



# 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, 2016 to March 31, 2017

## 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, 2017, the station filled the following full-time vacancies:*

**ACCOUNT EXECUTIVE\***  
**VACANCY FILLED-04/01/2016**

**ACCOUNT EXECUTIVE\***  
**VACANCY FILLED-04/01/2016**

**MORNING SHOW CO-HOST**  
**VACANCY FILLED-09/06/2016**

**ACCOUNT EXECUTIVE\*\***  
**VACANCY FILLED-11/16/2016**

**ACCOUNT EXECUTIVE\*\***  
**VACANCY FILLED-11/21/2016**

*A total of 33 people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2016 to 3/31/2017.*

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

\*\*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:** Employee Referral

**Date Vacancy Opened:** 02/29/16

**Total Number of Persons Interviewed for the Job Vacancy:** 10

**Date Vacancy Filled:** 04/01/16

**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. 11 <sup>th</sup> St Ste 301	Chattanooga, TN	37402	Rep73 @timesfreepress.com	423-757-6200	7	NO
TAB Job Bank	tabtn.org						NO
NASBA Career Page	<a href="http://www.careerpage.org">www.careerpage.org</a>						NO
TV and Radio Jobs.Com	<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>						NO
AMFMJobs.Com	<a href="http://www.amfmjobs.com">www.amfmjobs.com</a>						NO
All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>						NO
American Broadcasting School	www.radioschool.com				405/672-6511		NO
Fun Jobs On Air	<a href="http://www.funjobsonair.com">www.funjobsonair.com</a>						NO
Northwestern Tech	Gntc.optimalresume.com				706/764-3596		NO
Radio Online	<a href="http://www.radio-online.com">www.radio-online.com</a>						NO
Scenic City Women's Network	anita@scwand.org						NO
TN Dept of Labor	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>						NO
WDEF website	<a href="http://www.sunny923.com">www.sunny923.com</a>						NO
WDOD website	<a href="http://www.hits96.com">www.hits96.com</a>						NO
Bryan College	721 Bryan Dr	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
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		<b>NO</b>
Office of Multicultural Affairs	jmckissic@chattanooga.gov	Chattanooga, TN	37402	Beverly	423-643-6706		<b>NO</b>
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		<b>NO</b>
Society of Professional journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		<b>NO</b>
Southern Adventist University	marketing@southern.edu	Collegedale, TN	37315	Amy Steele	423-236-2276		<b>NO</b>
Tennessee Human Rights Commission	540 McCallie Ave	Chattanooga, TN	37402	Bobbie	423-634-6837		<b>NO</b>
Tennessee State University	3500 John A. Merritt Blvd.	Nashville, TN	37209	Karon Baggett	615-963-7465		<b>NO</b>
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		<b>NO</b>
Tennessee Wesleyan	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		<b>NO</b>
UTC -Communications	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423/425-5278		<b>NO</b>
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		<b>NO</b>

# FULL-TIME VACANCY EEO INFORMATION

## Attachment A

**Job Title of Vacancy:** Account Executive    **Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** 2/29/16

**Total Number of Persons Interviewed for the Job Vacancy:** 10

**Date Vacancy Filled:** 04/01/16

**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. 11 <sup>th</sup> St Ste 301	Chattanooga, TN	37402	Rep73 @timesfreepress.com	423-757-6200	7	NO
TAB Job Bank	tabtn.org						NO
NASBA Career Page	<a href="http://www.careerpage.org">www.careerpage.org</a>						NO
TV and Radio Jobs.Com	<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>						NO
AMFMJobs.Com	<a href="http://www.amfmjobs.com">www.amfmjobs.com</a>						NO
All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>						NO
American Broadcasting School	www.radioschool.com				405/672-6511		NO
Fun Jobs On Air	<a href="http://www.funjobsonair.com">www.funjobsonair.com</a>						NO
Northwestern Tech	Gntc.optimalresume.com				706/764-3596		NO
Radio Online	<a href="http://www.radio-online.com">www.radio-online.com</a>						NO
Scenic City Women's Network	anita@scwand.org						NO
WDEF website	<a href="http://www.sunny923.com">www.sunny923.com</a>						NO
WDOD website	<a href="http://www.hits96.com">www.hits96.com</a>						NO
TN Dept of Labor	www.jobs4tn.gov						NO
Bryan College	721 Bryan Dr	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
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 Walter	605/677-5282		NO

Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
Office of Multicultural Affairs	jmckissic@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 Wesleyan College	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		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 Hayley	931/372-3232		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	38505	Dwana Young	423/622-5308		NO

# FULL-TIME VACANCY EEO INFORMATION

## Attachment A

**Job Title of Vacancy:** Morning Show Co-Host      **Recruitment Source That Referred the Hiree:** All Access

**Date Vacancy Opened:** 08/12/16

**Total Number of Persons Interviewed for the Job Vacancy:** 9

**Date Vacancy Filled:** 09/06/16

**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	3	NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408				NO
Chattanooga Times Free Press (classifieds)	400 E. 11 <sup>th</sup> St Ste 301	Chattanooga, TN	37402	Rep73@timesfreepress.com	423-757-6200		NO
TAB Job Bank	tabtn.org						NO
NASBA Career Page	<a href="http://www.careerpage.org">www.careerpage.org</a>						NO
TV and Radio Jobs.Com	<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>						NO
AMFMJobs.Com	<a href="http://www.amfmjobs.com">www.amfmjobs.com</a>						NO
All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>					6	NO
Radio Online	<a href="http://www.radio-online.com">www.radio-online.com</a>						NO
Scenic City Women's Network	<a href="mailto:anita@scwand.org">anita@scwand.org</a>						NO
WDEF website	<a href="http://www.sunny923.com">www.sunny923.com</a>						NO
WDOD website	<a href="http://www.hits96.com">www.hits96.com</a>						NO
TN Dept of Labor	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>						NO
American Broadcasting School	<a href="http://www.radioschool.com">www.radioschool.com</a>				405/672-6511		NO
Bryan College	721 Bryan Dr	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
GA Dept of Labor	1406 Chattanooga Ave	Dalton, GA	30720		706/272-2301		NO
Good Neighbors	<a href="mailto:goodneighbors@bellsouth.net">goodneighbors@bellsouth.net</a>	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	<a href="mailto:nahjdc@gmail.com">nahjdc@gmail.com</a>	Washington, DC	20045	Alec Andrade	202-662-7250		NO
Native American Journalist Assoc	<a href="mailto:visionmaker@unl.edu">visionmaker@unl.edu</a>	Vermillion, SD	57069	Ron Walter	605-677-5282		NO
Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
Northwestern Tech	<a href="http://GNTC.optimalresume.com">GNTC.optimalresume.com</a>	Rock Springs, GA			706/764-3596		NO
Office of Multicultural Affairs	<a href="mailto:jmkissic@chattanooga.gov">jmkissic@chattanooga.gov</a>	Chattanooga, TN	37402	Beverly	423-643-6706		NO
On-Air Announcement	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO



WDEF-WDOD-WUUQ							
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		<b>NO</b>
Southern Adventist University	marketing@southern.edu	Collegedale, TN	37315	Amy Steele	423-236-2276		<b>NO</b>
Tennessee Human Rights Commission	540 McCallie Ave	Chattanooga, TN	37402	Bobbie	423-634-6837		<b>NO</b>
Tennessee State University	3500 John A. Merritt Blvd.	Nashville, TN	37209	Karon Baggett	615-963-7465		<b>NO</b>
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	423/746-5224		<b>NO</b>
Tennessee Wesleyan	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		<b>NO</b>
UTC	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423/425-5278		<b>NO</b>
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37404	Dwana Young	423/622-5308		<b>NO</b>

