrimination.  
   In-house training component developed for management-level personnel to ensure equal employment opportunities and to prevent discrimination.

5. Partnership with Pellissippi State Community College beginning with the Fall 2012 semester to teach classes in broadcasting. Two different teachers conduct classes at the Magnolia Avenue campus next door to the studios of WKOP-TV/WETP-TV. These classes incorporate hands-on activities in the studios of our stations.  
   In-house component allows community access to lower income and more diversity in students for future potential qualified candidates for a strong Knoxville media community.
East Tennessee Public Communications Corporation
FCC Form 396
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East Tennessee Public Communications Corporation ("East Tennessee PBS"), licensee of noncommercial educational television stations WETP-TV, Sneedville, Tennessee and WKOP-TV Knoxville, Tennessee, has achieved broad and inclusive outreach in the past two years with respect to its recruitment for vacancies and its completion of supplemental employment activities. As detailed, East Tennessee PBS has taken the necessary steps to achieve widespread outreach and recruitment of open positions, has conducted a variety of non-vacancy-specific employment outreach initiatives in its communities, and has complied with its other related FCC equal employment opportunities requirements, including record-keeping and self-analysis efforts.

During the past two years, East Tennessee PBS has complied with FCC requirements regarding equal employment opportunities for all hiring situations. With regard to specific vacancies and/or newly created positions, East Tennessee PBS has widely distributed information on openings through Internet, state institutions, its own web page, and public broadcasting industry bulletin boards. It has maintained contact with area colleges and the Knox Area Urban League in order to widely disseminate job openings. East Tennessee PBS is fully compliant with the Diversity Eligibility Criteria of the Corporation for Public Broadcasting Community Service Grant Program.

In addition, during this period, East Tennessee PBS has engaged in several longer-term, non-vacancy-specific recruitment initiatives. These include:

1. Internship program for community members to acquire job skills.

   WETP/WKOP TV’s internship program allows individuals to gain hands-on broadcasting experience. The internships are unpaid; however, students are encouraged to obtain college credits through their colleges and universities.

2. Listing upper-level openings in a job bank or newsletter of media trade groups with a broad-based membership including substantial participation of women and minorities.

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The measures outlined above have been successful in providing a full array of available and qualified employee candidates from around the state and from outside Tennessee. No change in these initiatives is being considered at this time as they are deemed more than sufficient.

East Tennessee PBS does not discriminate against current or prospective employees or volunteers on the basis of race, creed, sex, age, national origin, disability, sexual orientation or any other legally protected characteristic. The Affirmative Action goals dictate that all citizens have equal access and opportunity for employment at WETP-TV and WKOP-TV.

East Tennessee PBS is committed to a policy of equal opportunity in all aspects of employee relations, including employment, salary administration, employee development, promotion and transfer.

In addition, East Tennessee PBS’s Human Resources staff monitors all recruitment activities to ensure that every applicant is treated equally and fairly without regard to race, age, color, religion, sex, disability or national origin. Regular evaluation of pay is completed and the appropriate state procedures are followed to reclassify positions to accurately reflect jobs.
Federal Communications Commission  
Washington, D.C. 20554  

FOR FCC USE ONLY  

FCC 396  
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY  
PROGRAM REPORT  
(To be filed with broadcast license renewal application)  
Read INSTRUCTIONS Before Filling Out Form  

Section I  
Legal Name of the Licensee  
EAST TENNESSEE PUBLIC COMMUNICATIONS CORPORATION  

Mailing Address  
1611 EAST MAGNOLIA AVENUE  

City  
KNOXVILLE  

State or Country (if foreign address)  
TN  

Telephone Number (include area code)  
8655950220  

Zip Code  
37917 - 7825  

E-Mail Address (if available)  

Facility ID Number  
18252  

Call Sign  
WETP-TV  

TYPE OF BROADCAST STATION:  
Commercial Broadcast Station  
C  Radio  
C  TV  
C  Low Power TV  
C  International  

Noncommercial Broadcast Station  
C  Educational Radio  
C  Educational TV  

Application Purpose  
C  New Program Report  
C  Amendment to Program Report  

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.  

[Stations Locations]  

Station List  
List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.  

