



Executive Offices • P.O. Box 3003 • Blue Bell, PA 19422
Office: (215) 628-3500 • www.crawfordbroadcasting.com

EEO Staff
Enforcement Bureau
Federal Communications Commission
Washington, DC 20554

RE: Response to Random EEO Audit – October 2023
WYDE-FM Cordova, Alabama
FAC 77749

Dear Sir or Madam:

The following responds to your random EEO audit directed to radio station WYDE-FM Cordova, Alabama.

The Employment Unit consists of:

- WYDE-FM Cordova, Alabama; FACID 77749
- WXJC-FM Cullman, Alabama; FACID 70452
- WDJC-FM Birmingham, Alabama; FACID 34819
- WXJC Birmingham, Alabama; FACID 74245
- WYDE Birmingham, Alabama; FACID 34822

Any questions or comments concerning this matter should be directed to my FCC counsel: John Neely, johnsneely@yahoo.com.

Responsive information and documentation requested by audit items **2(a)**, **2(b)(i)**, **2b(ii)**, **2(b)(iii)**, **2b(iv)**, **2b(v)** are provided as separate attachments.

Audit Item 2(vi) No pending or resolved employment discrimination complaints were filed against the SEU during the current license term.

Audit Item 2(vii) The SEU's General Manager develops the EEO program in conjunction with the licensee's corporate officers. The General Manager supervises and works with the SEU Office Manager to implement the EEO program, which includes identifying any full-time vacancies, preparing vacancy notices to distribute to recruitment sources, identifying relevant recruitment sources to receive the notices, monitoring responses to the vacancy notice, identifying and interviewing qualified candidates, and scheduling candidate interviews. Upon receipt of corporate approval, the General Manager will extend a job offer to the desired candidate(s).

Employees and potential hirees are notified about our EEO and recruitment policy through job vacancy notices, the SEU's employment application, and state/federal required posters in the break rooms and station lobby advising of workplace policies. A mandatory anti-harassment/anti-discrimination meeting is held annually in which company policies in this regard are reviewed.

Audit Item 2(viii) The licensee affirms that the SEU periodically reviews the effectiveness of sources on its recruitment list and seeks additional outreach sources when needed. The General Manager and the Office Manager hold discussions from time to time and at the time of identifying FT job vacancies and posting recruitment notices to review whether EEO policies are being followed, i.e. retention of postings, screenshots of internet postings, curating the list of recruitment sources to send job opportunities, posting job opportunities on SEU website and other social media. The SEU removes recruitment sources that have become ineffective and adds sources which we learn about from business trade organizations and other sources.

Audit Item 2(ix) This SEU is sensitive to ongoing compliance with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques. The SEU looks for job candidates who demonstrate longevity at their previous employment, relevant skills, training and/or experience in the position we are trying to fill, etc. When the General Manager periodically reviews employee performance (usually annually), he considers such things as whether they are meeting or exceeding job requirements, how long they have been with the SEU and if there are any issues or concerns that the SEU or employee may have. Promotions, benefits, pay level, and seniority within the company are considered consistent with federal and state requirements, job performance and the employee's qualifications without regard to race, color, sex, age, national origin, or disability. The SEU strives to operate an equal opportunity workplace.

Audit Item 2(x) The SEU does not claim religious broadcaster status

Audit Item 3 The SEU is not currently a party to any time brokerage agreement.

The foregoing is certified as true and correct to the best of my knowledge and belief.

Sincerely Yours,



Donald B. Crawford, President
Kimtron, Inc.

Date: 11/29/2023

WYDE SEU Audit Data
2021

Section 2 (i)

**ANNUAL - EEO Public File Report Form
December 1, 2020-November 30, 2021
(Amended)**

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. **This amendment is made to correct the Total Number of interviewees for the Promotions & DSM position and the Hire Date of the Account Executive position.**

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.	Writer Producer	03/01/21	4	Indeed.com	1-23, 26-28, 31, 33, 34, 36, 38, 39, 44, 46-48
2.	Account Executive	05/5/21	4	On-Air Ad (WDJC-FM)	1-23, 26-28, 31, 33, 34, 36, 38, 39, 44, 47, 48
3.	Promotions & DSM	06/28/21	3	Current Employee	1-23, 26-28, 31, 33, 34, 36-39, 44, 46-48
4.	Account Executive	08/01/21	4	On-Air Ad (WDJC-FM)	1-23, 26-28, 31, 33, 34, 36-39, 44, 46-48
5.					
6.					
7.					

8.					
9.					
10.					

Total Number of Persons Interviewed During Applicable Period: 15
Number of vacancies: 4

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 th Avenue, North Birmingham, AL 35234 205-326-6821 (Phone) Ext. #108 205-252-8458 (Fax) Attn: Mr. William Blackaby Email: info@gbm.org Website: www.gbm.org	0
2	Samford University 800 Lakeshore Drive Birmingham, AL 35209 205-726-2980 (Phone) 205-726-2842 (Fax) Attn: Ben Siple, Career Development Email: career@samford.edu Website: www.hiresamford.com	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 UAB Career Center Division of Student Affairs Email: careercenter@uab.edu ; dian@uab.edu	0
4	Miles College P.O. Box 39800 Birmingham, AL 35208 205-929-1440 Attn: Verlanda Tate, Career Services vtate@miles.edu	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 allenkm@auburn.edu	0
6	Calvary Independent Baptist Church Jackie Email: jackiesprayers@ymail.com	0
7	Alabama Department of Rehab Services Vocational Rehab Services/ABLE Network 236 Goodwin Crest Drive Birmingham, AL 35209 Attn: Haley Cofer Phone: 205-290-4400 www.rehab.state.al.us – Website www.alabamabltn.org – Job Posting Website hayley.cofer@rehab.alabama.gov – 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: administration@mtzionfg.org	0
9	Lawson State Community College 1100 9 th Avenue, SW Bessemer, AL 35022 205-929-3514 Attn: Ms. Akilih M. Haley M.S.L. Career & College Transfer Services Coordinator www.lawsonstate.edu Email: ahaley@lawsonstate.edu Career Fair Date: :	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: www.jeffersonstate.edu Email: tlpayne@jeffersonstate.edu	0
11	Wallace State Community College P.O. Box 2000 Hanceville, AL 35077 256-352-8133 Attn: Susan Peek Email: susan.peek@wallacestate.edu Web: www.wallacestate.edu Career Fair Date:	0
12	Mountain Top Community Church Contact: Autumn Bearden 205-776-8020 Email: Autumn.bearden@mountaintopchurch.com	0
13	Riverchase United Methodist Contact: Cliff Fleming 205-987-4030 Email: ccfleming@earthlink.com	0
14	Valleydale Church Contact: Saint Green 205-991-5282 Email: sgreen@valleydale.org	0
15	Riverchase Community Church Contact: 205-988-8515 Email: office@riverchase.cc	0
16	Liberty Church of Birmingham Contact Jay Johnsey 205-988-5433 Email: Jjohnsey@libertychurch.cc	0

17	Inverness Vineyard Contact: J Downes 205-980-1690 Email: j@invernessvineyard.org	0
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	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: lauren@mbcc.us	0
19	Liberty Park Baptist Church Contact: David Lucas 205-969-1236 Email: david.lucas@libertypark.org	0
20	The Lutheran Church of Vestavia Hills Contact: Sharon 205-823-1883 Email: church_administrator@vestavialutheran.org	0
21	Mountain Chapel United Methodist Contact: Jill, Debbie or Greg 205-822-0020 Email: mtnchapelumc@bellsouth.net	0
22	Church of the Highlands Contact: Marcus 205-980-5577 Email: marcus@churchofthehighlands.com	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
23	www.wdjconline.com all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	0
24	www.wxjcradio.com all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	0
25	www.wyderadio.com all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	0
26	www.allaccess.com 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 lrice@al-ba.com	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	3
34	Career Fair Location: Date:	0
35	Facebook.com WXJC-The-Truth https://www.facebook.com/wxjcradio/	0
36	Facebook.com WDJC-FM https://www.facebook.com/937WDJC/	0
37	Current Employee (Transfer Employee/Promotion)	1
38	Alabama Works – Formerly: State of Alabama Job Link 205-663-2542 https://alabamaworks.alabama.gov Contact: Rene Nicklow – Alabaster Career Center 109 Plaza Cir, Alabaster, AL 35007 Email: Rene.Nicklow@alcc.alabama.gov Career Fair:	0
39	Alabama Works – Formerly: State of Alabama Job Link (205) 582-5220 https://alabamaworks.alabama.gov Contact: Vincent Williams– Birmingham Career Center 3440 3rd Avenue South Birmingham, AL 35222 Email: Vincent.Williams@alcc.alabama.gov Career Fair:	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 www.indeed.com	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 https://www.linkedin.com Customer service 650-687-3600	0
47	HisAir.net The Christian Radio Homepage Contact: Ted Kelly Email: ted@hisair.net Phone: 225-306-8383 Website: www.HisAir.Net	0
48	The Alabama Baptist News 3310 Independence Drive, Birmingham, AL 35209 Contact: Email: support@thealabamabaptist.org Phone: 205-870-4720 Website: www.thealabamabaptist.org	0
49	Career Fair Attn: Email: Career Fair Date:	0

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

1. **FCC SRI Compliance Review** - EEO compliance review by members of upper-level management (Station and Office Managers) reading and reviewing the EEO Frequently Asked Questions posted on the FCC website.
2. **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.
3. **CBA EEO Webinar – Thursday, February 18th at 10:00 am** Webinar designed to train management-level personnel on compliance with Federal Communications Commission (FCC) requirements. To be conducted by FCC general counsel Gregg Skall, with Telecommunications Law Professionals.
POSTPONED to March 2, 2021 DUE TO Midwest Power Outages from snowstorms.
4. **CBA EEO Webinar – Tuesday, March 2, 2021 10:00 am** Webinar designed to train management-level personnel on compliance with Federal Communications Commission (FCC) requirements. To be conducted by FCC general counsel Gregg Skall, with Telecommunications Law Professionals.
5. **Annual Harassment and Discrimination Conference Call – March 10, 2021**
Station General Manager conducted an all-staff conference call regarding our Sexual Harassment and Discrimination Policy Review as guideline by EEO.
6. **Lawson State Community College Career, Health & Community Resource Fair**
This weeklong virtual career fair will be organized by academic majors each day. The EU will be accepting virtual applications and resumes during the following dates and times.
LSCC Virtual Career Fair Week 2021 –
Tuesday, March 16, 2021 -- 1 pm to 3 pm (CST) --Business & Information Technologies Day
Wednesday, March 17, 2021 -- 1 pm to 3 pm (CST) -- All Academic Majors Day **** Rescheduled due to severe weather for Tuesday, March 30, 2021 – 1pm-3pm**
Friday, March 18, 2021 -- 9 am to 11 am (CST) -- Career Tech. Day
7. **Trussville Chamber of Commerce Job Fair - Thursday, March 18, 2021 - 10am-2pm**
EU pre-registered to participate in this in-person community event. A total of about 12 job seekers come by our booth. Many of which were not interested in the specific positions or did not have a skill set in our industry. We collected a total of 3 resumes from qualified applicants, 1 application submitted, and the EU also met with 2 business leaders who were potentially interested in advertising on WDJC. > Edgars Bakery & Wilbur's AC Heating and Plumbing.

8. **Alabama Broadcasters Virtual Job Fair** – The week of **April 5, 2021**. This weeklong virtual career fair was a statewide recruitment. The EU received over 14 resumes, 2 applications, and recognition from 10 different sources. Following this virtual career fair, we received 4 additional resumes from out of state applicants the following week.

9. **Shelby County Job Fair - Tuesday, August 17, 2021 - 9am-12pm**
Hosted by the **Alabama Career Center of Alabaster – Shelby County**
EU pre-registered to participate in this in-person community event. This job fair hosted 39 employers with an anticipated participation of over a hundred job seekers across all of Shelby County Alabama. As well as attending the in-person job fair, we also aided in promoting this Job fair via our social media platforms and announcing live on-air PSAs beginning July 8th leading up to the date of Job Fair.

Section 2 (ii)

STATION WEBSITES WITH EEO PUBLIC RECORDS POSTED

- WDJC-FM – www.wdjcradio.com
- WYDE-FM/AM - www.wyderadio.com
- WXJC-FM/AM – www.wxjcradio.com

Section 2 (iii)

Full-Time Positions Filled

- **Account Executive (2)**
- **Promotions/DSM Coordinator**
- **Writer-Producer**

Part B

Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?
Yes No
Date posted: 5/14/2021
2. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?
Yes No
Name of Third Party: ABA
Date sent: 5/14/2021
3. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies?
Yes No
Date sent: 5/14/2021
4. Was a copy of the job notice posted on the station(s) website or on any other websites?
Yes No
Dates posted: 5/14/2021
5. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?
Yes No

Complete the following information for each additional source utilized for advertising the vacancy.

