

**ANNUAL - EEO Public File Report Form  
December 1, 2021-November 30, 2022**

Stations Comprising Station Employment Unit: WDJC-FM, WXJC-AM, WXJC-FM,  
WYDE-AM & WYDE-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule.

Station	City of License
WDJC-FM	Birmingham, Alabama
WXJC-AM	Birmingham, Alabama
WXJC-FM	Cullman, Alabama
WYDE-AM	Birmingham, Alabama
WYDE-FM	Cordova, Alabama

**Section 1: Vacancy Information:**

	Full-time Positions Filled by Job Title	Date Hired	Total Number Of Interviewees From All Sources For This Position	Recruitment Source of Hire	Recruitment Sources Utilized
1.	FT Board Operators/Producers (2)	4/21/22	7	(37)	1-25, 27-31,35-39, 44,47
2.	FT On Air Co-Hosts (2)	6/6/22	11	23 & 47	1-23, 26-28,31,33, 34, 36-39, 44,46-47
3.	Salesperson	9/30/22	5	44	1-23, 26-28,31,33, 34, 36-39, 44,46-47
4.					
5.					
6.					
7.					
8.					
9.					
10.					

Total Number of Persons Interviewed During Applicable Period: 23  
Number of vacancies: 5

## Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
1	<p>Greater Birmingham Ministries            2304 12<sup>th</sup> Avenue, North            Birmingham, AL 35234            205-326-6821 (Phone) Ext. #108            205-252-8458 (Fax)            Attn: Mr. William Blackaby            Email: <a href="mailto:info@gbm.org">info@gbm.org</a>            Website: <a href="http://www.gbm.org">www.gbm.org</a></p>	0
2	<p>Samford University            800 Lakeshore Drive            Birmingham, AL 35209            205-726-2980 (Phone)            205-726-2842 (Fax)            Attn: Ben Siple, Career Development            Email: <a href="mailto:career@samford.edu">career@samford.edu</a>            Website: <a href="http://www.hiresamford.com">www.hiresamford.com</a></p>	1
3	<p>University Of Alabama At Birmingham            Hill University Center, Suite 532            1400 University Blvd.            Birmingham, AL 35294            205-934-4324            Attn: Dian Teague Johnson  <b>UAB Career Center</b>            Division of Student Affairs            Email: <a href="mailto:careercenter@uab.edu">careercenter@uab.edu</a>; <a href="mailto:dian@uab.edu">dian@uab.edu</a></p>	0
4	<p>Miles College            P.O. Box 39800            Birmingham, AL 35208            205-929-1440            Attn: Verlanda Tate, Career Services  <a href="mailto:vtate@miles.edu">vtate@miles.edu</a></p>	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
5	Auburn University Attn: Karen Allen <a href="mailto:allenkm@auburn.edu">allenkm@auburn.edu</a>	0
6	<b>Calvary Independent Baptist Church</b> Jackie Email: <a href="mailto:jackiesprayers@ymail.com">jackiesprayers@ymail.com</a>	0
7	<b>Alabama Department of Rehab Services Vocational Rehab Services/ABLE Network</b> 236 Goodwin Crest Drive Birmingham, AL 35209 Attn: Haley Cofer Phone: 205-290-4400 <a href="http://www.rehab.state.al.us">www.rehab.state.al.us</a> – Website <a href="http://www.alabamabl.org">www.alabamabl.org</a> – Job Posting Website <a href="mailto:haley.cofer@rehab.alabama.gov">haley.cofer@rehab.alabama.gov</a> – Email	0
8	Mt. Zion Full Gospel Baptist Church 923 Graymont Avenue West Birmingham, AL 35204 205-780-1806 Ext. 21 Attn: Ms. Sheree N. Head – Administrator Email: <a href="mailto:administration@mtzionfg.org">administration@mtzionfg.org</a>	0
9	Lawson State Community College 1100 9 <sup>th</sup> Avenue, SW Bessemer, AL 35022 205-929-3514 Attn: Ms. Akilih M. Haley M.S.L. Career & College Transfer Services Coordinator <a href="http://www.lawsonstate.edu">www.lawsonstate.edu</a> Email: <a href="mailto:ahaley@lawsonstate.edu">ahaley@lawsonstate.edu</a> <b>Career Fair Date: 3.16.22</b>	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
10	Jefferson State Community College 2601 Carson Road Birmingham, AL 35215 205-856-8588 Contact: Tamara Payne Web: <a href="http://www.jeffersonstate.edu">www.jeffersonstate.edu</a> Email: <a href="mailto:tlpayne@jeffersonstate.edu">tlpayne@jeffersonstate.edu</a>	0
11	Wallace State Community College P.O. Box 2000 Hanceville, AL 35077 256-352-8133 Attn: Susan Peek Email: <a href="mailto:susan.peek@wallacestate.edu">susan.peek@wallacestate.edu</a> Web: <a href="http://www.wallacestate.edu">www.wallacestate.edu</a> Career Fair Date:	0
