



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, 2022 to March 31, 2023

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, 2023, the station filled the following full-time vacancies:

**ACCOUNT EXECUTIVE
VACANCY FILLED-10/17/22**

**GENERAL SALES MANAGER
VACANCY FILLED-2/22/23**

A total of 11 people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2022 to 3/31/2023.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Employee Referrals	4
LinkedIn	4
On Air Announcements	2
Intra-Office Job Posting	1

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: 7/29/22

Total Number of Persons Interviewed for the Job Vacancy: 6

Date Vacancy Filled: 10/17/22

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	Danny Howard	423-321-6247		NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408			2	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	ABall @timesfreepress.com	423-757-6200		NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
TV and Radio Jobs.com	Tvandradijobs.com						NO
Indeed.com	Employer.indeed.com						NO
All Access	www.allaccess.com						NO
Career Page-through TAB	Careerpage.org						NO
Careerpage-NASBA	wordpress@careerpage.org						NO
Linkedin	Linkdin.com					3	NO
Zip Recruiter	Www.ziprecruiter.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
WUUQ Website	Wuuqradio.com						NO
WXCT/ALT 98 website	Www.alt98.com						NO
Cleveland State University	P.O. Box 3570	Cleveland, Tn	37320	Mary Calfee	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		NO
GA Dept of Labor	EmployGeorgia.com				706/272-2301		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
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Danny Howard	423-321-6247	1	NO
Society of Professional journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		NO
UTC -Communications	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423/425-5278		NO

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: General Sales Manager

**Recruitment Source That Referred Hire:
Employee Referral**

Date Vacancy Opened: 01/28/23

**Total Number of Persons Interviewed for the Job
Vacancy: 5**

Date Vacancy Filled: 02/22/23

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	Danny Howard	423-321-6247	1	NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408			2	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	ABall@timesfreepress.com	423-757-6200		NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
TV and Radio Jobs.com	Tvandradijobs.com						NO
Indeed.com	Employer.indeed.com						NO
All Access	www.allaccess.com						NO
Career Page-through TAB	Careerpage.org						NO
Careerpage-NASBA	wordpress@careerpage.org						NO
Linkedin	Linkdin.com					1	NO
Zip Recruiter	www.ziprecruiter.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
WUUQ Website	Wuuqradio.com						NO
WXCT/ALT 98 website	Www.alt98.com						NO
Cleveland State University	P.O. Box 3570	Cleveland, Tn	37320	Mary Calfee	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		NO
GA Dept of Labor	EmployGeorgia.com				706/272-2301		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
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MENU OPTION ACTIVITIES

Stations WDEF, WUUQ, WDOD and WXCT Radio have engaged in the following outreach activities during the period of April 1, 2022 to March 31, 2023 covered by this report:

<i>Type of Activity</i>	<i>Brief Description</i>
Job bank/internet/ general outreach	Tennessee Association of Broadcasters, Job Bank ▪ All full-time openings at WDEF/WDOD/WUUQ/WXCT are posted on the TAB website. In addition to publicizing specific job opening. This trade organization/website 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.
<i>Type of Activity</i>	<i>Brief Description</i>
Job Training Program	Chattanooga State Job Fair ▪ 3/28/23 ▪ WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Operations Manager Todd Haller attended and collected resumes from applicants.
<i>Type of Activity</i>	<i>Brief Description</i>
Job Training Program	Digital Training Course ▪5/18/22 GM Danny Howard attended the RAB-Radio Works For Recruitment Webinar that outlined how to recruit for the best job applicants.
<i>Type of Activity</i>	<i>Brief Description</i>
Community Educational Events	Expo Chattanooga ▪4/20/22 Hosted by Chattanooga Area Chamber of Commerce WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Operations Manager Todd Haller attended and collected resumes from applicants.
<i>Type of Activity</i>	<i>Brief Description</i>
EEO Training to Management	Digital Training Course ▪11/9/2022 GM Danny Howard participated in the Broadcast 1 Source,Media Staffing Network and Tennessee Association of Broadcasters FCC EEO Training meeting providing additional training on hiring practices..
<i>Type of Activity</i>	<i>Brief Description</i>
EEO Training to Management	Digital Training Course ▪11/16/2022 GM Danny Howard participated in the Broadcast 1 Source,Media Staffing Network and Tennessee Association of Broadcasters FCC EEO Training meeting providing additional training on hiring practices.
Job Training Program	Digital Training Courses ▪2022-2023 GSM Demarland Dean and DSM Tripp Dudley participated in multiple digital training courses throughout the year. These training courses enable participants to acquire skills that could qualify them for higher level positions.

<i>Type of Activity</i>	<i>Brief Description</i>
Educational Institute Program	Notre Dame High School Career Fair • 2/10/23 James Howard, WDEF Morning Show Host spoke to students and faculty highlighting the career opportunities in broadcasting and radio.

<i>Type of Activity</i>	<i>Brief Description</i>
Educational Institute Program	UTC Student • 2/11/23 A student majoring in Journalism and part of the ECHO news, came to the studios conducting interviews with the On Air Personalities and Operations Manager Todd Haller. She discussed career opportunities in the radio industry.

<i>Type of Activity</i>	<i>Brief Description</i>
Educational Institute Program	Job Shadow • 2/18/23 An individual shadowed the Programming Department's day to day operations as well as accompanied Operation Manager, Todd Haller to a live recording artist promotional performance learning the core responsibilities and career opportunities in broadcasting and radio.