Name of Source: HisAir.Net (26)
Contact Person: _____
Address: _____
Telephone: _____
Fax: _____
Email: jobs@hisair.net
Website: www.HisAir.Net
Contacted by (email, fax, website): www.HisAir.net

Name of Source: Alabama Broadcasters Association (31)
Contact Person: Lesla Rice

Address: 2180 Parkway Lake Drive Hoover, AL 35244
Telephone: 205.982.5001
Fax: _____
Email: lrice@al-ba.com
Website: <https://al-ba.com/wp2/post-job/>
Contacted by (email, fax, website): email

Name of Source: Alabama Department of Rehab Services (7)
Contact Person: Sharde Cleveland & Kimberlee Harkins
Address: 236 Goodwin Crest Drive, Birmingham, AL 35209
Telephone: 205-290-4400
Fax: _____
Email: Sharde.cleveland@rehab.alabama.gov; kimberlee.harkins@rehab.alabama.gov
Website: www.rehab.state.al.us
Contacted by (email, fax, website): Sharde.cleveland@rehab.alabama.gov

Name of Source: Greater Birmingham Ministries (1)
Contact Person: William Blackaby
Address: 2304 12th Ave. North, Birmingham, AL 35234
Telephone: 205-326-6821
Fax: _____
Email: info@gbm.org
Website: www.gbm.org
Contacted by (email, fax, website): info@gbm.org

Name of Source: Samford University (2)
Contact Person: Ben Siple
Address: 800 Lakeshore Drive, Birmingham, AL 35209
Telephone: 205-726-2980
Fax: 205-726-2842
Email: career@samford.edu
Website: www.hiresamford.com
Contacted by (email, fax, website): career@samford.edu

Name of Source: University of Alabama at Birmingham (3)
Contact Person: Dian Teague Johnson
Address: 1400 University Blvd., Birmingham, AL 35294
Telephone: 205-934-4324
Fax: _____
Email: careerservices@uab.edu
Website: _____
Contacted by (email, fax, website): careerservices@uab.edu

Name of Source: Miles College (4)
Contact Person: Verlanda Tate

Address: P.O. Box 39800, Birmingham, AL 35208
Telephone: 205-929-1440
Fax: _____
Email: CareerServices@miles.edu
Website: _____
Contacted by (email, fax, website): CareerServices@miles.edu

Name of Source: Wallace State Community College (11)
Contact Person: Susan Peek & Darlene Huff
Address: P.O. Box 2000, Hanceville, AL 35077
Telephone: 256-352-8133
Fax: _____
Email: susan.peek@wallacestate.edu; Darlene.huff@wallacestate.edu
Website: www.wallacestate.edu
Contacted by (email, fax, website): susan.peek@wallacestate.edu

Name of Source: Jefferson State Community College (10)
Contact Person: Tamara Payne
Address: 2601 Carson Road, Birmingham, AL 35215
Telephone: 205-856-8588
Fax: _____
Email: tlpayne@jeffersonstate.edu
Website: _____
Contacted by (email, fax, website): tlpayne@jeffersonstate.edu

Name of Source: Alabama Career Center or Birmingham (39)
Contact Person: Vincent Williams
Address: _____
Telephone: _____
Fax: _____
Email: Vincent.williams@alcc.alabama.gov
Website: https://alabamaworks.com/
Contacted by (email, fax, website): email

Name of Source: Alabama Career Center or Shelby County (38)
Contact Person: Rene Nicklow
Address: _____
Telephone: _____
Fax: _____
Email: Rene.nicklow@alcc.alabama.gov
Website: https://alabamaworks.com/
Contacted by (email, fax, website): email

Name of Source: Calvary Independent Baptist Church (6)
Contact Person: Jackie

Address: _____
Telephone: _____
Fax: _____
Email: jackiesprayers@ymail.com
Website: _____
Contacted by (email, fax, website): email

Name of Source: Lawson State Community College (9)
Contact Person: Ms. Akilih M. Haley M.S.L. & Dorian Waluyn
Address: 1100 9th Avenue, SW, Bessemer, AL 35022
Telephone: 205-929-3514
Fax: _____
Email: ahaley@lawsonstate.edu; dwaluyn@lawsonstate.edu
Website: www.lawsonstate.edu
Contacted by (email, fax, website): ahaley@lawsonstate.edu

Name of Source: Inverness Vineyard (17)
Contact Person: J Downes
Address: _____
Telephone: 205-980-1690
Fax: _____
Email: j@invernessvineyard.org
Website: _____
Contacted by (email, fax, website): j@invernessvineyard.org

Name of Source: Riverchase United Methodist (13)
Contact Person: Cliff Fleming
Address: 205-987-4030
Telephone: _____
Fax: _____
Email: ccfleming@earthlink.com
Website: _____
Contacted by (email, fax, website): ccfleming@earthlink.com

Name of Source: Valleydale Church (14)
Contact Person: Saint Green
Address: _____
Telephone: 205-991-5282
Fax: _____
Email: sgreen@valleydale.org
Website: _____
Contacted by (email, fax, website): sgreen@valleydale.org

Name of Source: Riverchase Community Church (15)
Contact Person: _____

Address: 205-988-8515
Telephone: _____
Fax: _____
Email: office@riverchase.cc
Website: _____
Contacted by (email, fax, website): office@riverchase.cc

Name of Source:	<u>Auburn University (5)</u>
Contact Person:	<u>Karen Allen</u>
Address:	_____
Telephone:	_____
Fax:	_____
Email:	<u>allenkm@auburn.edu</u>
Website:	_____
Contacted by (email, fax, website):	<u>email</u>

Name of Source: Liberty Church of Birmingham (16)
Contact Person: Jay Johnsey
Address: _____
Telephone: 205-988-5433
Fax: _____
Email: jjohnsey@libertychurch.cc
Website: _____
Contacted by (email, fax, website): Jjohnsey@libertychurch.cc

Name of Source: Mountain Chapel United Methodist (21)
Contact Person: Jill, Debbie or Greg
Address: _____
Telephone: 205-822-0020
Fax: _____
Email: mtnchapelumc@bellsouth.net
Website: _____
Contacted by (email, fax, website): mtnchapelumc@bellsouth.net

Name of Source: Church of the Highlands (22)
Contact Person: Marcus
Address: _____
Telephone: 205-980-5577
Fax: _____
Email: marcus@churchofthehighlands.com
Website: _____
Contacted by (email, fax, website): marcus@churchofthehighlands.com

Name of Source: Liberty Park Baptist Church (19)
Contact Person: David Lucas

Address: _____
Telephone: _____
Fax: _____
Email: David.lucas@libertypark.org
Website: _____
Contacted by (email, fax, website): Email

Name of Source: WDJC-FM Online (23)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.wdjconline.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM Online (25)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.101wyde.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WXJC-AM Online (24)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.850wxjc.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM 92.5 & 1260 AM On Air Ads (30)
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.101wyde.com
Contacted by (email, fax, website): _____

Name of Source: WXJC-AM 850 & 101.1 FM On Air Ads (29)

Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.850wxjc.com
Contacted by (email, fax, website): _____

Name of Source: WDJC-FM 93.7 On Air Ads (28)
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.wdjconline.com
Contacted by (email, fax, website): _____

Name of Source:	Indeed.com (44)
Contact Person:	
Address:	
Telephone:	
Fax:	
Email:	
Website:	Indeed.com
Contacted by (email, fax, website):	Indeed.com

Crawford Broadcasting Company
KIMTRON, INC
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 941-1095 fax

Break Room Posting 05/14/2021

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: May 14, 2021

**RE: WDJC RADIO SALES ACCOUNT EXECUTIVE FULL-TIME
JOB POSTING – BIRMINGHAM, AL**

Join our WDJC Sales Team! WDJC has an opening for a sales person.

Take your passion for WDJC Christian radio and your driven cold calling skills, and join our fun energetic media team! Are you Self- Motivated? Ambitious? Organized? You could be the perfect fit!

What will you do in this role?

You will sell radio and digital space, lead meetings with potential clients, service existing clients, and other duties that will grow Christian radio, grow businesses and grow your career!

If you have outside sales experience, apply for the account executive position by emailing your resume and cover letter to *Frank@WDJConline.com*.

No phone calls please.

Crawford Media is an Equal Opportunity Employer.

Posted in SEU Break Room 5/14/2021

Crawford Broadcasting Company
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 941-1095 fax

Mail Room Posting 05/14/2021

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: May 14, 2021

**RE: WDJC RADIO SALES ACCOUNT EXECUTIVE FULL-TIME
JOB POSTING – BIRMINGHAM, AL**

Join our WDJC Sales Team! WDJC has an opening for a sales person.

Take your passion for WDJC Christian radio and your driven cold calling skills, and join our fun energetic media team! Are you Self- Motivated? Ambitious? Organized? You could be the perfect fit!

What will you do in this role?

You will sell radio and digital space, lead meetings with potential clients, service existing clients, and other duties that will grow Christian radio, grow businesses and grow your career!

If you have outside sales experience, apply for the account executive position by emailing your resume and cover letter to *Frank@WDJConline.com*.

No phone calls please.

Crawford Media is an Equal Opportunity Employer.

Posted in SEU Mail Room 5/14/2021.

Crawford Broadcasting Company
KIMTRON, INC
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 941-1095 fax

Recruitment Memo 5/14/2021

**** Please post the following job opportunity for Crawford Broadcasting Company. We would appreciate if you could send a confirmation letting us know you received this email or fax. Thank you!**

MEMORANDUM:

TO: Recruitment Sources

DATE: May 14, 2021

**RE: WDJC RADIO SALES ACCOUNT EXECUTIVE FULL-TIME
JOB POSTING – BIRMINGHAM, AL**

Join our WDJC Sales Team! WDJC has an opening for a sales person.

Take your passion for WDJC Christian radio and your driven cold calling skills, and join our fun energetic media team! Are you Self- Motivated? Ambitious? Organized? You could be the perfect fit!

What will you do in this role?

You will sell radio and digital space, lead meetings with potential clients, service existing clients, and other duties that will grow Christian radio, grow businesses and grow your career!

If you have outside sales experience, apply for the account executive position by emailing your resume and cover letter to *Frank@WDJConline.com*.

No phone calls please.

Crawford Media is an Equal Opportunity Employer.

(cont'd next page)

Recruitment Posting Memo sent on 5/14/2021 to:

- HisAir.net
- Alabama Broadcasters Association
- Alabama Department of Rehab Services
- Greater Birmingham Ministries
- Samford University
- University of Alabama at Birmingham
- Miles College
- Wallace State Community College
- Jefferson State Community College
- Alabama Career Center of Birmingham
- Alabama Career Center of Shelby County
- Calvary Independent Baptist Church
- Lawson State Community College
- Inverness Vineyard
- Riverchase United Methodist
- Valleydale Church
- Riverchase Community Church
- Auburn University
- Liberty Church of Birmingham
- Mountain Chapel United Methodist
- Church of the Highlands
- Liberty Park Baptist Church
- WDJC-FM Online
- WYDE-FM Online
- WXJC-AM Online

WDJC EMPLOYMENT PROMO “CHANGE YOUR LIFE”

THIS COMMERCIAL MIGHT CHANGE YOUR LIFE. IT'S A JOB OFFER. IN SALES. AT WDJC. IF YOU'RE THE KIND OF PERSON WHO ENJOYS A CHALLENGE, IS ENERGETIC, SELF-MOTIVATED, AND AMBITIOUS, AND ENJOY PEOPLE, PERHAPS THIS IS THE FORK IN THE ROAD YOU'VE BEEN WAITING FOR...THAT “ROAD LESS TRAVELED” THAT COULD CHANGE EVERYTHING...IF YOU HAVE OUTSIDE SALES EXPERIENCE, SEND YOUR RESUME AND COVER LETTER TO FRANK@WDJCONLINE.COM. SELL RADIO AND DIGITAL ADVERTISING FOR A COMPANY THAT'S EASY TO BELIEVE IN, SEND YOUR RESUME AND COVER LETTER TO FRANK@WDJCONLINE.COM. CHANGE THE TRAJECTORY OF YOUR LIFE AT WDJC.

CRAWFORD MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

This on-air ad above ran on WYDE-FM, WYDE, WXJC-FM, WXJC and WDJC-FM 5/14-8/1/2021 ROS.

WDJC EMPLOYMENT PROMO “A/E”

(Heroic music) THEY'RE DRIVEN, SELF-MOTIVATED, AMBITIOUS, AND ORGANIZED—THEY ARE...THE WDJC SALES TEAM! THIS ENERGETIC CREW NEEDS ANOTHER PLAYER TO SELL RADIO AND DIGITAL ADVERTISING. YOU LOVE TO LISTEN TO WDJC, NOW YOU CAN LOVE TO SELL WDJC! TAKE YOUR PASSION AND GROW THE RADIO STATION, GROW OUR ADVERTISERS, AND GROW YOUR INCOME. IF YOU HAVE OUTSIDE SALES EXPERIENCE, APPLY NOW—SEND YOUR RESUME AND COVER LETTER TO FRANK@WDJCONLINE.COM. MAKE A DIFFERENCE, MAKE AN IMPACT—BE AN ACCOUNT EXECUTIVE! SEND YOUR RESUME AND COVER LETTER TO FRANK@WDJCONLINE.COM. CRAWFORD MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

This on-air ad above ran on WYDE-FM, WYDE, WXJC-FM, WXJC and WDJC-FM 5/14-8/1/2021 ROS.