<table>
<thead>
<tr>
<th>Call Sign</th>
<th>Facility ID Number</th>
<th>Type (check applicable box)</th>
<th>Location (City/State)</th>
<th>Time Brokerage Agreement (check applicable box)</th>
</tr>
</thead>
<tbody>
<tr>
<td>WETP-TV</td>
<td>18252</td>
<td>C  AM  C  FM  C  TV</td>
<td>SNEEDVILLE, TN</td>
<td>C  Yes  C  No</td>
</tr>
<tr>
<td>WKOP-TV</td>
<td>18267</td>
<td>C  AM  C  FM  C  TV</td>
<td>KNOXVILLE, TN</td>
<td>C  Yes  C  No</td>
</tr>
</tbody>
</table>
**CONTACT PERSON IF OTHER THAN LICENSEE**

<table>
<thead>
<tr>
<th>Name</th>
<th>Street Address</th>
<th>Telephone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>ROBERT S. STONE, ESQ.</td>
<td>5616 KINGSTON PIKE</td>
<td>8656734960</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>City</th>
<th>State</th>
<th>Zip Code</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>KNOXVILLE</td>
<td>TN</td>
<td>37919-6301</td>
<td></td>
</tr>
</tbody>
</table>

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station’s renewal application.

A copy of this report must be kept in the station’s public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

**DISCRIMINATION COMPLAINTS.** Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

- C Yes  ☑ No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  ☑ Yes  ☑ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

A. By licensee, if an individual;
B. By a partner, if a partnership (general partner, if a limited partnership);
C. By an officer, if a corporation or an association; or
D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

**WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).**

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

<table>
<thead>
<tr>
<th>Signed</th>
<th>Name of Respondent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>VICKIE LAWSON</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title</th>
<th>Telephone No. (include area code)</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRESIDENT</td>
<td>8655950235</td>
</tr>
</tbody>
</table>

Date 04/01/2013

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.
GENERAL POLICY
A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

| Name: VICKIE LAWSON | Title: PRESIDENT |

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT
Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

II. NARRATIVE STATEMENT
Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT
The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC, or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.


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ANNUAL EEO PUBLIC FILE REPORT
MARCH 20, 2011 – MARCH 20, 2012

A. FULL-TIME VACANCIES FILLED: 0

1. Job title: ______________________ (e.g., announcer, sales rep, engineer)
   Number of persons interviewed: _____
   Date vacancy filled: ______________

2. Job title: ______________________
   Number of persons interviewed: _____
   Date vacancy filled: ______________

3. Job title: ______________________
   Number of persons interviewed: _____
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   Date vacancy filled: ______________

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   Date vacancy filled: ______________

B. RECRUITMENT SOURCES

RECRUITMENT SOURCES UTILIZED TO FILL VACANCY NO. 1:

1. Name: ______________________ (e.g., newspaper, area college, high school, etc.)
   Address: ______________________
   Contact person: _______________
   Phone Number: _______________
   Number of referrals from this source interviewed for vacancy: _____

2. Name: ______________________
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   Contact person: _______________
   Phone Number: _______________
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B. NEW POSITIONS ADDED: ONE

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The measures outlined above have been successful in providing a full array of available and qualified employee candidates from around the state and from outside Tennessee. No change in these initiatives is being considered at this time as they are deemed more than sufficient.

East Tennessee PBS does not discriminate against current or prospective employees or volunteers on the basis of race, creed, sex, age, national origin, disability, sexual orientation or any other legally protected characteristic. The Affirmative Action goals dictate that all citizens have equal access and opportunity for employment at WETP-TV and WKOP-TV.

East Tennessee PBS is committed to a policy of equal opportunity in all aspects of employee relations, including employment, salary administration, employee development, promotion and transfer.

