

**ANNUAL - EEO Public File Report Form****December 01, 2024-November 30, 2025**

The purpose of this EEO Public File Report (Quarterly EEO report) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit (EU) that is comprised of the following station(s):

<b>Station</b>	<b>City of License</b>
WDJC-FM	Birmingham, Alabama
WXJC-AM	Birmingham, Alabama
WXJC-FM	Cullman, Alabama
WYDE-AM	Birmingham, Alabama
WYDE-FM	Cordova, Alabama

**Section 1: Vacancy Information**

<b>Full-time Positions Filled by Job Title</b>	<b>Date Position Hired</b>	<b>Total # Interviewed</b>	<b>Recruitment Sources Utilized</b>	<b>Recruitment Source of Hire</b>
Full-time Salesperson	12/06/2024	3	1.1-1.3, 3.1, 3.4, 4.1-4.8, 5.1-5.9, 6.1-6.3, 7.1, 7.2, 7.4	1.1
Full-Time Salesperson	6/27/2025	11	1.1-1.3, 3.1,3.4, 4.1-4.8, 5.1-5.9, 6.1-6.3, 7.1, 7.2, 7.4	1.1
Full-Time Salesperson	11/19/2025	5	1.1-1.3, 3.1,3.4, 4.1-4.8, 5.1-5.9, 6.1-6.3, 7.1,7.2, 7.4	1.1

**Total Interviews During****Applicable Period: 19****Vacancies: 3**

## Section 2: Recruitment Source Information

		Address	City, State	Contact	PHONE/EMAIL	# Interviews from this Source
<b>1. RADIO ANNOUNCEMENTS</b>						
1.1	WDJC-FM 93.7 Radio Promo					17
1.2	WXJC-AM 850 Radio Promo					
1.3	WXJC-FM 101.1 Radio Promo					
1.4	WYDE-AM 1260 Radio Promos					
1.5	WYDE-FM 92.5 Radio Promos					
<b>2. CLASSIFIED ADS</b>						
2.1						
<b>3. WEBSITES</b>						
3.1	WDJC Station Website	<a href="http://www.wdjconline.com">www.wdjconline.com</a>			Website posting	2
3.2	WXJC Station Website	<a href="http://www.wxjcradio.com">www.wxjcradio.com</a>			Website posting	
3.3	WYDE Station Website	<a href="http://www.wyderadio.com">www.wyderadio.com</a>			Website Posting	
3.4	HisAir.net	<a href="http://www.hisair.net">www.hisair.net</a>	Website posting	Ted Kelly	225-306-8383 <a href="mailto:ted@hisair.net">ted@hisair.net</a>	
3.5	Craig's List - Birmingham	<a href="http://Bham.craigslist.org">Bham.craigslist.org</a>				
3.6	Craig's List - Huntsville	<a href="http://Huntsville.craigslist.org">Huntsville.craigslist.org</a>				
3.7	All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>	Website posting	Website posting	Website posting	
3.8	SBE Website [Engineering]	<a href="http://www.sbe.org">www.sbe.org</a>	Website posting	Website posting	Website posting	
3.9	Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	Website posting	Website posting	Website posting	
3.10	Christianjobs.com	<a href="http://www.christianjob.com">www.christianjob.com</a>	Website posting	Website Posting	Website posting	
<b>4. SCHOOLS</b>						
4.1	Auburn University	1500 Wire Road	Auburn, Alabama 36849	<a href="mailto:career@auburn.edu">career@auburn.edu</a>	334-844-4000	
4.2	Jefferson State Comm. College	3060 Wilson Road	Birmingham, AL 35221	Tamara Payne <a href="mailto:tlpayne@jeffersonstate.edu">tlpayne@jeffersonstate.edu</a>	205-856-8588	
4.3	Lawson State Community College <a href="mailto:ahaley@lawsonstate.edu">ahaley@lawsonstate.edu</a>	1100 9 <sup>th</sup> Avenue, SW	Bessemer, AL 35022	Ms. Akilih M. Haley M.S.L. Career & College Transfer Services	205-929-3514	
4.4	Miles College <a href="mailto:careerservices@miles.edu">careerservices@miles.edu</a>	P.O. Box 39800	Birmingham, AL 35208	Att: Verlanda Tate, Career Services	205-929-1440	
4.5	Samford University <a href="mailto:career@samford.edu">career@samford.edu</a>	800 Lakeshore Drive	Birmingham, AL 35209	Attn: Jennifer Fitzpatrick, MSEd	205-726-2980	
4.6	Troy State University Foundation – Career Development Service	104 Eldridge Hall	Troy, Alabama 36082		334-640-3217	
4.7	University of Alabama at Birmingham – Hill University Center – UAB Career Center	1400 University Blvd. Suite Hill 307	Birmingham, AL 35294	<a href="mailto:Careercenter@uab.edu">Careercenter@uab.edu</a> <a href="mailto:dian@uab.edu">dian@uab.edu</a>	205-934-4324	
4.8	Wallace State Community College	PO Box 2000	Hanceville, AL 35077	Attn: Christins Holmes <a href="mailto:christina.holmes@wallacestate.edu">christina.holmes@wallacestate.edu</a>	256-352-8133	
<b>5. CHURCHES AND MINISTRIES</b>						
5.1	Calvary Independent Baptist Church			Jackie <a href="mailto:jackiesprayers@ymail.co">jackiesprayers@ymail.co</a>		