NEW JOB VACANCY

Retain all documentation and confirmation copies of ALL recruitment efforts in the station's EEO Internal File

Part A

I. General Information

- 6. Job Title: Account Executive
- 7. Station: WDJC-FM
- 8. Date Position Opened: 12/08/2020
- 9. Date Position Filled: 05/05/2021
- 10. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?
Yes No

II. Interviewees

- 3. List of people interviewed for this position:

Name	Date	Recruitment Source
████████████████████	1/27/2021	On Air (WDJC)
████████████████████	2/01/2021	Referral (Staff)
████████████████████	4/08/2021	On Air (WDJC)
████████████████████	4/27/2021	On Air (WDJC)

- 4. Total number of people interviewed for this position: 4

III. Hiree

Person ultimately hired for this position: _____

Recruitment Source: On Air Radio Ad (WDJC)

Approval:

General Manager: _____ Date: 5/5/2021

Part B

Recruitment Sources Utilized

6. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?
Yes No
Date posted: 12/8/2020

7. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?
Yes No
Name of Third Party: ABA
Date sent: 12/8/2020

8. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies?
Yes No
Date sent: 12/8/2020

9. Was a copy of the job notice posted on the station(s) website or on any other websites?
Yes No
Dates posted: 12/8/2020

10. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?
Yes No

Complete the following information for each additional source utilized for advertising the vacancy.

Name of Source: allaccess.com (26)
Contact Person: _____
Address: _____
Telephone: _____
Fax: _____
Email: _____
Website: www.allaccess.com
Contacted by (email, fax, website): www.allaccess.com

Name of Source: Alabama Department of Rehab Services (7)
Contact Person: Sharde Cleveland
Address: 236 Goodwin Crest Drive, Birmingham, AL 35209
Telephone: 205-290-4400
Fax: _____
Email: Sharde.Lyle@rehab.alabama.gov
Website: www.rehab.state.al.us
Contacted by (email, fax, website): Sharde.Lyle@rehab.alabama.gov

Name of Source: Greater Birmingham Ministries (1)
Contact Person: William Blackaby
Address: 2304 12th Ave. North, Birmingham, AL 35234
Telephone: 205-326-6821
Fax: _____
Email: info@gbm.org
Website: www.gbm.org
Contacted by (email, fax, website): info@gbm.org

Name of Source: Samford University (2)
Contact Person: Ben Siple
Address: 800 Lakeshore Drive, Birmingham, AL 35209
Telephone: 205-726-2980
Fax: 205-726-2842
Email: career@samford.edu
Website: www.hiresamford.com
Contacted by (email, fax, website): career@samford.edu

Name of Source: University of Alabama at Birmingham (3)
Contact Person: Dian Teague Johnson
Address: 1400 University Blvd., Birmingham, AL 35294
Telephone: 205-934-4324
Fax: _____
Email: careerservices@uab.edu
Website: _____
Contacted by (email, fax, website): careerservices@uab.edu

Name of Source: Miles College (4)
Contact Person: Verlanda Tate
Address: P.O. Box 39800, Birmingham, AL 35208
Telephone: 205-929-1440
Fax: _____
Email: CareerServices@miles.edu
Website: _____
Contacted by (email, fax, website): CareerServices@miles.edu

Name of Source: Wallace State Community College (11)
Contact Person: Susan Peek
Address: P.O. Box 2000, Hanceville, AL 35077
Telephone: 256-352-8133
Fax: _____
Email: susan.peek@wallacestate.edu
Website: www.wallacestate.edu
Contacted by (email, fax, website): susan.peek@wallacestate.edu

Name of Source: Jefferson State Community College (10)
Contact Person: Tamara Payne
Address: 2601 Carson Road, Birmingham, AL 35215
Telephone: 205-856-8588
Fax: _____
Email: tlpayne@jeffersonstate.edu
Website: _____
Contacted by (email, fax, website): tlpayne@jeffersonstate.edu

Name of Source: Lawson State Community College (9)
Contact Person: Ms. Akilih M. Haley M.S.L.
Address: 1100 9th Avenue, SW, Bessemer, AL 35022
Telephone: 205-929-3514
Fax: _____
Email: ahaley@lawsonstate.edu
Website: www.lawsonstate.edu
Contacted by (email, fax, website): ahaley@lawsonstate.edu

Name of Source: Inverness Vineyard (17)
Contact Person: J Downes
Address: _____
Telephone: 205-980-1690
Fax: _____
Email: j@invernessvineyard.org
Website: _____
Contacted by (email, fax, website): j@invernessvineyard.org

Name of Source: Riverchase United Methodist (13)
Contact Person: Cliff Fleming
Address: 205-987-4030
Telephone: _____
Fax: _____
Email: ccfleming@earthlink.com
Website: _____
Contacted by (email, fax, website): ccfleming@earthlink.com

Name of Source: Valleydale Church (14)
Contact Person: Saint Green
Address: _____
Telephone: 205-991-5282
Fax: _____
Email: sgreen@valleydale.org
Website: _____
Contacted by (email, fax, website): sgreen@valleydale.org

Name of Source: Riverchase Community Church (15)
Contact Person: _____
Address: 205-988-8515
Telephone: _____
Fax: _____
Email: office@riverchase.cc
Website: _____
Contacted by (email, fax, website): office@riverchase.cc

Name of Source: Liberty Church of Birmingham (16)
Contact Person: Jay Johnsey
Address: _____
Telephone: 205-988-5433
Fax: _____
Email: jjohnsey@libertychurch.cc
Website: _____
Contacted by (email, fax, website): Jjohnsey@libertychurch.cc

Name of Source: Mountain Chapel United Methodist (21)
Contact Person: Jill, Debbie or Greg
Address: _____
Telephone: 205-822-0020
Fax: _____
Email: _____
Website: _____
Contacted by (email, fax, website): mtnchapelumc@bellsouth.net

Name of Source: Church of the Highlands (22)
Contact Person: Marcus
Address: _____
Telephone: 205-980-5577
Fax: _____
Email: marcus@churchofthehighlands.com
Website: _____
Contacted by (email, fax, website): marcus@churchofthehighlands.com

Name of Source: WDJC-FM Online (23)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.wdjconline.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM Online (25)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.101wyde.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WXJC-AM Online (24)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.850wxjc.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM 92.5 & 1260 AM On Air Ads
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.101wyde.com
Contacted by (email, fax, website): _____

Name of Source: WXJC-AM 850 & 101.1 FM On Air Ads
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.850wxjc.com
Contacted by (email, fax, website): _____

Name of Source: WDJC-FM 93.7 On Air Ads
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.wdjconline.com
Contacted by (email, fax, website): _____

Name of Source:	Indeed.com (44)
Contact Person:	
Address:	
Telephone:	
Fax:	
Email:	
Website:	Indeed.com
Contacted by (email, fax, website):	Indeed.com

Crawford Broadcasting Company
KIMTRON, INC
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 941-1095 fax

Break Room Posting 12/08/2020.

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: December 8, 2020

**RE: WDJC RADIO SALES ACCOUNT EXECUTIVE FULL-TIME
JOB POSTING – BIRMINGHAM, AL**

Join our WDJC Sales Team! WDJC has an opening for a sales person.

Take your passion for WDJC Christian radio and your driven cold calling skills, and join our fun energetic media team! Are you Self- Motivated? Ambitious? Organized? You could be the perfect fit!

What will you do in this role?

You will sell radio and digital space, lead meetings with potential clients, service existing clients, and other duties that will grow Christian radio, grow businesses and grow your career!

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No phone calls please.

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Posted in SEU Break Room 12/8/2020.

Crawford Broadcasting Company

WDJC-FM, WXJC-AM/FM

120 Summit Parkway

Suite 200

Birmingham, AL. 35209

(205) 879-3324 phone (205) 941-1095 fax

Mail Room Posting 12/08/2020

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DATE: December 8, 2020

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Posted in SEU Mail Room 12/8/2020.

Crawford Broadcasting Company
KIMTRON, INC
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 941-1095 fax

Recruitment Memo 12/8/2020

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(cont'd next page)

Recruitment Posting Memo sent on 12/8/2020 to:

- HisAir.net
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- Alabama Department of Rehab Services
- Greater Birmingham Ministries
- Samford University
- University of Alabama at Birmingham
- Miles College
- Wallace State Community College
- Jefferson State Community College
- Alabama Career Center of Birmingham
- Alabama Career Center of Shelby County
- Calvary Independent Baptist Church
- Lawson State Community College
- Inverness Vineyard
- Riverchase United Methodist
- Valleydale Church
- Riverchase Community Church
- Auburn University
- Liberty Church of Birmingham
- Mountain Chapel United Methodist
- Church of the Highlands
- Liberty Park Baptist Church
- WDJC-FM Online
- WYDE-FM Online
- WXJC-AM Online

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This on-air ad above ran on WYDE-FM, WYDE, WXJC-FM, WXJC and WDJC-FM 12/8/2020-5/5/2021 ROS.

III. Hiree

Person ultimately hired for this position: _____

Recruitment Source: _____ Employee Transfer _____

Approval:

General Manager: _____ Date: 6/9/2021

Part B

Recruitment Sources Utilized

11. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?
Yes No
Date posted: 05/18/2021
12. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?
Yes No
Name of Third Party: ABA
Date sent: 05/18/2021
13. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies?
Yes No
Date sent: 05/18/2021
14. Was a copy of the job notice posted on the station(s) website or on any other websites?
Yes No
Dates posted: 05/18/2021
15. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?
Yes No

Complete the following information for each additional source utilized for advertising the vacancy.

Name of Source: HisAir.Net (26)
Contact Person: _____
Address: _____
Telephone: _____
Fax: _____
Email: jobs@hisair.net
Website: www.HisAir.Net
Contacted by (email, fax, website): www.HisAir.net

Name of Source: Alabama Broadcasters Association (31)
Contact Person: Lesa Rice

Address: 2180 Parkway Lake Drive Hoover, AL 35244
Telephone: 205.982.5001
Fax: _____
Email: lrice@al-ba.com
Website: <https://al-ba.com/wp2/post-job/>
Contacted by (email, fax, website): email

Name of Source: Alabama Department of Rehab Services (7)
Contact Person: Sharde Cleveland & Kimberlee Harkins
Address: 236 Goodwin Crest Drive, Birmingham, AL 35209
Telephone: 205-290-4400
Fax: _____
Email: Sharde.cleveland@rehab.alabama.gov; kimberlee.harkins@rehab.alabama.gov
Website: www.rehab.state.al.us
Contacted by (email, fax, website): Sharde.cleveland@rehab.alabama.gov

Name of Source: Greater Birmingham Ministries (1)
Contact Person: William Blackaby
Address: 2304 12th Ave. North, Birmingham, AL 35234
Telephone: 205-326-6821
Fax: _____
Email: info@gbm.org
Website: www.gbm.org
Contacted by (email, fax, website): info@gbm.org

Name of Source: Samford University (2)
Contact Person: Ben Siple
Address: 800 Lakeshore Drive, Birmingham, AL 35209
Telephone: 205-726-2980
Fax: 205-726-2842
Email: career@samford.edu
Website: www.hiresamford.com
Contacted by (email, fax, website): career@samford.edu

Name of Source: University of Alabama at Birmingham (3)
Contact Person: Dian Teague Johnson
Address: 1400 University Blvd., Birmingham, AL 35294
Telephone: 205-934-4324
Fax: _____
Email: careerservices@uab.edu
Website: _____
Contacted by (email, fax, website): careerservices@uab.edu

Name of Source: Miles College (4)
Contact Person: Verlanda Tate

Address: P.O. Box 39800, Birmingham, AL 35208
Telephone: 205-929-1440
Fax: _____
Email: CareerServices@miles.edu
Website: _____
Contacted by (email, fax, website): CareerServices@miles.edu

Name of Source: Wallace State Community College (11)
Contact Person: Susan Peek & Darlene Huff
Address: P.O. Box 2000, Hanceville, AL 35077
Telephone: 256-352-8133
Fax: _____
Email: susan.peek@wallacestate.edu; Darlene.huff@wallacestate.edu
Website: www.wallacestate.edu
Contacted by (email, fax, website): susan.peek@wallacestate.edu

Name of Source: Jefferson State Community College (10)
Contact Person: Tamara Payne
Address: 2601 Carson Road, Birmingham, AL 35215
Telephone: 205-856-8588
Fax: _____
Email: tlpayne@jeffersonstate.edu
Website: _____
Contacted by (email, fax, website): tlpayne@jeffersonstate.edu

Name of Source: Alabama Career Center or Birmingham (39)
Contact Person: Vincent Williams
Address: _____
Telephone: _____
Fax: _____
Email: Vincent.williams@alcc.alabama.gov
Website: <https://alabamaworks.com/>
Contacted by (email, fax, website): email

Name of Source: Alabama Career Center or Shelby County (38)
Contact Person: Rene Nicklow
Address: _____
Telephone: _____
Fax: _____
Email: Rene.nicklow@alcc.alabama.gov
Website: <https://alabamaworks.com/>
Contacted by (email, fax, website): email

Name of Source: Calvary Independent Baptist Church (6)
Contact Person: Jackie

Address: _____
Telephone: _____
Fax: _____
Email: jackiesprayers@ymail.com
Website: _____
Contacted by (email, fax, website): email

Name of Source: Lawson State Community College (9)
Contact Person: Ms. Akilih M. Haley M.S.L. & Dorian Waluyn
Address: 1100 9th Avenue, SW, Bessemer, AL 35022
Telephone: 205-929-3514
Fax: _____
Email: ahaley@lawsonstate.edu; dwaluyn@lawsonstate.edu
Website: www.lawsonstate.edu
Contacted by (email, fax, website): ahaley@lawsonstate.edu

Name of Source: Inverness Vineyard (17)
Contact Person: J Downes
Address: _____
Telephone: 205-980-1690
Fax: _____
Email: j@invernessvineyard.org
Website: _____
Contacted by (email, fax, website): j@invernessvineyard.org

Name of Source: Riverchase United Methodist (13)
Contact Person: Cliff Fleming
Address: 205-987-4030
Telephone: _____
Fax: _____
Email: ccfleming@earthlink.com
Website: _____
Contacted by (email, fax, website): ccfleming@earthlink.com