# FULL-TIME VACANCY EEO INFORMATION

## Attachment A

**Job Title of Vacancy:** Account Executive    **Recruitment Source That Referred the Hiree:**  
**On Air Announcement**

**Date Vacancy Opened:** 10/24/16

**Total Number of Persons Interviewed for the Job Vacancy:** 14

**Date Vacancy Filled:** 11/16/16

**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			5	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 <sup>th</sup> St Ste 301	Chattanooga, TN	37402	Rep73 @timesfreepress.com	423-757-6200	3	NO
TAB Job Bank	tabtn.org						NO
NASBA Career Page	<a href="http://www.careerpage.org">www.careerpage.org</a>						NO
TV and Radio Jobs.Com	<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>						NO
AMFMJobs.Com	<a href="http://www.amfmjobs.com">www.amfmjobs.com</a>						NO
All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>						NO
Northwestern Tech	Gntc.optimalresume.com				706/764-3596		NO
Radio Online	<a href="http://www.radio-online.com">www.radio-online.com</a>						NO
Scenic City Women's Network	<a href="mailto:anita@scwand.org">anita@scwand.org</a>						NO
TN Dept of Labor	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>						NO
WDEF website	<a href="http://www.sunny923.com">www.sunny923.com</a>						NO
WDOD website	<a href="http://www.hits96.com">www.hits96.com</a>						NO
ZipRecruiter	Ziprecruiter.com/launch10					4	NO
American Broadcasting School	<a href="http://www.radioschool.com">www.radioschool.com</a>				405/672-6511		NO
Bryan College	721 Bryan Dr	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
Ga Dept of Labor	1406 Chattanooga Ave	Dalton, GA	30720	Lynette Smith	706/272-2301		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.	<a href="mailto:visionmaker@unl.edu">visionmaker@unl.edu</a>	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	<a href="mailto:jmckissic@chattanooga.gov">jmckissic@chattanooga.gov</a>	Chattanooga, TN	37402	Beverly	423/643-6706		NO

On Air Announcement WDEF-WDOD-WUUQ	2615 Broad St	Chattanooga, TN	37408	Bernie Barker	423/321-6247	2	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
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 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:** Account Executive

**Recruitment Source That Referred the Hiree:**  
Employee Referral

**Date Vacancy Opened:** 11/4/16

**Total Number of Persons Interviewed for the Job Vacancy:** 14

**Date Vacancy Filled:** 11/21/16

**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			5	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 <sup>th</sup> St Ste 301	Chattanooga, TN	37402	Rep73@timesfreepress.com	423-757-6200	3	NO
TAB Job Bank	tabtn.org						NO
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TV and Radio Jobs.Com	<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>						NO
AMFMJobs.Com	<a href="http://www.amfmjobs.com">www.amfmjobs.com</a>						NO
All Access	www.allaccess.com						NO
Northwestern Tech	Gntc.optimalresume.com				706/764-3596		NO
Radio Online	<a href="http://www.radio-online.com">www.radio-online.com</a>						NO
Scenic City Women's Network	anita@scwand.org						NO
TN Dept of Labor	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>						NO
WDOD website	<a href="http://www.hits96.com">www.hits96.com</a>						NO
WDEF website	<a href="http://www.sunny923.com">www.sunny923.com</a>						NO
ZipRecruiter	Ziprecruiter.com/launch10					4	NO
American Broadcasting School	www.radioschool.com			Michelle	405/672-6511		NO
Bryan College	721 Bryan Dr	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
GA Dept of Labor	1406 Chattanooga Ave	Dalton, GA	30720		706/272-2301		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
Native American Journalists Assoc.	visionmaker@unl.edu	Vermillion, SD	57069	Ron Walter	605-677-5282		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	jmckissic@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	2	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

## MENU OPTION ACTIVITIES

Stations WDEF, WUUQ, WDOD and WXCT Radio have engaged in the following outreach activities during the period of April 1, 2016 to March 31, 2017 covered by this report:

<i>Type of Activity</i>	<i>Brief Description</i>
Job bank/internet/general outreach	<b>Tennessee Association of Broadcasters, National Alliance of State Broadcasters Job Banks</b> ▪ All full-time openings at WDEF/WDOD/WUUQ/WXCT 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	<b>WDEF/WDOD/WUUQ/WXCT posts all upper level job openings through</b> 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	<b>Job Shadow Program, UTC▪ 4/19/16</b> A student shadowed <b>All Departments</b> , 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	<b>Job Shadow Program, Signal Mtn High School ▪ 11/15/16 ▪</b> A student shadowed <b>All Departments</b> , 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	<b>Chattannoga State Career Fair ▪ 3/23/17▪</b> WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio.
Community Educational Events	<b>Chattanooga Chamber of Commerce Business Expo ▪ 3/29/17▪</b> 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	<b>UTC Communications Class ▪ 10/16/16 ▪</b> Kevin Hayes; Promotions Director spoke to undergraduate students interested in pursuing a career in broadcasting, journalism or communications.
Educational Institute Programs	<b>Job Shadow Program, UTC ▪ 11/17/16 ▪</b> 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.
Educational Institute Programs	<b>Job Shadow Program, Signal Mtn High School ▪ 1/16/17 ▪</b> 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.