In addition, East Tennessee PBS's Human Resources staff monitors all recruitment activities to ensure that every applicant is treated equally and fairly without regard to race, age, color, religion, sex, disability or national origin. Regular evaluation of pay is completed and the appropriate state procedures are followed to reclassify positions to accurately reflect jobs.
East Tennessee Public Communications
Corporation
FCC Form 396
EEO Narrative Statement

East Tennessee Public Communications Corporation ("East Tennessee PBS"), licensee of noncommercial educational television stations WETP-TV, Sneedville, Tennessee and WKOP-TV Knoxville, Tennessee, has achieved broad and inclusive outreach in the past two years with respect to its recruitment for vacancies and its completion of supplemental employment activities. As detailed, East Tennessee PBS has taken the necessary steps to achieve widespread outreach and recruitment of open positions, has conducted a variety of non-vacancy-specific employment outreach initiatives in its communities, and has complied with its other related FCC equal employment opportunities requirements, including record-keeping and self-analysis efforts.

During the past two years, East Tennessee PBS has complied with FCC requirements regarding equal employment opportunities for all hiring situations. With regard to specific vacancies and/or newly created positions, East Tennessee PBS has widely distributed information on openings through Internet, state institutions, its own web page, and public broadcasting industry bulletin boards. It has maintained contact with area colleges and the Knox Area Urban League in order to widely disseminate job openings. East Tennessee PBS is fully compliant with the Diversity Eligibility Criteria of the Corporation for Public Broadcasting Community Service Grant Program.

In addition, during this period, East Tennessee PBS has engaged in several longer-term, non-vacancy-specific recruitment initiatives. These include:

1. Internship program for community members to acquire job skills.

   WETP/WKOP TV's internship program allows individuals to gain hands-on broadcasting experience. The internships are unpaid; however, students are encouraged to obtain college credits through their colleges and universities.

2. Listing upper-level openings in a job bank or newsletter of media trade groups with a broad-based membership including substantial participation of women and minorities.

   Upper-level openings are advertised in the media newsletter Current, as well as on the Public Broadcasting Service (PBS) on-line service, PBS Connect.

3. Participation in job banks, internet recruitment programs or other programs designed to promote outreach generally.

   In addition to all job openings being sent to various community organizations, they are also posted on the East Tennessee PBS website.

4. Providing training to management-level personnel as to methods of ensuring equal employment opportunity and to prevent discrimination.

   In-house training component developed for management-level personnel to ensure equal employment opportunities and to prevent discrimination.
5. Partnership with Pellissippi State Community College.

Beginning with the Fall 2012 semester, East Tennessee PBS and Pellissippi State Community College joined forces to collectively teach classes in broadcasting. Two different teachers conduct classes at the Magnolia Avenue campus next door to the studios of WKOP-TV/WETP-TV. These classes incorporate hands-on activities in the studios of our stations.

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FCC 396

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT
(To be filed with broadcast license renewal application)

Read INSTRUCTIONS Before Filling Out Form

Section 1

Legal Name of the Licensee
EAST TENNESSEE PUBLIC COMMUNICATIONS CORPORATION

Mailing Address
1611 EAST MAGNOLIA AVENUE

City
KNOXVILLE

Telephone Number (include area code)
8655950220

Facility ID Number
18252

Call Sign
WETP-TV

TYPE OF BROADCAST STATION:
(If applicable)

Commercial Broadcast Station
C  Radio
C  TV
C  Low Power TV
C  International

Noncommercial Broadcast Station
C  Educational Radio
C  Educational TV

Application Purpose
C  New Program Report
C  Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

<table>
<thead>
<tr>
<th>Call Sign</th>
<th>Facility ID Number</th>
<th>Type (check applicable box)</th>
<th>Location (City/State)</th>
<th>Time Brokerage Agreement (check applicable box)</th>
</tr>
</thead>
<tbody>
<tr>
<td>WETP-TV</td>
<td>18252</td>
<td>C  AM C  FM C  TV</td>
<td>SNEEDVILLE, TN</td>
<td>C  Yes C  No</td>
</tr>
<tr>
<td>WKOP-TV</td>
<td>18267</td>
<td>C  AM C  FM C  TV</td>
<td>KNOXVILLE, TN</td>
<td>C  Yes C  No</td>
</tr>
<tr>
<td>Name</td>
<td>Street Address</td>
<td>Telephone Number</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------</td>
<td>---------------------</td>
<td>------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ROBERT S. STONE, ESQ.</td>
<td>5616 KINGSTON PIKE</td>
<td>8656734960</td>
<td></td>
<td></td>
</tr>
<tr>
<td>City</td>
<td>State</td>
<td>Zip Code</td>
<td></td>
<td></td>
</tr>
<tr>
<td>KNOXVILLE</td>
<td>TN</td>
<td>37919-6301</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

- ☐ Yes
- ☑ No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?