Name of Source: Valleydale Church (14)
Contact Person: Saint Green
Address: _____
Telephone: 205-991-5282
Fax: _____
Email: sgreen@valleydale.org
Website: _____
Contacted by (email, fax, website): sgreen@valleydale.org

Name of Source: Riverchase Community Church (15)
Contact Person: _____

Address: 205-988-8515
Telephone: _____
Fax: _____
Email: office@riverchase.cc
Website: _____
Contacted by (email, fax, website): office@riverchase.cc

Name of Source:	<u>Auburn University (5)</u>
Contact Person:	<u>Karen Allen</u>
Address:	_____
Telephone:	_____
Fax:	_____
Email:	<u>allenkm@auburn.edu</u>
Website:	_____
Contacted by (email, fax, website):	<u>email</u>

Name of Source: Liberty Church of Birmingham (16)
Contact Person: Jay Johnsey
Address: _____
Telephone: 205-988-5433
Fax: _____
Email: jjohnsey@libertychurch.cc
Website: _____
Contacted by (email, fax, website): jjohnsey@libertychurch.cc

Name of Source: Mountain Chapel United Methodist (21)
Contact Person: Jill, Debbie or Greg
Address: _____
Telephone: 205-822-0020
Fax: _____
Email: mtnchapelumc@bellsouth.net
Website: _____
Contacted by (email, fax, website): mtnchapelumc@bellsouth.net

Name of Source: Church of the Highlands (22)
Contact Person: Marcus
Address: _____
Telephone: 205-980-5577
Fax: _____
Email: marcus@churchofthehighlands.com
Website: _____
Contacted by (email, fax, website): marcus@churchofthehighlands.com

Name of Source: Liberty Park Baptist Church (19)
Contact Person: David Lucas

Address: _____
Telephone: _____
Fax: _____
Email: David.lucas@libertypark.org
Website: _____
Contacted by (email, fax, website): Email

Name of Source: WDJC-FM Online (23)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.wdjconline.com
Contacted by (email, fax, website): jmyers@wdcxradio.com
WYDE-FM Online (25)

Name of Source: _____
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.101wyde.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WXJC-AM Online (24)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.850wxjc.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM 92.5 & 1260 AM On Air Ads (30)
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.101wyde.com
Contacted by (email, fax, website): _____

Name of Source: WXJC-AM 850 & 101.1 FM On Air Ads (29)
 Contact Person: _____
 Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
 Telephone: 205-879-3324
 Fax: 205-941-1095
 Email: _____
 Website: www.850wxjc.com
 Contacted by (email, fax, website): _____

Name of Source: WDJC-FM 93.7 On Air Ads (28)
 Contact Person: _____
 Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
 Telephone: 205-879-3324
 Fax: 205-941-1095
 Email: _____
 Website: www.wdjconline.com
 Contacted by (email, fax, website): _____

Name of Source:	Indeed.com (44)
Contact Person:	
Address:	
Telephone:	
Fax:	
Email:	
Website:	Indeed.com
Contacted by (email, fax, website):	Indeed.com

Crawford Media Group
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209

Break Room Posting 05/18/2021

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: May 18, 2021

**RE: (Full-Time) PROMOTIONS & DIGITAL/SOCIAL MEDIA
COORDINATOR
JOB POSTING – BIRMINGHAM, AL**

One of Central Alabama's iconic Christian Radio stations is looking for a dynamic, full-time Promotions & Digital/Social Media Coordinator. This position requires someone who can work alongside our Sales and Production Departments, assist with planning and contribute to social and digital media support for our commercial advertising clients' campaigns and event, and executing station promotions from inception to completion (including set-up and breakdown) as well as represent our stations at community events and assist and coordinate general Promotion Department functions.

Responsibilities would include, but not be limited to; writing proposals, event and promotional planning and execution, create contests, actively seek promotional partnerships, engaging with our listeners, as well as various administrative duties and sales support. The ideal candidate will also have a working knowledge of WordPress, and some basic front-end web design knowledge, because our Promotions & Digital/Social Media Coordinator will have responsibility for developing basic web pages and updating content on our websites. Experience in radio is a plus but not required.

We are looking for someone who...

- is well-versed in social media platforms for business
- has demonstrated skills in content creation, including copywriting, graphic design, video production, and web design
- actively thinks like a Salesperson
- is capable of working with a team, but is also comfortable taking initiative, understands our stations' goals and those of our advertising clients, and completes projects without a great deal of prompting

The Promotions & Digital/Social Media Coordinator will be:

- a well-organized self-starter
- able to contribute ideas

- knowledgeable in organically growing a social media following and compliment our audience outreach efforts
- a listener to radio and passionate about Christian Talk Radio in particular
- able to lift a maximum of 50 lbs. of equipment (tent, tables, chairs, speakers, banners) as well as load and transport radio booth equipment in their personal vehicle

No phone calls please

Interested parties should submit a letter of introduction and resume to Frank@crawfordmediagroup.net

Crawford Broadcasting Company is an equal opportunity employer.

Posted in SEU Break Room 5/18/2021.

Crawford Media Group
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209

Mail Room Posting 05/18/2021

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: May 18, 2021

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COORDINATOR
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Posted in SEU Mail Room 5/18/2021.

Crawford Media Group
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209

Recruitment MEMO 05/18/2021

MEMORANDUM:

TO: RECRUITMENT SOURCES

DATE: May 18, 2021

RE: (Full-Time) PROMOTIONS & DIGITAL/SOCIAL MEDIA
COORDINATOR
JOB POSTING – BIRMINGHAM, AL

One of Central Alabama's iconic Christian Radio stations is looking for a dynamic, full-time Promotions & Digital/Social Media Coordinator. This position requires someone who can work alongside our Sales and Production Departments, assist with planning and contribute to social and digital media support for our commercial advertising clients' campaigns and event, and executing station promotions from inception to completion (including set-up and breakdown) as well as represent our stations at community events and assist and coordinate general Promotion Department functions.

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- able to contribute ideas

- knowledgeable in organically growing a social media following and compliment our audience outreach efforts
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No phone calls please

Interested parties should submit a letter of introduction and resume to Frank@crawfordmediagroup.net

Crawford Broadcasting Company is an equal opportunity employer.

Recruitment Posting Memo sent on 5/18/2021 to:

- HisAir.net
 - Alabama Broadcasters Association
 - Alabama Department of Rehab Services
 - Greater Birmingham Ministries
 - Samford University
 - University of Alabama at Birmingham
 - Miles College
 - Wallace State Community College
 - Jefferson State Community College
 - Alabama Career Center of Birmingham
 - Alabama Career Center of Shelby County
 - Calvary Independent Baptist Church
 - Lawson State Community College
 - Inverness Vineyard
 - Riverchase United Methodist
 - Valleydale Church
 - Riverchase Community Church
 - Auburn University
 - Liberty Church of Birmingham
 - Mountain Chapel United Methodist
 - Church of the Highlands
 - Liberty Park Baptist Church
 - WDJC-FM Online
 - WYDE-FM Online
- WXJC-AM Online

III. Hiree

Person ultimately hired for this position: _____

Recruitment Source: Indeed (44)

Approval:

General Manager: _____ Date: 3/1/2021

Part B

Recruitment Sources Utilized

16. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?
Yes No
Date posted: 1/18/2021
17. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?
Yes No
Name of Third Party: ABA, HisAir.Net
Date sent: 1/8/2021
18. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies?
Yes No
Date sent: 1/8/2021
19. Was a copy of the job notice posted on the station(s) website or on any other websites?
Yes No
Dates posted: 1/18/21
20. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?
Yes No

Complete the following information for each additional source utilized for advertising the vacancy.

Name of Source:	HisAir.Net (47)
Contact Person:	
Address:	
Telephone:	
Fax:	
Email:	jobs@hisair.net
Website:	www.HisAir.Net
Contacted by (email, fax, website):	www.HisAir.net

Name of Source:	Alabama Broadcasters Association (31)
Contact Person:	Lesa Rice
Address:	2180 Parkway Lake Drive Hoover, AL 35244
Telephone:	205.982.5001
Fax:	
Email:	lrice@al-ba.com
Website:	https://al-ba.com/wp2/post-job/
Contacted by (email, fax, website):	email

Name of Source:	Alabama Department of Rehab Services (7)
Contact Person:	Sharde Cleveland & Kimberlee Harkins
Address:	236 Goodwin Crest Drive, Birmingham, AL 35209
Telephone:	205-290-4400
Fax:	
Email:	Sharde.cleveland@rehab.alabama.gov ; kimberlee.harkins@rehab.alabama.gov
Website:	www.rehab.state.al.us
Contacted by (email, fax, website):	Sharde.cleveland@rehab.alabama.gov

Name of Source:	Greater Birmingham Ministries (1)
Contact Person:	William Blackaby
Address:	2304 12 th Ave. North, Birmingham, AL 35234
Telephone:	205-326-6821
Fax:	
Email:	info@gbm.org
Website:	www.gbm.org
Contacted by (email, fax, website):	info@gbm.org

Name of Source:	Samford University (2)
Contact Person:	Ben Siple
Address:	800 Lakeshore Drive, Birmingham, AL 35209
Telephone:	205-726-2980
Fax:	205-726-2842
Email:	career@samford.edu
Website:	www.hiresamford.com
Contacted by (email, fax, website):	career@samford.edu

Name of Source:	University of Alabama at Birmingham (3)
Contact Person:	Dian Teague Johnson
Address:	1400 University Blvd., Birmingham, AL 35294
Telephone:	205-934-4324
Fax:	
Email:	careerservices@uab.edu
Website:	
Contacted by (email, fax, website):	careerservices@uab.edu

Name of Source:	Miles College (4)
Contact Person:	Verlanda Tate
Address:	P.O. Box 39800, Birmingham, AL 35208
Telephone:	205-929-1440
Fax:	
Email:	CareerServices@miles.edu
Website:	
Contacted by (email, fax, website):	CareerServices@miles.edu

Name of Source:	Wallace State Community College (11)
Contact Person:	Susan Peek & Darlene Huff
Address:	P.O. Box 2000, Hanceville, AL 35077
Telephone:	256-352-8133
Fax:	
Email:	susan.peek@wallacestate.edu ; Darlene.huff@wallacestate.edu
Website:	www.wallacestate.edu
Contacted by (email, fax, website):	susan.peek@wallacestate.edu

Name of Source:	Jefferson State Community College (10)
Contact Person:	Tamara Payne
Address:	2601 Carson Road, Birmingham, AL 35215
Telephone:	205-856-8588
Fax:	
Email:	tlpayne@jeffersonstate.edu
Website:	
Contacted by (email, fax, website):	tlpayne@jeffersonstate.edu

Name of Source:	Alabama Career Center or Birmingham (39)
Contact Person:	Vincent Williams
Address:	
Telephone:	
Fax:	
Email:	Vincent.williams@alcc.alabama.gov
Website:	https://alabamaworks.com/
Contacted by (email, fax, website):	email

Name of Source:	Alabama Career Center or Shelby County (38)
Contact Person:	Rene Nicklow
Address:	
Telephone:	
Fax:	
Email:	Rene.nicklow@alcc.alabama.gov
Website:	https://alabamaworks.com/
Contacted by (email, fax, website):	email

Name of Source:	Calvary Independent Baptist Church (6)
Contact Person:	Jackie
Address:	
Telephone:	
Fax:	
Email:	jackiesprayers@ymail.com
Website:	
Contacted by (email, fax, website):	email

Name of Source:	Lawson State Community College (9)
Contact Person:	Ms. Akilih M. Haley M.S.L. & Dorian Waluyn
Address:	1100 9 th Avenue, SW, Bessemer, AL 35022
Telephone:	205-929-3514
Fax:	
Email:	ahaley@lawsonstate.edu ; dwaluyn@lawsonstate.edu
Website:	www.lawsonstate.edu
Contacted by (email, fax, website):	ahaley@lawsonstate.edu

Name of Source:	Inverness Vineyard (17)
Contact Person:	J Downes
Address:	
Telephone:	205-980-1690
Fax:	
Email:	j@invernessvineyard.org
Website:	
Contacted by (email, fax, website):	j@invernessvineyard.org

Name of Source:	Riverchase United Methodist (13)
Contact Person:	Cliff Fleming
Address:	205-987-4030
Telephone:	
Fax:	
Email:	ccfleming@earthlink.com
Website:	
Contacted by (email, fax, website):	ccfleming@earthlink.com

Name of Source:	Valleydale Church (14)
Contact Person:	Saint Green
Address:	
Telephone:	205-991-5282
Fax:	
Email:	sgreen@valleydale.org
Website:	
Contacted by (email, fax, website):	sgreen@valleydale.org

Name of Source:	Riverchase Community Church (15)
Contact Person:	
Address:	205-988-8515
Telephone:	
Fax:	
Email:	office@riverchase.cc
Website:	
Contacted by (email, fax, website):	office@riverchase.cc

Name of Source:	Auburn University (5)
Contact Person:	Karen Allen
Address:	
Telephone:	
Fax:	
Email:	allenkm@auburn.edu
Website:	
Contacted by (email, fax, website):	email

Name of Source:	Liberty Church of Birmingham (16)
Contact Person:	Jay Johnsey
Address:	
Telephone:	205-988-5433
Fax:	
Email:	jjohnsey@libertychurch.cc
Website:	
Contacted by (email, fax, website):	Jjohnsey@libertychurch.cc

