



EEO PUBLIC FILE REPORT

for

WDEF AM/FM, WUUQ FM
&
WDOD FM
Chattanooga, TN

This EEO Public File Report
Covers the Period of
April 1, 2015 to March 31, 2016

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Stations WDEF AM/FM, WUUQ FM & WDOD FM'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, 2016, the station filled the following full-time vacancies:

**ACCOUNT EXECUTIVE- WDEF/WUUQ/WDOD
VACANCY FILLED-11/09/2015**

**ADMINISTRATIVE ASSISTANT- WDEF/WUUQ/WDOD
VACANCY FILLED-02/29/2016**

**LOCAL SALES MANAGER-WDEF/WDOD/WUUQ
VACANCY FILLED-03/28/2016**

A total of 14 people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2015 to 3/31/2016.

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:**
Internal Employee

Date Vacancy Opened: 10/16/15

Total Number of Persons Interviewed for the Job Vacancy: 5

Date Vacancy Filled: 11/9/15

Recruitment Sources Used to Fill the Vacancy: **Internal Employee**

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	Notification requested
Employee Referral/Internal	internal bulletin board/email 2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	4	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	Rep73 @timesfreepress.com	423-757-6200	1	NO
TAB Job Bank	info@tabtn.org						NO
NASBA Career Page	www.careerpage.org						NO
TV and Radio Jobs.Com	www.tvandradijobs.com						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com						NO
America's Job Bank	www.ajb.org						NO
Fun Jobs On Air	www.funjobsonair.com						NO
GA Northwestern Tech	Gntc.optimalresume.com						NO
Radio Online	www.radio-online.com						NO
Scenic City Women's Network	anita@scwand.org						NO
WDEF AM/FM website	www.sunny923.com						NO
WDOD FM website	www.hits96.com						NO
Bryan College	P.O. Box 7614	Dayton, TN	37321	Human Resource	423-775-7312		NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		NO
Chattanooga/Hamilton County N.A.A.C.P.	601 E MLK Blvd	Chattanooga, TN	37403	Valerie Armstrong	423-267-5637		NO
Cleveland State University	P.O. Box 3570	Cleveland, Tn	37320	Barbara Nipper	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		NO
Dalton State College	213 N. College Drive	Dalton, GA	30720	Kristi Hart	706-272-4436		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
National Hispanic Media Coalition	55 S. Grand Avenue	Pasadena, CA	91105	Alex Nogales	626-792-6462		NO

Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
Office of Multicultural Affairs	oma@chattanooga.gov	Chattanooga, TN	37402	Beverly	423-643-6706		NO
On-Air Announcement WDEF/WDOD & WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Southern Adventist University	marketing@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 State University	3500 John A. Merritt Blvd.	Nashville, TN	37209	Karon Baggett	615-963-7465		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan College	P.O. Box 40	Athens, TN	37370	Lynette Smith	423-746-5224		NO
TN Department of Labor/SE Career Ctr.	5600 Brainerd Road, Ste. B18	Chattanooga, TN	37411	Andrea Witt	423-894-5354		NO
UTC Communications Department	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423-425-5278		NO
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37404	Dwana Young	423-622-5308		NO

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Administrative Assistant **Recruitment Source That Referred the Hiree:**
Internal Employee

Date Vacancy Opened: 02/1/16

Total Number of Persons Interviewed for the Job Vacancy: 3

Date Vacancy Filled: 2/29/16

Recruitment Sources Used to Fill the Vacancy:
Internal Employee

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	Notification requested
Employee Referral/Internal	internal bulletin board/email 2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	2	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	Rep73@timesfreepress.com	423-757-6200	1	NO
TAB Job Bank	info@tabtn.org						NO
NASBA Career Page	www.careerpage.org						NO
TV and Radio Jobs.Com	www.tvandradijobs.com						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com						NO
America's Job Bank	www.ajb.org						NO
Fun Jobs On Air	www.funjobsonair.com						NO
GA Northwestern Tech	Gntc.optimalresume.com						NO
Radio Online	www.radio-online.com						NO
Scenic City Women's Network	anita@scwand.org						NO
WDEF AM/FM website	www.sunny923.com						NO
WDOD FM website	www.hits96.com						NO
Bryan College	P.O. Box 7614	Dayton, TN	37321	Human Resource	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	Barbara Nipper	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		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	529 14th St N.W.	Washington, DC	20045	Alec Andrade	202-662-7250		NO
National Hispanic Media Coalition	55 S. Grand Avenue	Pasadena, CA	91105	Alex Nogales	626-792-6462		NO
Native American Journalists Assoc.	visionmaker@unl.edu	Vermillion, SD	57069	Ron Walter	605-677-5282		NO
Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
Office of Multicultural Affairs	oma@chattanooga.gov	Chattanooga, TN	37402	Beverly	423-643-6706		NO
On-Air Announcement WDEF/WDOD/WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO

Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Southern Adventist University	marketing@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 State University	3500 John A. Merritt Blvd.	Nashville, TN	37209	Karon Baggett	615-963-7465		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan College	P.O. Box 40	Athens, TN	37370	Lynette Smith	423-746-5224		NO
TN Department of Labor/SE Career Ctr.	5600 Brainerd Road, Ste. B18	Chattanooga, TN	37411	Andrea Witt	423-894-5354		NO
UTC Communications Department	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423-425-5278		NO
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37404	Dwana Young	423-622-5308		NO

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Local Sales Manager

Recruitment Source That Referred the Hire:
Internal Employee

Date Vacancy Opened: 03/07/16

Total Number of Persons Interviewed for the Job Vacancy: 6

Date Vacancy Filled: 03/28/16

Recruitment Sources Used to Fill the Vacancy: Internal Employee

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	Notification requested
Employee Referral/Internal	internal bulletin board/email 2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	6	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	Rep73@timesfreepress.com	423-757-6200		NO
TAB Job Bank	info@tabtn.org						NO
NASBA Career Page	www.careerpage.org						NO
TV and Radio Jobs.Com	www.tvandradijobs.com						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com						NO
America's Job Bank	www.ajb.org						NO
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Scenic City Women's Network	anita@scwand.org						NO
WDEF AM/FM website	www.sunny923.com						NO
WDOD FM website	www.hits96.com						NO
Bryan College	P.O. Box 7614	Dayton, TN	37321	Human Resource	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	Barbara Nipper	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		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	529 14th St N.W.	Washington, DC	20045	Alec Andrade	202-662-7250		NO
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Tennessee Human Rights Commission	540 McCallie Ave	Chattanooga, TN	37402	Bobbie	423-634-6837		NO
Tennessee State University	3500 John A. Merritt Blvd.	Nashville, TN	37209	Karon Baggett	615-963-7465		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan College	P.O. Box 40	Athens, TN	37370	Lynette Smith	423-746-5224		NO
TN Department of Labor/SE Career Ctr.	5600 Brainerd Road, Ste. B18	Chattanooga, TN	37411	Andrea Witt	423-894-5354		NO
UTC Communications Department	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423-425-5278		NO
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37404	Dwana Young	423-622-5308		NO

MENU OPTION ACTIVITIES

Stations WDEF AM/FM, WUUQ FM and WDOD FM have engaged in the following outreach activities during the period of April 1, 2015 to March 31, 2016 covered by this report:

<i>Type of Activity</i>	<i>Brief Description</i>
Educational Institute Programs	UTC Career Fair ▪ 2/3/16 Danny Howard, Station Manager, set up booth and spoke to undergraduate students interested in pursuing career in broadcasting, journalism or communications.
Community Educational Events	Chattanooga Christian Women's Coalition ▪ 10/21/15 James Howard, WDEF FM Morning Show Host, promoted the event by speaking about career opportunities in broadcasting and radio.
Job bank/internet/general outreach	Tennessee Association of Broadcasters, National Alliance of State Broadcasters Job Banks ▪ All full-time openings at WDEF/WDOD/WUUQ are posted on the TAB, and NASBA websites. In addition to publicizing specific job openings, these 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 posts all upper level job openings through National Association of Hispanic Publications, South Region Chapter N.A.H.J., National Hispanic Media Coalition, Native American Journalists Association, Native American Telecommunications, Radio & T.V. News Directors Association, Scenic City Women's Network and American Women in Radio & Television - Nashville Chapter. 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	Read Across America, Apison Elementary School ▪ 3/3/16 ▪ James Howard, WDEF Morning Show Hosts promoted the event by reading to the community. An overview of Radio Broadcasting and the career opportunities were also discussed.
Educational Institute Programs	Read Across America, East Ridge Elementary ▪ 3/1/16 Kim Beckom, WDEF Morning Show Host promoted the event by reading to the community. An overview of Radio Broadcasting and the career opportunities were also discussed.
Educational Institute Programs	Job Shadow Program, UTC ▪ 9/29/15 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.
Educational Institute Programs	Job Shadow Program, UTC ▪ 1/11/16 ▪ 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.

Community Educational Events	Chattanooga Chamber of Commerce Business Expo • 3/23/16• Held at the Chattanooga Convention Center, WDEF/WDOD/WUUQ has a booth that showcases business and employment opportunities to the community.
Educational Institute Programs	UTC Publications Relations Student Society Assoc-2/19/16 LSM Cheryl Brown, reviewed resumes and performed mock interviews for the students in the communications and PR dept. The students were educated on the importance of interview questions, resume tips and other information on getting employed in the broadcasting and community industry.