- ☐ Yes
- ☑ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

A. By licensee, if an individual;
B. By a partner, if a partnership (general partner, if a limited partnership);
C. By an officer, if a corporation or an association; or
D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312A(3)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

---

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.
GENERAL POLICY
A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

| Name: VICKIE LAWSON | Title: PRESIDENT |

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT
Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

II. NARRATIVE STATEMENT
Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.


Exhibits

Exhibit 2
Description: ANNUAL EEO PUBLIC FILE REPORTS

SEE ATTACHED.

Attachment 2

<table>
<thead>
<tr>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012 ANNUAL EEO PUBLIC FILE REPORT</td>
</tr>
<tr>
<td>2013 ANNUAL EEO PUBLIC FILE REPORT</td>
</tr>
</tbody>
</table>

Exhibit 3
Description: ACHIEVEMENT OF BROAD AND INCLUSIVE OUTREACH

SEE ATTACHED.
<table>
<thead>
<tr>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>STATEMENT OF OUTREACH ACHIEVEMENT</td>
</tr>
</tbody>
</table>
A. FULL-TIME VACANCIES FILLED: 0

1. Job title: ___________________________ (e.g., announcer, sales rep, engineer)
   Number of persons interviewed: ___
   Date vacancy filled: ________________

2. Job title: ___________________________
   Number of persons interviewed: ___
   Date vacancy filled: ________________

3. Job title: ___________________________
   Number of persons interviewed: ___
   Date vacancy filled: ________________

4. Job title: ___________________________
   Number of persons interviewed: ___
   Date vacancy filled: ________________

5. Job title: ___________________________
   Number of persons interviewed: ___
   Date vacancy filled: ________________

B. RECRUITMENT SOURCES

RECRUITMENT SOURCES UTILIZED TO FILL VACANCY NO. 1:

1. Name: ____________________________ (e.g., newspaper, area college, high school, etc.)
   Address: ___________________________
   Contact person: ____________________
   Phone Number: ________________
   Number of referrals from this source interviewed for vacancy: ___

2. Name: ____________________________
   Address: ___________________________
   Contact person: ____________________
   Phone Number: ________________
   Number of referrals from this source interviewed for vacancy: ___
A. FULL-TIME VACANCIES FILLED: NONE

B. NEW POSITIONS ADDED: ONE

1. Job title created: Community Engagements and Grants Writer
   Number of persons interviewed: 5
   Date vacancy filled: August 20, 2012

C. RECRUITMENT SOURCES

RECRUITMENT SOURCES UTILIZED TO FILL VACANCY NO. 1:

1. Name: WKOP-TV/WETP-TV Website
   Address: easttennesseeepbs.org
   Contact person: Vickie Lawson
   Phone Number: 865-595-0235
   Number of referrals from this source interviewed for vacancy: 2

2. Name: In-house Bulletin
   Address: East Tennessee Public Communications Corp.
   1611 E. Magnolia Avenue, Knoxville TN 37917
   Contact person: Vickie Lawson
   Phone Number: 865-595-0235
   Number of referrals from this source interviewed for vacancy: 1

3. Name: PBS Website
   Address: secure.connect.pbs.org
   Systemwide Management/Job Board
   Contact person: Administrator Connect PBS
   Phone Number: NA is website only
   Number of referrals from this source interviewed for vacancy: 0

4. Name: Craigslist *
   Address: Craigslist.org
   Create an account/ Post to Classifieds for specific areas
   Contact person: Web Administrator
   Phone Number: NA/Web based
   Number of referrals from this source interviewed for vacancy: 2

5. Name: Pellissippi State Community College
   Address: 10915 Hardin Valley Rd
   Knoxville, TN 37931
   Contact person: Doris Rutledge
   Phone Number: 865-694-6400
   Number of referrals from this source interviewed for vacancy: 0