Name of Source:	Mountain Chapel United Methodist (21)
Contact Person:	Jill, Debbie or Greg
Address:	
Telephone:	205-822-0020
Fax:	
Email:	mtnchapelumc@bellsouth.net
Website:	
Contacted by (email, fax, website):	mtnchapelumc@bellsouth.net

Name of Source:	Church of the Highlands (22)
Contact Person:	Marcus
Address:	
Telephone:	205-980-5577
Fax:	
Email:	marcus@churchofthehighlands.com
Website:	
Contacted by (email, fax, website):	marcus@churchofthehighlands.com

Name of Source:	Liberty Park Baptist Church (19)
Contact Person:	David Lucas
Address:	
Telephone:	
Fax:	
Email:	David.lucas@libertypark.org
Website:	
Contacted by (email, fax, website):	Email

Name of Source:	WDJC-FM Online (23)
Contact Person:	Joshua Myers, Webmaster
Address:	120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone:	205-879-3324
Fax:	205-941-1095
Email:	jmyers@wdcxradio.com
Website:	www.wdjconline.com
Contacted by (email, fax, website):	jmyers@wdcxradio.com

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Contact Person:	Joshua Myers, Webmaster
Address:	120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone:	205-879-3324
Fax:	205-941-1095
Email:	jmyers@wdcxradio.com
Website:	www.101wyde.com
Contacted by (email, fax, website):	jmyers@wdcxradio.com

Name of Source:	WXJC-AM Online (24)
Contact Person:	Joshua Myers, Webmaster
Address:	120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone:	205-879-3324
Fax:	205-941-1095
Email:	jmyers@wdcxradio.com
Website:	www.850wxjc.com
Contacted by (email, fax, website):	jmyers@wdcxradio.com

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Fax:	205-941-1095
Email:	
Website:	www.101wyde.com

Contacted by (email, fax, website):	
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Name of Source:	WXJC-AM 850 & 101.1 FM On Air Ads (29)
Contact Person:	
Address:	120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone:	205-879-3324
Fax:	205-941-1095
Email:	
Website:	www.850wxjc.com
Contacted by (email, fax, website):	

Name of Source:	WDJC-FM 93.7 On Air Ads (28)
Contact Person:	
Address:	120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone:	205-879-3324
Fax:	205-941-1095
Email:	
Website:	www.wdjconline.com
Contacted by (email, fax, website):	

Name of Source:	Indeed.com (44)
Contact Person:	
Address:	
Telephone:	
Fax:	
Email:	
Website:	Indeed.com
Contacted by (email, fax, website):	Indeed.com

Crawford Broadcasting Company
KIMTRON, INC
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 941-1095 fax

Break Room Posting 01/18/2021

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: January 18, 2021

**RE: FULL-TIME RADIO COMMERCIAL PRODUCER
JOB POSTING – BIRMINGHAM, AL**

Open position: Radio Commercial Producer for premier Christian Radio station WDJC – 93.7FM, in Birmingham, Alabama – A member of the Crawford Media Radio Group.

Job description: Write, produce, voice commercials for direct retail clients. Write and produce promotional announcements, liners, imaging for station(s). Work in concert with Account Executive to develop results producing ad campaign for our clients. **Position requires direct contact with clients and prospective clients.** The person hired will become familiar with our proprietary process for securing and developing long-term advertising campaigns, and be required to know, understand and properly execute it in his/her role as a Radio Commercial Producer.

Applicant requirements: The ideal candidate will have demonstrable commercial writing skills, audio and studio production skills, talent for voice work, and interpersonal skills. This position requires a certain level of “sales” skill, in the sense that our Radio Commercial Producers work directly with our clients, and don’t depend entirely on an intermediary such as a sales rep. College degrees and/or vocational training helpful, but not required.

Candidates must be willing to re-locate to Birmingham, Alabama. Candidates will not be considered without a demo reel of production work, including voice work along with a resume.

Send to: frank@wdjconline.com

No phone calls, please. Crawford Broadcasting Company is an equal opportunity employer.

Posted in SEU Break Room 1/18/2021.

Crawford Broadcasting Company
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 941-1095 fax

Mail Room Posting 01/18/2021

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DATE: January 18, 2021

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Crawford Broadcasting Company
KIMTRON, INC
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 941-1095 fax

Recruitment Memo Posting

**** Please post the following job opportunity for Crawford Broadcasting Company. We would appreciate if you could send a confirmation letting us know you received this email or fax. Thank you!**

MEMORANDUM:

TO: Recruitment Sources

DATE: January 18, 2021

**RE: FULL-TIME RADIO COMMERCIAL PRODUCER
JOB POSTING – BIRMINGHAM, AL**

Open position: Radio Commercial Producer for premier Christian Radio station WDJC – 93.7FM, in Birmingham, Alabama – A member of the Crawford Media Radio Group.

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Send to: *frank@wdjconline.com*

No phone calls, please. Crawford Broadcasting Company is an equal opportunity employer.

(cont’d next page)

Recruitment Posting Memo sent on 1/18/2021 to:

- HisAir.net
- Alabama Broadcasters Association
- Alabama Department of Rehab Services
- Greater Birmingham Ministries
- Samford University
- University of Alabama at Birmingham
- Miles College
- Wallace State Community College
- Jefferson State Community College
- Alabama Career Center of Birmingham
- Alabama Career Center of Shelby County
- Calvary Independent Baptist Church
- Lawson State Community College
- Inverness Vineyard
- Riverchase United Methodist
- Valleydale Church
- Riverchase Community Church
- Auburn University
- Liberty Church of Birmingham
- Mountain Chapel United Methodist
- Church of the Highlands
- Liberty Park Baptist Church
- WDJC-FM Online
- WYDE-FM Online
- WXJC-AM Online

WDJC / RADIO COMMERCIAL PRODUCER RECRUITMENT AD

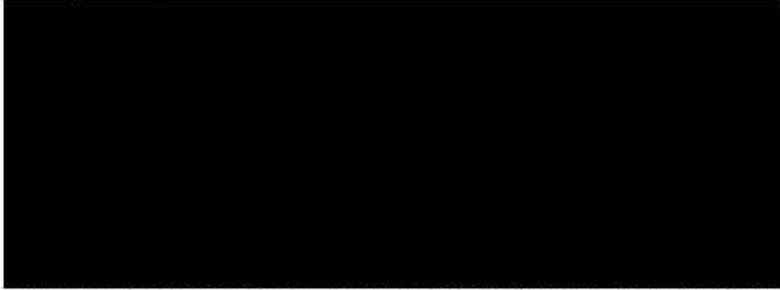
JOIN US HERE ON THE RADIO. PREMIER CHRISTIAN RADIO STATIONS WDJC 937-FM AND WXJC, AND 101.1FM IN BIRMINGHAM, ALABAMA, PART OF THE CRAWFORD MEDIA RADIO GROUP IS LOOKING FOR A RADIO COMMERCIAL PRODUCER TO WRITE, PRODUCE AND VOICE COMMERCIALS FOR DIRECT RETAIL CLIENTS AND TO WRITE AND PRODUCE PROMOTIONAL ANNOUNCEMENTS, LINERS, AND IMAGING FOR THE STATIONS. THE RADIO COMMERCIAL PRODUCER WILL ALSO WORK WITH ACCOUNT EXECUTIVES AND PRODUCING AD CAMPAIGNS FOR CLIENTS, HAVING DIRECT CONTACT WITH CLIENTS AND PROSPECTIVE CLIENTS. THE PERSON HIRED WILL BECOME FAMILIAR WITH OUR PROPRIETARY PROCESS FOR SECURING AND DEVELOPING LONG-TERM ADVERTISING CAMPAIGNS AND BE REQUIRED TO KNOW, UNDERSTAND, AND PROPERLY EXECUTE IT. IN HIS OR HER ROLE AS A RADIO COMMERCIAL PRODUCER, THE IDEAL CANDIDATE WILL HAVE DEMONSTRABLE COMMERCIAL WRITING SKILLS, AUDIO AND STUDIO PRODUCTIONS, SKILLS, TALENT FOR VOICE WORK AND INTERPERSONAL SKILLS. THIS POSITION REQUIRES A CERTAIN LEVEL OF SALES SKILL AS WELL. COLLEGE DEGREES AND OR VOCATIONAL TRAINING IS HELPFUL, BUT NOT REQUIRED. CANDIDATES MUST BE WILLING TO RELOCATE TO BIRMINGHAM, ALABAMA, AND WILL NOT BE CONSIDERED WITHOUT A DEMO REEL OF PRODUCTION WORK, INCLUDING VOICE WORK ALONG WITH A RESUME, SEND DEMO AND RESUME TO FRANK AT WDJCONLINE.COM. NO PHONE CALLS PLEASE. CRAWFORD BROADCASTING IS AN EQUAL OPPORTUNITY EMPLOYER.

This on-air ad above ran on WYDE-FM, WYDE, WXJC-FM, WXJC and WDJC-FM 1/8-3/1/2021 ROS.

**Documentation Demonstrating Performance
Of
SEU's Recruitment Initiatives**

Linda Martens

From: Linda Martens <linda@wmuz.com>
Sent: Monday, March 8, 2021 1:48 PM
To:



Cc:
Subject: CREDENTIALS NEEDED FOR HARRASSMENT AND DISCRIMINATION CONFERENCE CALL
- 3/10/2021 at 11AM EASTERN (10 AM CENTRAL)
Attachments: Discrimination and Harassment.pdf

Greetings Detroit and Birmingham Team members,

Below are the credentials needed to join the conference call for our annual Harassment and Discrimination meeting scheduled for this Wednesday, March 10th at 11 a.m. EASTERN (10 a.m. CENTRAL)

Since each of us will be joining this call from various locations and not in a conference room, in lieu of physically "signing in", Josi and I will be taking role call before Frank begins the meeting.

I have attached the pages from our Employee Manual that will be referenced during this call/meeting.

Please be on time. Thank you for your cooperation and participation.

Dial In #: (712) 775-7300

Participant Code# 826622#

Sincerely,

Linda Martens
Executive Assistant to the General Manager
313-272-3434
linda@wmuz.com
linda@crawfordmediagroup.net
WMUZ/WCHB/WRDT/WMUZ-AM





Amanda Cherry
Crawford Media Group
120 Summit Parkway Ste 200
Birmingham, AL

RE: Alabama Broadcasters Virtual Job Fair Participation, April 5-9, 2021

April 12, 2021

Dear Amanda Cherry,

Thank you for participating in the Alabama Broadcasters Virtual Job Fair the week of April 5, 2021. Your hiring agent of record was Amanda Cherry and the stations that participated were WDJC | WXJC | WYDE.

This job fair included the postings of WDJC Radio Sales Account Executive, and Full-Time Radio Commercial Producer.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Sharon Tinsley, President & CEO
Alabama Broadcasters Association
2180 Parkway Lake Drive
Hoover, AL 35244

Amanda Cherry

From: Lisa Fields, Broadcast1Source <lfields@bc1source.com>
Sent: Thursday, March 04, 2021 11:59 AM
To: Amanda Cherry
Subject: CBA Webinar Follow Up

[View this email in your browser.](#)



On behalf of all of us at [Broadcast1Source](#), [TLP Law](#), and the [California Broadcaster's Association](#), thank you for participating in our FCC EEO Training meeting on March 2, 2021. We appreciate your interest in additional training on this subject matter and the great questions posed to us.

This email serves as your certificate of participation. Please print and retain a copy to include in your EEO Public File.

We are happy to continue to be a resource to you and your colleagues. Please don't hesitate to reach out if we can be of further service.

Sincerely,

A handwritten signature in cursive script that reads "Lisa".