12	Mountain Top Community Church Contact: Autumn Bearden 205-776-8020 Email: <a href="mailto:Autumn.bearden@mountaintopchurch.com">Autumn.bearden@mountaintopchurch.com</a>	0
13	Riverchase United Methodist Contact: Cliff Fleming 205-987-4030 Email: <a href="mailto:ccfleming@earthlink.com">ccfleming@earthlink.com</a>	0
14	Valleydale Church Contact: Saint Green 205-991-5282 Email: <a href="mailto:sgreen@valleydale.org">sgreen@valleydale.org</a>	0
15	Riverchase Community Church Contact: 205-988-8515 Email: <a href="mailto:office@riverchase.cc">office@riverchase.cc</a>	0
16	Liberty Church of Birmingham Contact Jay Johnsey 205-988-5433 Email: <a href="mailto:Jjohnsey@libertychurch.cc">Jjohnsey@libertychurch.cc</a>	0
17	Inverness Vineyard Contact: J Downes 205-980-1690 Email: <a href="mailto:j@invernessvineyard.org">j@invernessvineyard.org</a>	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
18	Mountain Brook Community Church Contact: Lauren 205-822-5980 Email: <a href="mailto:laurenr@mbcc.us">laurenr@mbcc.us</a>	0
19	Liberty Park Baptist Church Contact: David Lucas 205-969-1236 Email: <a href="mailto:david.lucas@libertypark.org">david.lucas@libertypark.org</a>	0
20	The Lutheran Church of Vestavia Hills Contact: Sharon 205-823-1883 Email: <a href="mailto:church_administrator@vestavialutheran.org">church_administrator@vestavialutheran.org</a>	0
21	Mountain Chapel United Methodist Contact: Jill, Debbie or Greg 205-822-0020 Email: <a href="mailto:mtnchapelumc@bellsouth.net">mtnchapelumc@bellsouth.net</a>	0
22	Church of the Highlands Contact: Marcus 205-980-5577 Email: <a href="mailto:marcus@churchofthehighlands.com">marcus@churchofthehighlands.com</a>	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
23	<a href="http://www.wdjconline.com">www.wdjconline.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: <a href="mailto:jmyers@wdcxradio.com">jmyers@wdcxradio.com</a>	2
24	<a href="http://www.wxjcradio.com">www.wxjcradio.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: <a href="mailto:jmyers@wdcxradio.com">jmyers@wdcxradio.com</a>	0
25	<a href="http://www.wyderadio.com">www.wyderadio.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: <a href="mailto:jmyers@wdcxradio.com">jmyers@wdcxradio.com</a>	0
26	<a href="http://www.allaccess.com">www.allaccess.com</a> Posting done online via internet only	0
27	In-House Posting of Job Availability Part Time to Full Time Status (Mail Room/Break Room Areas)	0
28	WDJC-FM 93.7 RADIO PROMO (On Air Ad)	4
29	WXJC-AM 850 RADIO PROMO (On Air Ad) WXJC-FM 101.1 RADIO PROMO (On Air Ad)	0
30	WYDE-AM 1260 RADIO PROMO (On Air Ad) WYDE-FM 92.5 RADIO PROMO (On Air Ad)	0
31	Alabama Broadcaster's Association Attn: Lesa Rice 2180 Parkway Lake Drive Hoover, AL 35244 205-982-5001 <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a>	2
32		0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
33	Referral from Current/Former Employee	3
34	Career Fair <b>Location:</b> <b>Date:</b>	0
35	Facebook.com WXJC-The-Truth <a href="https://www.facebook.com/wxjcradio/">https://www.facebook.com/wxjcradio/</a>	0
36	Facebook.com WDJC-FM <a href="https://www.facebook.com/937WDJC/">https://www.facebook.com/937WDJC/</a>	0
37	Current Employee (Transfer Employee/Promotion)	2
38	Alabama Works – Formerly: State of Alabama Job Link 205-663-2542 <a href="https://alabamaworks.alabama.gov">https://alabamaworks.alabama.gov</a> Contact: Rene Nicklow – <b>Alabaster Career Center</b> 109 Plaza Cir, Alabaster, AL 35007 Email: <a href="mailto:Rene.Nicklow@alcc.alabama.gov">Rene.Nicklow@alcc.alabama.gov</a> <b>Career Fair:</b>	0
39	Alabama Works – Formerly: State of Alabama Job Link (205) 582-5220 <a href="https://alabamaworks.alabama.gov">https://alabamaworks.alabama.gov</a> Contact: Vincent Williams– <b>Birmingham Career Center</b> 3440 3rd Avenue South Birmingham, AL 35222 Email: <a href="mailto:Vincent.Williams@alcc.alabama.gov">Vincent.Williams@alcc.alabama.gov</a> <b>Career Fair: July 22, 2022</b>	0
40	Craigslist – Birmingham, AL	0
41	Craigslist – Huntsville, AL	0
42	Career Fair Participant Location: Date:	0
43	Career Fair Participant Location: Date:	0
44	Indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	6