		Address	City, State	Contact	PHONE/EMAIL	# Interviews from this Source
				<a href="#">m</a>		
5.2	Church of the Highlands	4700 Highlands Way	Birmingham, AL 35210	Marcus Marcus@churchofthehighlands.com	205-980-5577	
5.3	Greater Birmingham Ministries	2304 12 <sup>th</sup> Ave, North	Birmingham, AL 35234	William Blackaby info@gbm.org	205-326-6821 ext. 108	
5.4	Liberty Church of Birmingham	2732 Old Rocky Ridge Road	Birmingham, AL 35216	<a href="mailto:churchoffice@libertychurch.cc">churchoffice@libertychurch.cc</a>	205-988-5433	
5.5	Mountain Chapel United Methodist	2541 Rocky Ridge Road	Birmingham, AL 35216	<a href="mailto:mtncapelumc@bellsouth.net">mtncapelumc@bellsouth.net</a> Jill, Debbie, Greg	205-822-0020	
5.6	Riverchase Community Church	205 Old Montgomery Highway	Birmingham, AL 35244	<a href="mailto:office@riverchase.cc">office@riverchase.cc</a>	205-988-8515	
5.7	Riverchase United Methodist	1953 Old Montgomery Highway	Birmingham, AL 35244	Maryanne L. <a href="mailto:maryannel@riverchaseumc.org">maryannel@riverchaseumc.org</a>	205-987-4030	
5.8	The Church @ Liberty Park	12001 Liberty Parkway	Vestavia Hills, AL 35242	Erin Turner <a href="mailto:erin.turner@libertypark.org">erin.turner@libertypark.org</a>	205-969-1236	
5.9	Valleydale Church	2324 Valleydale Road	Birmingham, AL 35244	<a href="mailto:jhorstmann@valleydale.org">jhorstmann@valleydale.org</a>	205-991-5282	
<b>6. COMMUNITY ORGANIZATIONS</b>						
6.1	Alabama Department of Rehab Services/Vocational Rehab Services Job posting Website: <a href="http://www.alabamabl.org">www.alabamabl.org</a>	236 Goodwin Crest Drive	Homewood, AL 35219	Sharde Cleveland <a href="mailto:sharde.cleveland@rehab.alabama.gov">sharde.cleveland@rehab.alabama.gov</a>	205-290-4541	
6.2	Alabama Works – Shelby County	109 Plaza Circle	Alabaster, AL 35007	Kristina Lawrence Kristina.lawrence@alcc.alabama.gov	205-663-2542	
6.3	Alabama Works – Birmingham	3216 4 <sup>th</sup> Avenue South	Birmingham, AL 35222	Zachary Gilmore <a href="mailto:Zachary.gilmore@alcc.alabama.gov">Zachary.gilmore@alcc.alabama.gov</a>	205-582-5237	
<b>7. OTHER</b>						
7.1	In House Posting CMG Bulletin Board	120 Summit Parkway, Suite 200	Birmingham, AL 35209	Frank Franciosi	313-272-3434	
7.2	Employee/Staff Referral					
7.3	Client Referral					
7.4	Previous or Existing Employee					
7.5	Intra-company Transfer					
7.6	Current Employee (Promotion)					
7.7	Alabama Broadcaster's Association	2180 Parkway Lake Drive	Hoover, AL 35244	Lesa Rice <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a>	205-982-5001	

### **Section 3: Supplemental Recruitment Activities**

#### **UAB CAREER FAIR - ONE BIG CAREER FAIR – SPRING - 2/10/2025**

The EU was one of 40 businesses that attended this comprehensive career fair opportunity sponsored by University of Alabama – Birmingham. This event was tailored by UAB to as a tool to engage HR personnel, recruiters, talent acquisition professionals, including on-campus recruiters aimed to bridge the gap between academia and industry.

EU was represented at this event by Program Director, Justin Flores and full-time Salesperson, Dennis Reno. Over 300 UAB students seeking employment, internships, and professional opportunities were among those who attended. EU representatives Flores and Reno were able to have qualitative conversations with those in attendance presenting EUs unique way of partnering with businesses.

#### **UNIVERSITY OF MONTEVALLO BROADCASTING CAREER FAIR – 2/26/2025**

EU representative, Justin Flores attended this broadcasting specific career fair aimed at connecting with radio, televisions and on-line influencers. Approximately 100+ attended this event to network with twenty companies from throughout the Montgomery and Birmingham area,

#### **MENTOR PROGRAM CONTINUES FOR EXISTING EMPLOYEE(S)**

Current Birmingham EU employee continues to develop and hone their raw talent and skills as a Writer Producer under the guidance of current EU management and established Writer Producers both in the EU's Birmingham and Detroit markets.

This type of opportunity is available for all staff employed by the EU wishing to learn new skills that will qualify them for a higher paying position within the EU.

#### **WEEKLY SALES TRAINING SPECIFIC TO PROPRIETARY CRAWFORD MEDIA SELLING PLAN MAINTAINED**

In September of 2021, the EU instituted weekly one-hour ZOOM training sessions for all Salespeople, Writer Producers, Digital and Promotions staff as an ongoing comprehensive way to educate and hone their understanding and application of the proprietary tenets of the EU's advertising philosophy, Tailored Plan.

Tailored Plan was developed by company President, Donald B. Crawford. These weekly meetings are attended by staff in multiple markets (**Birmingham, Alabama** and Detroit, Michigan) and involve roleplay opportunities which enable staff to cement their understanding of principles learned in each session.

#### **FOOTNOTE:**

##### **SEU SELF ASSESSMENT**

The SEU completed a self-assessment regarding our EEO Recruitment Sources. Current contact information has been verified. No resources were removed from our source list during this reporting period. The SEU is working on a continual basis to seek recruitment sources that will provide a broad response to each EU effort.