Lisa A. Fields
SVP/General Manager, Broadcast1Source

Virtual Career Fair Week Agenda

Opening (Facilitator)	Akilih Haley <i>Career & College Transfer Services Coordinator</i>
Welcome	Dr. Cynthia T. Anthony <i>President</i>
Presentation: Institutional Programs	
Monday, March 15 TH 1:00PM – 3:00PM	Health Professions Day <i>Presenter - Dr. Sherika Derico, Associate Dean Health Professions Presenter - Dr. Katrina Swain, Nursing Department Chair</i>
Tuesday, March 16 TH 1:00PM – 3:00PM	Business & Information Technologies Day <i>Presenter - Dr. Alice Milton, Associate Dean Business Information & Technologies</i>
Wednesday, March 17 TH 1:00PM – 3:00PM	College Transfer Programs Day <i>Presenter - Dr. Karl Pruitt, Associate Dean Liberal Arts & College Transfer Programs</i>
Thursday, March 18 TH 9:00AM – 11:00AM	Career Technical Day <i>Presenter - Nancy Wilson, Assistant Dean Career Technical Education</i>
Introduction of Employers	Akilih Haley, <i>Career & College Transfer Services Coordinator</i>
Live Break Out Session(s)	
Closing	Darven C. Allen <i>Acting Dean of Students</i>





Job Fair Vendor Registration

Thursday, March 18, 2021, 10 a.m. to 2 p.m. at the Trussville Public Library
Applications and payments can be mailed to the Trussville Area Chamber of Commerce
(400 Main Street, Trussville, 35173)

Vendor Name WDJC / WXJC / WYDE - Crawford Media Group
Vendor Contact Amanda Cherry
Contact Phone (205) 879-3324 Contact Email acherry@crawfordmediagroup.net
Mailing Address 120 Summit Parkway Ste 200 Birmingham, AL 35209
Type of Business Radio - Media
How many openings do you anticipate interviewing for at this job fair? 3

Vendor fees:

_____ Chamber member (\$50) _____ Future Chamber Member (\$100)

What You Can Expect at the Job Fair:

- At least 10-15 vendors on-site
- Booth spaces are 10'x10' and include a table and two chairs
- Electricity available on a limited basis for a \$25 additional fee
- Drug testing available upon request
- Private interview area upon request
- Resume' review/development, including a slideshow, resume' examples, handouts, and interview tips
- Covid precautions (masking, hand sanitizing, distancing, etc.) will be observed
- Vendors are invited to provide door prizes (optional)
- Vendor fee includes boxed lunch for two (2) exhibitors
- Employers that are currently hiring are preferred due to limited booth space

Sponsorships are also available (deadline February 26):

- **Gold Sponsor** - \$800. Benefits: • Vendor booth at the job fair • Top billing in all pre- and post-event publicity and top billing in event coverage in weekly e-newsletter • Recognition as gold level sponsor from the podium at the event • Event signage • Recognition in media releases and on chamber website.
- **Silver Sponsor** - \$500. Benefits: • Vendor booth at the job fair • Recognition as silver level sponsor in event coverage in a weekly e-newsletter sent to over 1,100 chamber business partners' and community emails • Event signage • Recognition on Chamber website.
- **Bronze Sponsor** - \$350. Benefits: • Vendor booth at the job fair • Recognition as bronze level sponsor in event coverage in a weekly e-newsletter sent to over 1,100 chamber business partners' and community emails • Event signage • Recognition on Chamber website

For more info, please contact the Chamber at (205) 655-7535 or

Melissa.walker@trussvillechamber.com

Deadline: Monday, March 12

WYDE SEU Audit Data
2022

Section 2 (i)
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	Greater Birmingham Ministries 2304 12 th Avenue, North Birmingham, AL 35234 205-326-6821 (Phone) Ext. #108 205-252-8458 (Fax) Attn: Mr. William Blackaby Email: info@gbm.org Website: www.gbm.org	0
2	Samford University 800 Lakeshore Drive Birmingham, AL 35209 205-726-2980 (Phone) 205-726-2842 (Fax) Attn: Ben Siple, Career Development Email: career@samford.edu Website: www.hiresamford.com	1
3	University Of Alabama At Birmingham Hill University Center, Suite 532 1400 University Blvd. Birmingham, AL 35294 205-934-4324 Attn: Dian Teague Johnson UAB Career Center Division of Student Affairs Email: careercenter@uab.edu ; dian@uab.edu	0
4	Miles College P.O. Box 39800 Birmingham, AL 35208 205-929-1440 Attn: Verlanda Tate, Career Services vtate@miles.edu	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 allenkm@auburn.edu	0
6	Calvary Independent Baptist Church Jackie Email: jackiesprayers@ymail.com	0
7	Alabama Department of Rehab Services Vocational Rehab Services/ABLE Network 236 Goodwin Crest Drive Birmingham, AL 35209 Attn: Haley Cofer Phone: 205-290-4400 www.rehab.state.al.us – Website www.alabamabl.org – Job Posting Website haley.cofer@rehab.alabama.gov – 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: administration@mtzionfg.org	0
9	Lawson State Community College 1100 9 th Avenue, SW Bessemer, AL 35022 205-929-3514 Attn: Ms. Akilih M. Haley M.S.L. Career & College Transfer Services Coordinator www.lawsonstate.edu Email: ahaley@lawsonstate.edu Career Fair Date: 3.16.22	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: www.jeffersonstate.edu Email: tlpayne@jeffersonstate.edu	0
11	Wallace State Community College P.O. Box 2000 Hanceville, AL 35077 256-352-8133 Attn: Susan Peek Email: susan.peek@wallacestate.edu Web: www.wallacestate.edu Career Fair Date:	0
12	Mountain Top Community Church Contact: Autumn Bearden 205-776-8020 Email: Autumn.bearden@mountaintopchurch.com	0
13	Riverchase United Methodist Contact: Cliff Fleming 205-987-4030 Email: ccfleming@earthlink.com	0
14	Valleydale Church Contact: Saint Green 205-991-5282 Email: sgreen@valleydale.org	0
15	Riverchase Community Church Contact: 205-988-8515 Email: office@riverchase.cc	0
16	Liberty Church of Birmingham Contact Jay Johnsey 205-988-5433 Email: Jjohnsey@libertychurch.cc	0
17	Inverness Vineyard Contact: J Downes 205-980-1690 Email: j@invernessvineyard.org	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: laurenr@mbcc.us	0
19	Liberty Park Baptist Church Contact: David Lucas 205-969-1236 Email: david.lucas@libertypark.org	0
20	The Lutheran Church of Vestavia Hills Contact: Sharon 205-823-1883 Email: church_administrator@vestavialutheran.org	0
21	Mountain Chapel United Methodist Contact: Jill, Debbie or Greg 205-822-0020 Email: mtnchapelumc@bellsouth.net	0
22	Church of the Highlands Contact: Marcus 205-980-5577 Email: marcus@churchofthehighlands.com	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
23	www.wdjconline.com all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	2
24	www.wxjcradio.com all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	0
25	www.wyderadio.com all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	0
26	www.allaccess.com 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 lrice@al-ba.com	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 Location: Date:	0
35	Facebook.com WXJC-The-Truth https://www.facebook.com/wxjcradio/	0
36	Facebook.com WDJC-FM https://www.facebook.com/937WDJC/	0
37	Current Employee (Transfer Employee/Promotion)	2
38	Alabama Works – Formerly: State of Alabama Job Link 205-663-2542 https://alabamaworks.alabama.gov Contact: Rene Nicklow – Alabaster Career Center 109 Plaza Cir, Alabaster, AL 35007 Email: Rene.Nicklow@alcc.alabama.gov Career Fair:	0
39	Alabama Works – Formerly: State of Alabama Job Link (205) 582-5220 https://alabamaworks.alabama.gov Contact: Vincent Williams– Birmingham Career Center 3440 3rd Avenue South Birmingham, AL 35222 Email: Vincent.Williams@alcc.alabama.gov Career Fair: July 22, 2022	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 www.indeed.com	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 https://www.linkedin.com Customer service 650-687-3600	0
47	HisAir.net The Christian Radio Homepage Contact: Ted Kelly Email: ted@hisair.net Phone: 225-306-8383 Website: www.HisAir.Net	3
48	The Alabama Baptist News 3310 Independence Drive, Birmingham, AL 35209 Contact: Email: support@thealabamabaptist.org Phone: 205-870-4720 Website: www.thealabamabaptist.org	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 27th, 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.

Section 2 (ii)

STATION WEBSITES WITH EEO PUBLIC RECORDS POSTED

- WDJC-FM – www.wdjcradio.com
- WYDE-FM/AM - www.wyderadio.com
- WXJC-FM/AM – www.wxjcradio.com

Section 2 (iii)

Full-Time Positions Filled

- **Board Operators/Producers (2)**
- **On-Air Co-Hosts (2)**
- **Account Executive**

NEW JOB VACANCY

Retain all documentation and confirmation copies of ALL recruitment efforts in the station's EEO Internal File

Part A

I. General Information

1. Job Title: Board Operator/Producers
2. Station: WXJC/ WYDE – AM/FM
3. Date Position Opened: 3/17/22
4. Date Position Filled: 4/21/22
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?
Yes No

II. Interviewees

1. List of people interviewed for this position:

<u>Name</u>	<u>Date</u>	<u>Recruitment Source</u>
<u>████████████████████</u>	<u>4/9/22</u>	<u>Current Employee</u>
<u>████████████████████</u>	<u>4/9/22</u>	<u>Current Employee</u>
<u>████████████████████</u>	<u>3/24/22</u>	<u>WDJC Radio Ad</u>
<u>████████████████████</u>	<u>4/11/22</u>	<u>Samford University</u>
<u>████████████████████</u>	<u>3/24/22</u>	<u>Google – WDJOnline.com</u>
<u>████████████████████</u>	<u>3/24/22</u>	<u>WDJC Radio Ad</u>
<u>████████████████████</u>	<u>3/11/22</u>	<u>Indeed</u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
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<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>

2. Total number of people interviewed for this position: 7

III. Hiree

Person ultimately hired for this position: _____

Recruitment Source: _____ Current Employees _____

Approval:

General Manager: _____ Date: 4/21/22

Part B

Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?
Yes No
Date posted: 3/17/22
2. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?
Yes No
Name of Third Party: HisAir.net/ABA
Date sent: 3/17/22
3. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies?
Yes No
Date sent: 3/17/22
4. Was a copy of the job notice posted on the station(s) website or on any other websites?
Yes No
Dates posted: 3/17/22
5. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?
Yes No

Complete the following information for each additional source utilized for advertising the vacancy.

Name of Source: HisAir.Net (26)
Contact Person: _____
Address: _____
Telephone: _____
Fax: _____
Email: jobs@hisair.net
Website: www.HisAir.Net
Contacted by (email, fax, website): www.HisAir.net

Name of Source: Alabama Broadcasters Association (31)
Contact Person: Lesla Rice

Address: 2180 Parkway Lake Drive Hoover, AL 35244
Telephone: 205.982.5001
Fax: _____
Email: lrice@al-ba.com
Website: <https://al-ba.com/wp2/post-job/>
Contacted by (email, fax, website): email

Name of Source: Alabama Department of Rehab Services (7)
Contact Person: Sharde Cleveland & Kimberlee Harkins
Address: 236 Goodwin Crest Drive, Birmingham, AL 35209
Telephone: 205-290-4400
Fax: _____
Email: Sharde.cleveland@rehab.alabama.gov; kimberlee.harkins@rehab.alabama.gov
Website: www.rehab.state.al.us
Contacted by (email, fax, website): Sharde.cleveland@rehab.alabama.gov

Name of Source: Greater Birmingham Ministries (1)
Contact Person: William Blackaby
Address: 2304 12th Ave. North, Birmingham, AL 35234
Telephone: 205-326-6821
Fax: _____
Email: info@gbm.org
Website: www.gbm.org
Contacted by (email, fax, website): _____

Name of Source: Samford University (2)
Contact Person: Dr. Ignatius Fosu
Address: 800 Lakeshore Drive, Birmingham, AL 35209
Telephone: 205-726-2980
Fax: 205-726-2842
Email: ifosu@samford.edu
Website: www.hiresamford.com
Contacted by (email, fax, website): email

Name of Source: University of Alabama at Birmingham (3)
Contact Person: Dian Teague Johnson
Address: 1400 University Blvd., Birmingham, AL 35294
Telephone: 205-934-4324
Fax: _____
Email: careerservices@uab.edu
Website: _____
Contacted by (email, fax, website): _____

Name of Source: Miles College (4)
Contact Person: Verlanda Tate

Address: P.O. Box 39800, Birmingham, AL 35208
Telephone: 205-929-1440
Fax: _____
Email: CareerServices@miles.edu
Website: _____
Contacted by (email, fax, website): CareerServices@miles.edu

Name of Source: Wallace State Community College (11)
Contact Person: Susan Peek & Darlene Huff
Address: P.O. Box 2000, Hanceville, AL 35077
Telephone: 256-352-8133
Fax: _____
Email: susan.peek@wallacestate.edu; Darlene.huff@wallacestate.edu
Website: www.wallacestate.edu
Contacted by (email, fax, website): susan.peek@wallacestate.edu

Name of Source: Jefferson State Community College (10)
Contact Person: Tamara Payne
Address: 2601 Carson Road, Birmingham, AL 35215
Telephone: 205-856-8588
Fax: _____
Email: tlpayne@jeffersonstate.edu
Website: _____
Contacted by (email, fax, website): tlpayne@jeffersonstate.edu

Name of Source: Alabama Career Center or Birmingham (39)
Contact Person: Vincent Williams
Address: _____
Telephone: _____
Fax: _____
Email: Vincent.williams@alcc.alabama.gov
Website: https://alabamaworks.com/
Contacted by (email, fax, website): email

Name of Source: Alabama Career Center or Shelby County (38)
Contact Person: Dale Cookson
Address: _____
Telephone: _____
Fax: _____
Email: Dale.cookson@alcc.alabama.gov
Website: https://alabamaworks.com/
Contacted by (email, fax, website): email

Name of Source: Calvary Independent Baptist Church (6)
Contact Person: Jackie

Address: _____
Telephone: _____
Fax: _____
Email: jackiesprayers@ymail.com
Website: _____
Contacted by (email, fax, website): email

Name of Source: Lawson State Community College (9)
Contact Person: Ms. Akilih M. Haley M.S.L. & Dorian Waluyn
Address: 1100 9th Avenue, SW, Bessemer, AL 35022
Telephone: 205-929-3514
Fax: _____
Email: ahaley@lawsonstate.edu; dwaluyn@lawsonstate.edu
Website: www.lawsonstate.edu
Contacted by (email, fax, website): ahaley@lawsonstate.edu

Name of Source: Inverness Vineyard (17)
Contact Person: J Downes
Address: _____
Telephone: 205-980-1690
Fax: _____
Email: j@invernessvineyard.org
Website: _____
Contacted by (email, fax, website): j@invernessvineyard.org

Name of Source: Riverchase United Methodist (13)
Contact Person: Cliff Fleming
Address: 205-987-4030
Telephone: _____
Fax: _____
Email: ccfleming@earthlink.com
Website: _____
Contacted by (email, fax, website): ccfleming@earthlink.com

