

**ANNUAL - EEO Public File Report Form  
December 01, 2022-November 30, 2023**

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.	Salesperson	12/1/22	5	44	1-23, 26-28, 31, 33, 34, 36-39, 44, 46-47
2.	Salesperson	12/1/22	5	44	1-23, 26-28, 31, 33, 34, 36-39, 44, 46-47
3.	Office Manager	6/1/23	5	23	1-7, 9-10, 11, 13-17, 19, 21-31, 36, 38, 39 44, 46
4.	Program Director	7/10/23	4	33	1-7, 9-10, 11, 13-17, 19, 21-31, 33, 36, 38, 39, 44, 46
5.	Account Executive	7/31/23	3	33	1-7, 9-10, 11, 13-17, 19, 21-31, 33, 36, 38, 39, 44, 46
6.					
7.					
8.					

Total Number of Persons Interviewed During Applicable Period: 17

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	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>	0
2	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>	0
3	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>	0
4	Miles College P.O. Box 39800 Birmingham, AL 35208 205-929-1440 Attn: Verlanda Tate, Career Services <a href="mailto:careerservices@miles.edu">careerservices@miles.edu</a>	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 Phone: 334-844-4000 <a href="mailto:career@auburn.edu">career@auburn.edu</a>	0
6	Calvary Independent Baptist Church Jackie Email: jackiesprayers@ymail.com	0
7	<b>Alabama Department of Rehab Services Vocational Rehab Services/ABLE Network</b> 236 Goodwin Crest Drive Birmingham, AL 35209 Attn: Sharde Cleveland 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:sharde.cleveland@rehab.alabama.gov">sharde.cleveland@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</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: 205-991-5282 Email: <a href="mailto:jhorstmann@valleydale.org">jhorstmann@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 205-988-5433 Email: <a href="mailto:churchoffice@libertychurch.cc">churchoffice@libertychurch.cc</a>	0
17	Inverness Vineyard Contact: Admin 205-980-1690 Email: <a href="mailto:admin@invernessvineyard.org">admin@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:lauren@mbcc.us">lauren@mbcc.us</a>	0
19	The Church @ Liberty Park 12001 Liberty Parkway Vestavia Hills, AL 35242 Contact: Erin Turner Phone : 205-969-1236 Fax : 205-969-1238 Email: <a href="mailto:erin.turner@libertypark.org">erin.turner@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 : josh@crawfordmediagroup.net	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 : josh@crawfordmediagroup.net	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 : josh@crawfordmediagroup.net	0
26	HisAir.Net Email: jobs@hisair.net Website: <a href="http://www.HisAir.net">www.HisAir.net</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)	5
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>	0
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	2
34	<b>Career Fair Financial Career Expo</b> <b>Location: Birmingham's Ensley Loft</b> <b>1816 Avenue E</b> <b>Birmingham, AL 35218</b> <b>Date: April 4, 2023</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 – Shelby Count 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 - Birmingham (205) 582-5220 <a href="https://alabamaworks.alabama.gov">https://alabamaworks.alabama.gov</a> Contact: Zachary Gilmore– <b>Birmingham Career Center</b> 3440 3rd Avenue South Birmingham, AL 35222 Email: <a href="mailto:Zachary.Gilmore@alcc.alabama.gov">Zachary.Gilmore@alcc.alabama.gov</a> <b>Career Fair:</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>	0
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. **Career Fair- April 4, 2023** - Eyrika Parker, one of our programming partners, invited our Operations Manager, Josi Bryant to attend the career/job fair to represent our stations. Career Fair was held at Birmingham's Ensley Loft, 1816 Avenue E, Birmingham, AL 35218.
3. **Annual Harassment and Discrimination Conference Call – November 27, 2023**  
Station General Manager conducted an all-staff conference call regarding our Sexual Harassment and Discrimination Policy Review as guide lined by EEO.
4. **Weekly Sales Training Specific To Tailored Plan Maintained** – The EU's proprietary way of selling, known as Tailored Plan, developed by company President, Donald Crawford, is a comprehensive, on-going program designed to educate Account Executives, Writer Producers, and Digital and Promotions Coordinators on the company's advertising philosophy. In an effort to educate and hone the skills of current and new EU Staff, weekly Monday morning ZOOM meetings were instituted in September 2021 and are ongoing. These meetings include staff from multiple markets (Birmingham, Alabama and Detroit, Michigan). A different tenet of Tailored Plan is covered each week with opportunities during each ZOOM to apply their knowledge with roleplay.
5. **Tailored Plan Specific Training Expanded in 2022-2023** - Beginning in September 2022, current president and creator of EU's proprietary way of selling, known as Tailored Plan, Donald Crawford, presented four 2.5 hour ZOOM sessions to current employees, covering in detail the various tenets of Tailored Plan. Each of these presentations were recorded and archived onto the crawfordmediagroup.net website for use by current employees and new hires as part of their training and on-boarding for the EU.