

##### EEO PUBLIC FILE REPORT

##### for

WDEF FM, WUUQ FM

WDOD FM & WXCT Radio

Chattanooga, TN

This EEO Public File Report

Covers the Period of

April 1, 2017 to March 31, 2018

**EEO PUBLIC FILE REPORT**

*This EEO Public File Report is filed in Stations WDEF, WUUQ, WDOD and WXCT’s public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission’s (“FCC”) rules.*

*During the one-year period ending on March 31, 2018, the station filled the following full-time vacancies:*

**ACCOUNT EXECUTIVE\***

**VACANCY FILLED-06/26/2017**

 **ACCOUNT EXECUTIVE\***

**VACANCY FILLED-07/31/2017**

A total of 7**\_** people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2017 to 3/31/2018.

\*Same pool of candidates used for both vacancies (counted only once in the overall interview total)

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

|  |  |  |  |
| --- | --- | --- | --- |
| **FULL-TIME VACANCY EEO INFORMATION** |  |  |  |
| **Attachment A** |  |  |  |
|  |  |  |  |  |  |  |  |  |
| **Job Title of Vacancy: Account Executive** | **Recruitment Source That**  |  |  |  |  |
|  |  | **Referred the Hiree: Radio Ad**  |  |  |  |  |
| **Date Vacancy Opened: \_4/21/17\_\_\_** |  |  |  |  |  |  |  |
|  |  | **Total Number of Persons Interviewed for the Job Vacancy: \_7\_** |  |  |  |  |
| **Date Vacancy Filled: \_6/26/17** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| **Recruitment Sources Used to Fill the Vacancy:**  |  |  |  |  |  |  |  |
| **Recruitment Source** | **Address** | **City/State** | **Zip** | **Contact** | **Telephone** | **No of Interview Referred** | **Notification requested**  |
| Intra-Office Job Posting | 2615 Broad Street | Chattanooga, TN  | 37408 |  Bernie Barker |  423-321-6247 |  | **NO** |
| Employee Referral | 2615 Broad St | Chattanooga, TN | 37408 |  |  | **3** | **NO** |
| Chattanooga Times Free Press (classifieds) | 400 E. 11th St Ste 301 | Chattanooga, TN  | 37402 | ABall@timesfreepress.com  | 423-757-6200  |  | **NO** |
| TAB Job Bank | tabtn.org |  |  | Brenda | **615/365-1840** |  | **NO** |
| NASBA Career Page | [www.careerpage.org](http://www.careerpage.org/) |  |  |  |  |  | **NO** |
| TV and Radio Jobs.Com | [www.tvandradiojobs.com](http://www.tvandradiojobs.com/) |  |  |  |  |  | **NO** |
| AMFMJobs.Com | [www.amfmjobs.com](http://www.amfmjobs.com/) |  |  |  |  |  | **NO** |
| All Access | [www.allaccess.com](http://www.allaccess.com) |  |  |  |  |  | **NO** |
| American Broadcasting School | www.radioschool.com |  |  |  | 405/672-6511 |  | **NO** |
| Northwestern Tech | Gntc.optimalresume.com |  |  | Diane Guinn | 706/764-3596 |  | **NO** |
| Radio Online | [www.radio-online.com](http://www.radio-online.com/) |  |  |  |  |  | **NO** |
| Scenic City Women's Network | anita@scwand.org | P.O. Box 3148 Chatt, TN | **37408** | Patti Harris | 423/698-6262 |  | **NO** |
| TN Dept of Labor | www..jobs4tn.gov |  |  |  |  |  | **NO** |
| WDEF website | www.sunny923.com |  |  |  |  |  | **NO** |
| WDOD website | [www.hits96.com](http://www.hits96.com) |  |  |  |  |  | **NO** |
| Bryan College | 721 Bryan Dr | Dayton, TN | 37321 | Career Services | 423-775-7312 |  | **NO** |
| Chattanooga Area Urban League | 730 E. M.L. King Blvd. | Chattanooga, TN | 37402 | Julia Anderson | 423-756-1762 |  | **NO** |
| Cleveland State University | P.O. Box 3570 | Cleveland, Tn | 37320 | Mary Calfee | 423-478-6221 |  | **NO** |
| Covenant College | 14049 Scenic Highway | Lookout Mtn, GA | 30750 | Covenant.edu |  706-820-1560 |  | **NO** |
| GA Dept of Labor | 1406 Chattanooga Ave | Dalton, Ga | 30720 |  | 706/272-2301 |  | **NO** |
| Good Neighbors | goodneighbors@bellsouth.net | Chattanooga, TN | 37403 | Joan Campbell | 423-266-1772 |   | **NO** |
| Jewish Community Federation | P.O. Box 8947 | Chattanooga, TN | 37414 | Michael Dzik | 423-493-0270 |  | **NO** |
| Lee University | P.O. Box 3450 | Cleveland, Tn | 37320 | Golden Madume | 423-614-8630 |  | **NO** |
| M.T.S.U | P.O. Box 2 | Murfreesboro, Tn | 37132 | Pat Stamps | 615-898-2862 |  | **NO** |
| National Assoc. of Hispanic Journalists | nahjdc@gmail.com | Washington, DC | 20045 | Alec Andrade | 202-662-7250 |  | **NO** |
| Native American Journalist Assoc | visionmaker@unl.edu | Vermillion, SD | 57069 | Ron Waalter | 605/677-5282 |  | **NO** |
| Native American Telecommunications | 1800 N. 33st | Lincoln, NE | 68503 | Eric Martin | 402-472-3522 |  | **NO** |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| On-Air Announcement WDEF-WDOD-WUUQ | 2615 Broad Street | Chattanooga, TN | 37408 | Bernie Barker | 423-321-6247 | **4** | **NO** |
| Society of Professional journalists | 3909 N. Meridian St. | Indianapolis, IN | 46208 | Julie Grimes | 317-927-8000 |  | **NO** |
| Southern Adventist University | hr@southern.edu | Collegedale, TN | 37315 | Amy Steele | 423-236-2276 |  | **NO** |
| Tennessee Human Rights Commission | 540 McCallie Ave | Chattanooga, TN | 37402 | Bobbie | 423-634-6837 |  | **NO** |
| Tennessee Tech | P.O. Box 5021 | Cookeville, TN | 38505 | Lynn Haley | 931-372-3232 |  | **NO** |
| Tennessee Wesleyan  | P.O. Box 40 | Athens, TN | 37370 | Lynette Smith | 423/746-5224 |  | **NO** |
| UTC -Communications | 615 McCallie Ave | Chattanooga, TN | 37403 | Betsy Aldersman | 423/425-5278 |  | **NO** |
|  Zeta Phi Beta Sorority |  P.O. Box 3164 | Chattanooga, TN | 37401  |  Dwana Young |  423/622-5308 |  | **NO** |
|  |  |  |  |  |  |  |  |