Name of Source: Valleydale Church (14)
Contact Person: Patrick Sawyer
Address: _____
Telephone: 205-991-5282
Fax: _____
Email: psawyer@valleydale.org
Website: _____
Contacted by (email, fax, website): _____

Name of Source: Riverchase Community Church (15)
Contact Person: TONY WEIGER

Address: 205-988-8515

Telephone: _____

Fax: _____

Email: tweiger@riverchase.cc

Website: _____

Contacted by (email, fax, website): _____

Name of Source: Auburn University (5)

Contact Person: Addye Buckley-Burnell

Address: _____

Telephone: _____

Fax: _____

Email: addyebb@auburn.edu

Website: _____

Contacted by (email, fax, website): email

Name of Source: Liberty Church of Birmingham (16)

Contact Person: Lisa Moore

Address: _____

Telephone: 205-988-5433

Fax: _____

Email: lmoore@libertychurch.cc

Website: _____

Contacted by (email, fax, website): _____

Name of Source: Mountain Chapel United Methodist (21)

Contact Person: Jill, Debbie or Greg

Address: _____

Telephone: 205-822-0020

Fax: _____

Email: mtnchapelumc@bellsouth.net

Website: _____

Contacted by (email, fax, website): _____

Name of Source: Church of the Highlands (22)

Contact Person: Teri Jones

Address: _____

Telephone: 205-980-5577

Fax: _____

Email: hr@churchofthehighlands.com

Website: _____

Contacted by (email, fax, website): _____

Name of Source: Liberty Park Baptist Church (19)

Contact Person: Cynthia Whatley
Address: _____
Telephone: _____
Fax: _____
Email: cynthia.whatley@libertypark.org
Website: _____
Contacted by (email, fax, website): Email

Name of Source: WDJC-FM Online (23)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.wdjconline.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

1

Name of Source: WYDE-FM Online (25)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.101wyde.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WXJC-AM Online (24)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.850wxjc.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM 92.5 & 1260 AM On Air Ads (30)
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.101wyde.com
Contacted by (email, fax, website): _____

Name of Source: WXJC-AM 850 & 101.1 FM On Air Ads (29)
 Contact Person: _____
 Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
 Telephone: 205-879-3324
 Fax: 205-941-1095
 Email: _____
 Website: www.850wxjc.com
 Contacted by (email, fax, website): _____

Name of Source: WDJC-FM 93.7 On Air Ads (28)
 Contact Person: _____
 Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
 Telephone: 205-879-3324
 Fax: 205-941-1095
 Email: _____
 Website: www.wdjconline.com
 Contacted by (email, fax, website): _____

Name of Source:	Indeed.com (44)
Contact Person:	
Address:	
Telephone:	
Fax:	
Email:	
Website:	Indeed.com
Contacted by (email, fax, website):	Indeed.com

Crawford Media Group
KIMTRON, INC
WDJC-FM, WXJC-AM/FM, WYDE-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Break Room Posting 03/17/2022

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: March 17, 2022

**RE: WXJC FULL TIME BOARD OPERATORS/PRODUCERS –
BIRMINGHAM, AL**

Crawford Media Group in Birmingham, Alabama currently has multiple openings for the position of Full Time Board Operator/Producer.

Our board operators work behind the scenes to help make sure that the on-air programs air correctly. The ideal candidate for this part time position should be self-motivated, highly organized, have excellent computer skills, and have a flexible schedule with the availability to work nights and weekends. Punctuality and reliability are an absolute must!

Experience for this position is not required. We will train the potential candidate to perform these duties as required by our company standards.

Please send your resume with a cover letter telling us why you're the right person for the WXJC Full Time Board Operator/Producer position!

Send resume and cover letter to jmccurdy@crawfordmediagroup.net

Serious inquiries only. No phone calls please.

Crawford Media Group is an Equal Opportunity Employer.

Posted in SEU Break Room 3/17/2022.

Crawford Media Group
KIMTRON, INC
WDJC-FM, WXJC-AM/FM, WYDE-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Mail Room Posting 03/17/2022

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: March 17, 2022

**RE: WXJC FULL TIME BOARD OPERATORS/PRODUCERS –
BIRMINGHAM, AL**

Crawford Media Group in Birmingham, Alabama currently has multiple openings for the position of Full Time Board Operator/Producer.

Our board operators work behind the scenes to help make sure that the on-air programs air correctly. The ideal candidate for this part time position should be self-motivated, highly organized, have excellent computer skills, and have a flexible schedule with the availability to work nights and weekends. Punctuality and reliability are an absolute must!

Experience for this position is not required. We will train the potential candidate to perform these duties as required by our company standards.

Please send your resume with a cover letter telling us why you're the right person for the WXJC Full Time Board Operator/Producer position!

Send resume and cover letter to jmccurdy@crawfordmediagroup.net

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Posted in SEU Mail Room 3/17/2022.

Crawford Media Group
KIMTRON, INC
WDJC-FM, WXJC-AM/FM, WYDE-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Recruitment Posting Memo

** Please post the following job opportunity for Crawford Media Group. We would appreciate if you could send a confirmation letting us know you received this email or fax. Thank you!

MEMORANDUM:

TO: Recruitment Sources

DATE: March 17, 2022

**RE: WXJC FULL TIME BOARD OPERATORS/PRODUCERS –
BIRMINGHAM, AL**

Crawford Media Group in Birmingham, Alabama currently has multiple openings for the position of Full Time Board Operator/Producer.

Our board operators work behind the scenes to help make sure that the on-air programs air correctly. The ideal candidate for this part time position should be self-motivated, highly organized, have excellent computer skills, and have a flexible schedule with the availability to work nights and weekends. Punctuality and reliability are an absolute must!

Experience for this position is not required. We will train the potential candidate to perform these duties as required by our company standards.

Please send your resume with a cover letter telling us why you're the right person for the WXJC Full Time Board Operator/Producer position!

Send resume and cover letter to jmccurdy@crawfordmediagroup.net

Serious inquiries only. No phone calls please.

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(cont'd next page)

Recruitment Posting Memo sent on 3/17/2022 to:

- HisAir.net
- Alabama Broadcasters Association
- Alabama Department of Rehab Services
- Greater Birmingham Ministries
- Samford University
- University of Alabama at Birmingham
- Miles College
- Wallace State Community College
- Jefferson State Community College
- Alabama Career Center of Birmingham
- Alabama Career Center of Shelby County
- Calvary Independent Baptist Church
- Lawson State Community College
- Inverness Vineyard
- Riverchase United Methodist
- Valleydale Church
- Riverchase Community Church
- Auburn University
- Liberty Church of Birmingham
- Mountain Chapel United Methodist
- Church of the Highlands
- Liberty Park Baptist Church
- WDJC-FM Online
- WYDE-FM Online
- WXJC-AM Online

On-Air Copy

WXJC FULL-TIME BOARD OP RECRUITMENT

McKenzie

CRAWFORD MEDIA GROUP IN BIRMINGHAM ALABAMA CURRENTLY HAS MULTIPLE OPENINGS FOR THE POSITION OF FULL-TIME BOARD OPERATOR/PRODUCER. OUR BOARD OPERATORS WORK BEHIND THE SCENES TO MAKE SURE THAT THE ON-AIR PROGRAMS AIR CORRECTLY. THE IDEAL CANDIDATE FOR THIS FULL-TIME POSITION SHOULD BE SELF-MOTIVATED, HIGHLY ORGANIZED, HAVE EXCELLENT COMPUTER SKILLS, AND HAVE A FLEXIBLE SCHEDULE WITH THE AVAILABILITY TO WORK NIGHTS AND WEEKENDS. PUNCTUALITY AND RELIABILITY ARE AN ABSOLUTE MUST. EXPERIENCE FOR THIS POSITION IS NOT REQUIRED. WE WILL TRAIN THE POTENTIAL CANDIDATE TO PERFORM THESE DUTIES, AS REQUIRED BY OUR COMPANY STANDARDS. PLEASE SEND YOUR RESUME WITH A COVER LETTER, TELLING US WHY YOU'RE THE RIGHT PERSON FOR THE WXJC FULL-TIME BOARD OPERATOR PRODUCER POSITION. SEND YOUR EMAIL TODAY TO HIRING@WDJCONLINE.COM, THAT'S HIRING@WDJCONLINE.COM. SERIOUS INQUIRIES ONLY, NO PHONE CALLS PLEASE. CRAWFORD MEDIA GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

This on-air ad above ran on WYDE-FM, WYDE, WXJC-FM, WXJC and WDJC-FM 3/17-4/21/2022 ROS.

III. Hiree

Person ultimately hired for this position: ████████████████████

Recruitment Source: Online posting and colleague referral from hisair.net

Approval:

General Manager: _____ Date: 6/6/2022

Part B

Recruitment Sources Utilized

6. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?
Yes No
Date posted: 1/28/22
7. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?
Yes No
Name of Third Party: HisAir.net/ABA
Date sent: 1/28/22
8. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies?
Yes No
Date sent: 1/28/22
9. Was a copy of the job notice posted on the station(s) website or on any other websites?
Yes No
Dates posted: 1/28/22
10. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?
Yes No

Complete the following information for each additional source utilized for advertising the vacancy.

Name of Source: HisAir.Net (26)
Contact Person: _____
Address: _____
Telephone: _____
Fax: _____
Email: jobs@hisair.net
Website: www.HisAir.Net
Contacted by (email, fax, website): www.HisAir.net

Name of Source: Alabama Broadcasters Association (31)
Contact Person: Lesla Rice

Address: 2180 Parkway Lake Drive Hoover, AL 35244
Telephone: 205.982.5001
Fax: _____
Email: lrice@al-ba.com
Website: <https://al-ba.com/wp2/post-job/>
Contacted by (email, fax, website): email

Name of Source: Alabama Department of Rehab Services (7)
Contact Person: Sharde Cleveland & Kimberlee Harkins
Address: 236 Goodwin Crest Drive, Birmingham, AL 35209
Telephone: 205-290-4400
Fax: _____
Email: Sharde.cleveland@rehab.alabama.gov; kimberlee.harkins@rehab.alabama.gov
Website: www.rehab.state.al.us
Contacted by (email, fax, website): Sharde.cleveland@rehab.alabama.gov

Name of Source: Greater Birmingham Ministries (1)
Contact Person: William Blackaby
Address: 2304 12th Ave. North, Birmingham, AL 35234
Telephone: 205-326-6821
Fax: _____
Email: info@gbm.org
Website: www.gbm.org
Contacted by (email, fax, website): info@gbm.org

Name of Source: Samford University (2)
Contact Person: Ben Siple
Address: 800 Lakeshore Drive, Birmingham, AL 35209
Telephone: 205-726-2980
Fax: 205-726-2842
Email: career@samford.edu
Website: www.hiresamford.com
Contacted by (email, fax, website): career@samford.edu

Name of Source: University of Alabama at Birmingham (3)
Contact Person: Dian Teague Johnson
Address: 1400 University Blvd., Birmingham, AL 35294
Telephone: 205-934-4324
Fax: _____
Email: careerservices@uab.edu
Website: _____
Contacted by (email, fax, website): careerservices@uab.edu

Name of Source: Miles College (4)
Contact Person: Verlanda Tate

Address: P.O. Box 39800, Birmingham, AL 35208
Telephone: 205-929-1440
Fax: _____
Email: CareerServices@miles.edu
Website: _____
Contacted by (email, fax, website): CareerServices@miles.edu

Name of Source: Wallace State Community College (11)
Contact Person: Susan Peek & Darlene Huff
Address: P.O. Box 2000, Hanceville, AL 35077
Telephone: 256-352-8133
Fax: _____
Email: susan.peek@wallacestate.edu; Darlene.huff@wallacestate.edu
Website: www.wallacestate.edu
Contacted by (email, fax, website): susan.peek@wallacestate.edu

Name of Source: Jefferson State Community College (10)
Contact Person: Tamara Payne
Address: 2601 Carson Road, Birmingham, AL 35215
Telephone: 205-856-8588
Fax: _____
Email: tlpayne@jeffersonstate.edu
Website: _____
Contacted by (email, fax, website): tlpayne@jeffersonstate.edu

Name of Source: Alabama Career Center or Birmingham (39)
Contact Person: Vincent Williams
Address: _____
Telephone: _____
Fax: _____
Email: Vincent.williams@alcc.alabama.gov
Website: https://alabamaworks.com/
Contacted by (email, fax, website): email

Name of Source: Alabama Career Center or Shelby County (38)
Contact Person: Rene Nicklow
Address: _____
Telephone: _____
Fax: _____
Email: Rene.nicklow@alcc.alabama.gov
Website: https://alabamaworks.com/
Contacted by (email, fax, website): email

Name of Source: Calvary Independent Baptist Church (6)
Contact Person: Jackie

Address: _____
Telephone: _____
Fax: _____
Email: jackiesprayers@ymail.com
Website: _____
Contacted by (email, fax, website): email

Name of Source: Lawson State Community College (9)
Contact Person: Ms. Akilih M. Haley M.S.L. & Dorian Waluyn
Address: 1100 9th Avenue, SW, Bessemer, AL 35022
Telephone: 205-929-3514
Fax: _____
Email: ahaley@lawsonstate.edu; dwaluyn@lawsonstate.edu
Website: www.lawsonstate.edu
Contacted by (email, fax, website): ahaley@lawsonstate.edu

Name of Source: Inverness Vineyard (17)
Contact Person: J Downes
Address: _____
Telephone: 205-980-1690
Fax: _____
Email: j@invernessvineyard.org
Website: _____
Contacted by (email, fax, website): j@invernessvineyard.org