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
45	Troy State University Foundation Career Development Services 104 Eldridge Hall Troy, Alabama 36082 334-670-3217 Career Fair:	0
46	Linked In <a href="https://www.linkedin.com">https://www.linkedin.com</a> Customer service 650-687-3600	0
47	HisAir.net The Christian Radio Homepage Contact: Ted Kelly Email: <a href="mailto:ted@hisair.net">ted@hisair.net</a> Phone: 225-306-8383 Website: <a href="http://www.HisAir.Net">www.HisAir.Net</a>	3
48	The Alabama Baptist News 3310 Independence Drive, Birmingham, AL 35209 Contact: Email: <a href="mailto:support@thealabamabaptist.org">support@thealabamabaptist.org</a> Phone: 205-870-4720 Website: <a href="http://www.thealabamabaptist.org">www.thealabamabaptist.org</a>	0
49	Career Fair Attn: Email: Career Fair Date:	0

### **Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities**

1. **SEU Self-Assessment** – The SEU completed a self-assessment regarding our EEO Recruitment Sources. All non-productive recruitment sources have been removed from our source lists. Current contact information has been verified. The SEU is working on a continual basis to seek recruitment sources that will perhaps be more responsive to our EEO recruiting efforts.
2. **Annual Harassment and Discrimination Conference Call – May 19, 2022**  
Station General Manager conducted an all-staff conference call regarding our Sexual Harassment and Discrimination Policy Review as guideline by EEO.
3. **Lawson State Career & Community Fair - March 16, 2022 from 9-12am** at the Bessemer Civic Center. The EU pre-registered to participate in this in-person community event.
4. **Career Mentorship – Wednesday, March 23, 2022. at Vestavia West**  
The EU was represented by host, Justin Brown, who spoke to an audience of twenty-one students about careers in radio broadcasting.
5. **Putting Alabama to Work Job Fair** - The job fair took place from 9:00 a.m. to 1:00 p.m. on Friday, July 22, 2022 and was held at the Birmingham Jefferson Civic Center. Hosted by the Alabama Department of Labor.
6. **Jasper Job Fair** – The Jasper Career Center and Bevill State Community College held a Job Fair in partnership with the Walker County Chamber of Commerce at the Jasper Civic Center on **Tuesday, September 27, 2022 from 10-2pm**. The EU pre-registered to participate in this in-person community event.
7. **WDJC Hiring Event – Thursday, October 27<sup>th</sup>, 2022 - 10 A.M. – 2 P.M.**  
The EU contacted the **Tuscaloosa Career Center**, in Tuscaloosa County, Alabama to set up and conduct an onsite hiring event at their facility. The job posting was posted on their website, (which has changed from Joblink to Alabamaworks) <https://alabamaworks.alabama.gov> and dispersed through multiple channels of social media channels such as the TCC and 93.7 WDJC Facebook pages.

An electronic flyer, job fair invitation was sent out to the career center's current applicants who are registered on their website and to their employed recruiters for additional disbursement. Additionally, PSAs were aired on 93.7 WDJC-FM for two weeks prior to the hiring event. In the 4 hours on site the day of the event, only job seekers came in for employment assistance.