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| --- | --- | --- | --- |
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| **Job Title of Vacancy: Account Executive** | **Recruitment Source That**  |  |  |  |  |
|  |  | **Referred the Hiree: Radio AD**  |  |  |  |  |
| **Date Vacancy Opened: \_\_6/30/17\_\_** |  |  |  |  |  |  |  |
|  |  | **Total Number of Persons Interviewed for the Job Vacancy: \_7\_** |  |  |  |  |
| **Date Vacancy Filled: \_\_07/31/17** |  |  |  |  |  |
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| **Recruitment Sources Used to Fill the Vacancy:**  |  |  |  |  |  |  |  |
| **Recruitment Source** | **Address** | **City/State** | **Zip** | **Contact** | **Telephone** | **No of Interview Referred** | **Notification requested**  |
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| NASBA Career Page | [www.careerpage.org](http://www.careerpage.org/) |  |  |  |  |  | **NO** |
| TV and Radio Jobs.Com | [www.tvandradiojobs.com](http://www.tvandradiojobs.com/) |  |  |  |  |  | **NO** |
| AMFMJobs.Com | [www.amfmjobs.com](http://www.amfmjobs.com/) |  |  |  |  |  | **NO** |
| All Access | [www.allaccess.com](http://www.allaccess.com) |  |  |  |  |  | **NO** |
| American Broadcasting School | www.radioschool.com |  |  | Michelle McConell | 405/672-6511 |  | **NO** |
| Northwestern Tech | Gntc.optimalresume.com |  |  | Diane Guinn | 706/764-3596 |  | **NO** |
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|  |  |  |  |  |  |  |  |

 **MENU OPTION ACTIVITIES**

Stations WDEF, WUUQ, WDOD and WXCT Radio have engaged in the following outreach activities during the period

of April 1, 2017 to March 31, 2018 covered by this report:

|  |  |
| --- | --- |
| *Type of Activity* | *Brief Description* |
| Job bank/internet/ general outreach | **Tennessee Association of Broadcasters, National Alliance of State Broadcasters Job Banks** ▪ All full-time openings at WDEF/WDOD/WUUQ/WXCT are posted on the TAB, and NASBA websites. In addition to publicizing specific job opening. Tthese trade organizations/websites promote the broadcast industry in general and seek to educate and inform the public about opportunities in broadcasting by providing descriptions of jobs in both radio and television and by offering information about entry into the field. |
| Upper level | **WDEF/WDOD/WUUQ/WXCT** **posts all upper level job openings** **through** National Association of Hispanic Journalists,, South Region Chapter N.A.H.J., Native American Journalists Association, Native American Telecommunications, Scenic City Women’s Network and Chattanooga Area Urban League.. Each of these organizations has substantial participation by women and minorities and offers a job bank, newsletter or other means of publishing information about job openings in the broadcast industry.  |
| Educational Institute Programs | **Job Shadow Program, UTC▪** **4/07/17** A student shadowed **All Departments**, as a requirement for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow also explored the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT.  |
| Educational Institute Programs | **Job Shadow Program, Chattanooga State ▪ 04/25/17** A student shadowed **All Departments**, as a requirement for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow also explored the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT. |
| Educational Institute Programs | **Job Shadow Program, Bryan College ▪ 06/13/17 ▪** A student shadowed **All Departments**, as a requirement, for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow is also allowed to explore the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT. |
| Community Educational Events | **Chattanooga State Career Fair ▪ 3/22/18▪** WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. |
| Community Educational Events | **Chattanooga Chamber of Commerce Business Expo** ▪ **2/13/18▪** Held at the Chattanooga Convention Center, WDEF/WDOD/WUUQ/WXCT had a booth that showcases business and employment opportunities to the community. |
| Educational Institute Programs | **Virginia College▪ 06/8/17 ▪** Kevin Hayes; Promotions Director spoketo undergraduate students interested in pursuing a career in corporate communications. |
| Educational Institute Programs |  **Read Across America, Apison Elementary School▪ 3/2/18 ▪** James Howard, WDE F Morning Show Hosts promoted the event by reading to the community. An overview of Radio Broadcasting and the career opportunities were also discussed. |