Name of Source: Riverchase United Methodist (13)
Contact Person: Cliff Fleming
Address: 205-987-4030
Telephone: _____
Fax: _____
Email: ccfleming@earthlink.com
Website: _____
Contacted by (email, fax, website): ccfleming@earthlink.com

Name of Source: Valleydale Church (14)
Contact Person: Saint Green
Address: _____
Telephone: 205-991-5282
Fax: _____
Email: sgreen@valleydale.org
Website: _____
Contacted by (email, fax, website): sgreen@valleydale.org

Name of Source: Riverchase Community Church (15)
Contact Person: _____

Address: 205-988-8515
Telephone: _____
Fax: _____
Email: office@riverchase.cc
Website: _____
Contacted by (email, fax, website): office@riverchase.cc

Name of Source:	<u>Auburn University (5)</u>
Contact Person:	<u>Karen Allen</u>
Address:	_____
Telephone:	_____
Fax:	_____
Email:	<u>allenkm@auburn.edu</u>
Website:	_____
Contacted by (email, fax, website):	<u>email</u>

Name of Source: Liberty Church of Birmingham (16)
Contact Person: Jay Johnsey
Address: _____
Telephone: 205-988-5433
Fax: _____
Email: jjohnsey@libertychurch.cc
Website: _____
Contacted by (email, fax, website): Jjohnsey@libertychurch.cc

Name of Source: Mountain Chapel United Methodist (21)
Contact Person: Jill, Debbie or Greg
Address: _____
Telephone: 205-822-0020
Fax: _____
Email: mtnchapelumc@bellsouth.net
Website: _____
Contacted by (email, fax, website): mtnchapelumc@bellsouth.net

Name of Source: Church of the Highlands (22)
Contact Person: Marcus
Address: _____
Telephone: 205-980-5577
Fax: _____
Email: marcus@churchofthehighlands.com
Website: _____
Contacted by (email, fax, website): marcus@churchofthehighlands.com

Name of Source: Liberty Park Baptist Church (19)
Contact Person: David Lucas

Address: _____
Telephone: _____
Fax: _____
Email: David.lucas@libertypark.org
Website: _____
Contacted by (email, fax, website): Email

Name of Source: WDJC-FM Online (23)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.wdjconline.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM Online (25)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.101wyde.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WXJC-AM Online (24)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.850wxjc.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM 92.5 & 1260 AM On Air Ads (30)
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.101wyde.com
Contacted by (email, fax, website): _____

Name of Source: WXJC-AM 850 & 101.1 FM On Air Ads (29)
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.850wxjc.com
Contacted by (email, fax, website): _____

Name of Source: WDJC-FM 93.7 On Air Ads (28)
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.wdjconline.com
Contacted by (email, fax, website): _____

Name of Source:	Indeed.com (44)
Contact Person:	
Address:	
Telephone:	
Fax:	
Email:	
Website:	Indeed.com
Contacted by (email, fax, website):	Indeed.com

Crawford Media Group
KIMTRON, INC
WDJC-FM, WXJC-AM/FM, WYDE-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Break Room Posting 01/28/2022

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: January 28, 2022

RE: Morning Show Co-Host – BIRMINGHAM, AL

America's Legacy CCM Radio Station, WDJC-FM has an opening for a Morning Show Co-Host.

This 100,000 watt power house station is known for serving Birmingham, Alabama with Biblical truth in an entertaining and uplifting way.

If you can deliver personality driven radio through the lens of scripture, and you are sales minded, send a cover letter, resume and a demo to frank@crawfordmediagroup.net.

Long distance voice tracking is not an option. Live and local radio in Birmingham is a must.

No phone calls please.

Crawford Media Group is an Equal Opportunity Employer.

Posted in SEU Break Room 1/28/2022.

Crawford Media Group
KIMTRON, INC
WDJC-FM, WXJC-AM/FM, WYDE-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Mail Room Posting 01/28/2022

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: January 28, 2022

RE: Morning Show Co-Host – BIRMINGHAM, AL

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Posted in SEU Mail Room 1/28/2022.

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KIMTRON, INC
WDJC-FM, WXJC-AM/FM, WYDE-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Recruitment Memo Posting

**** Please post the following job opportunity for Crawford Broadcasting Company. We would appreciate if you could send a confirmation letting us know you received this email or fax. Thank you!**

MEMORANDUM:

TO: Recruitment Sources

DATE: January 28, 2022

RE: Morning Show Co-Host – BIRMINGHAM, AL

America's Legacy CCM Radio Station, WDJC-FM has an opening for a Morning Show Co-Host.

This 100,000 watt power house station is known for serving Birmingham, Alabama with Biblical truth in an entertaining and uplifting way.

If you can deliver personality driven radio through the lens of scripture, and you are sales minded, send a cover letter, resume and a demo to frank@crawfordmediagroup.net.

Long distance voice tracking is not an option. Live and local radio in Birmingham is a must.

No phone calls please.

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(cont'd next page)

Recruitment Posting Memo sent on 1/28/2022 to:

- HisAir.net
- Alabama Broadcasters Association
- Alabama Department of Rehab Services
- Greater Birmingham Ministries
- Samford University
- University of Alabama at Birmingham
- Miles College
- Wallace State Community College
- Jefferson State Community College
- Alabama Career Center of Birmingham
- Alabama Career Center of Shelby County
- Calvary Independent Baptist Church
- Lawson State Community College
- Inverness Vineyard
- Riverchase United Methodist
- Valleydale Church
- Riverchase Community Church
- Auburn University
- Liberty Church of Birmingham
- Mountain Chapel United Methodist
- Church of the Highlands
- Liberty Park Baptist Church
- WDJC-FM Online
- WYDE-FM Online
- WXJC-AM Online

On-Air Copy

AMERICA'S LEGACY CCM RADIO STATION, WDJC-FM HAS AN OPENING FOR A MORNING SHOW CO-HOST. THIS 100,000 WATT POWER HOUSE STATION IS KNOWN FOR SERVING BIRMINGHAM ALABAMA WITH BIBLICAL TRUTH IN AN ENTERTAINING AND UPLIFTING WAY. IF YOU CAN DELIVER PERSONALITY DRIVEN RADIO THROUGH THE LENS OF SCRIPTURE AND YOU ARE SALES MINDED SEND A COVER LETTER, RESUME AND A DEMO TO;

FRANK@CRAWFORDMEDIAGROUP.NET.

LONG DISTANCE VOICE TRACKING IS NOT AN OPTION. LIVE AND LOCAL RADIO IN BIRMINGHAM IS A MUST.

This on-air ad above ran on WYDE-FM, WYDE, WXJC-FM, WXJC and WDJC-FM 1/28-6/6/2022 ROS.

NEW JOB VACANCY

Retain all documentation and confirmation copies of ALL recruitment efforts in the station's EEO Internal File

Part A

I. General Information

- 11. Job Title: Radio Sales – Account Executive
- 12. Station: WDJC-FM
- 13. Date Position Opened: 8/9/22
- 14. Date Position Filled: 9/30/22
- 15. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?
Yes No

II. Interviewees

- 5. List of people interviewed for this position:

<u>Name</u>	<u>Date</u>	<u>Recruitment Source</u>
<u>████████████████████</u>	<u>8/17/2022</u>	<u>Indeed</u>
<u>████████████████████</u>	<u>8/17/2022</u>	<u>Indeed</u>
<u>████████████████████</u>	<u>8/17/2022</u>	<u>Indeed</u>
<u>████████████████████</u>	<u>8/18/2022</u>	<u>Indeed</u>
<u>████████████████████</u>	<u>8/24/2022</u>	<u>Indeed</u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
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<u> </u>	<u> </u>	<u> </u>

- 6. Total number of people interviewed for this position: 5

III. Hiree

Person ultimately hired for this position: ████████████████████

Recruitment Source: Indeed

Approval:

General Manager: _____ Date: 9/30/22

Part B

Recruitment Sources Utilized

11. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?
Yes No
Date posted: 8/9/22
12. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?
Yes No
Name of Third Party: HisAir.net/ABA
Date sent: 8/9/22
13. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies?
Yes No
Date sent: 8/9/22
14. Was a copy of the job notice posted on the station(s) website or on any other websites?
Yes No
Dates posted: 8/9/22
15. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?
Yes No

Complete the following information for each additional source utilized for advertising the vacancy.

Name of Source: HisAir.Net (26)
Contact Person: _____
Address: _____
Telephone: _____
Fax: _____
Email: jobs@hisair.net
Website: www.HisAir.Net
Contacted by (email, fax, website): www.HisAir.net

Name of Source: Alabama Broadcasters Association (31)
Contact Person: Lesla Rice

Address: 2180 Parkway Lake Drive Hoover, AL 35244
Telephone: 205.982.5001
Fax: _____
Email: lrice@al-ba.com
Website: <https://al-ba.com/wp2/post-job/>
Contacted by (email, fax, website): email

Name of Source: Alabama Department of Rehab Services (7)
Contact Person: Sharde Cleveland & Kimberlee Harkins
Address: 236 Goodwin Crest Drive, Birmingham, AL 35209
Telephone: 205-290-4400
Fax: _____
Email: Sharde.cleveland@rehab.alabama.gov; kimberlee.harkins@rehab.alabama.gov
Website: www.rehab.state.al.us
Contacted by (email, fax, website): Sharde.cleveland@rehab.alabama.gov

Name of Source: Greater Birmingham Ministries (1)
Contact Person: William Blackaby
Address: 2304 12th Ave. North, Birmingham, AL 35234
Telephone: 205-326-6821
Fax: _____
Email: info@gbm.org
Website: www.gbm.org
Contacted by (email, fax, website): info@gbm.org

Name of Source: Samford University (2)
Contact Person: Ben Siple
Address: 800 Lakeshore Drive, Birmingham, AL 35209
Telephone: 205-726-2980
Fax: 205-726-2842
Email: career@samford.edu
Website: www.hiresamford.com
Contacted by (email, fax, website): career@samford.edu

Name of Source: University of Alabama at Birmingham (3)
Contact Person: Dian Teague Johnson
Address: 1400 University Blvd., Birmingham, AL 35294
Telephone: 205-934-4324
Fax: _____
Email: careerservices@uab.edu
Website: _____
Contacted by (email, fax, website): careerservices@uab.edu

Name of Source: Miles College (4)
Contact Person: Verlanda Tate

Address: P.O. Box 39800, Birmingham, AL 35208
Telephone: 205-929-1440
Fax: _____
Email: CareerServices@miles.edu
Website: _____
Contacted by (email, fax, website): CareerServices@miles.edu

Name of Source: Wallace State Community College (11)
Contact Person: Susan Peek & Darlene Huff
Address: P.O. Box 2000, Hanceville, AL 35077
Telephone: 256-352-8133
Fax: _____
Email: susan.peek@wallacestate.edu; Darlene.huff@wallacestate.edu
Website: www.wallacestate.edu
Contacted by (email, fax, website): susan.peek@wallacestate.edu

Name of Source: Jefferson State Community College (10)
Contact Person: Tamara Payne
Address: 2601 Carson Road, Birmingham, AL 35215
Telephone: 205-856-8588
Fax: _____
Email: tlpayne@jeffersonstate.edu
Website: _____
Contacted by (email, fax, website): tlpayne@jeffersonstate.edu

Name of Source: Alabama Career Center or Birmingham (39)
Contact Person: Vincent Williams
Address: _____
Telephone: _____
Fax: _____
Email: Vincent.williams@alcc.alabama.gov
Website: <https://alabamaworks.com/>
Contacted by (email, fax, website): email

Name of Source: Alabama Career Center or Shelby County (38)
Contact Person: Rene Nicklow
Address: _____
Telephone: _____
Fax: _____
Email: Rene.nicklow@alcc.alabama.gov
Website: <https://alabamaworks.com/>
Contacted by (email, fax, website): email

Name of Source: Calvary Independent Baptist Church (6)
Contact Person: Jackie

Address: _____
Telephone: _____
Fax: _____
Email: jackiesprayers@ymail.com
Website: _____
Contacted by (email, fax, website): email

Name of Source: Lawson State Community College (9)
Contact Person: Ms. Akilih M. Haley M.S.L. & Dorian Waluyn
Address: 1100 9th Avenue, SW, Bessemer, AL 35022
Telephone: 205-929-3514
Fax: _____
Email: ahaley@lawsonstate.edu; dwaluyn@lawsonstate.edu
Website: www.lawsonstate.edu
Contacted by (email, fax, website): ahaley@lawsonstate.edu

Name of Source: Inverness Vineyard (17)
Contact Person: J Downes
Address: _____
Telephone: 205-980-1690
Fax: _____
Email: j@invernessvineyard.org
Website: _____
Contacted by (email, fax, website): j@invernessvineyard.org

Name of Source: Riverchase United Methodist (13)
Contact Person: Cliff Fleming
Address: 205-987-4030
Telephone: _____
Fax: _____
Email: ccfleming@earthlink.com
Website: _____
Contacted by (email, fax, website): ccfleming@earthlink.com

Name of Source: Valleydale Church (14)
Contact Person: Saint Green
Address: _____
Telephone: 205-991-5282
Fax: _____
Email: sgreen@valleydale.org
Website: _____
Contacted by (email, fax, website): sgreen@valleydale.org

Name of Source: Riverchase Community Church (15)
Contact Person: _____

Address: 205-988-8515
Telephone: _____
Fax: _____
Email: office@riverchase.cc
Website: _____
Contacted by (email, fax, website): office@riverchase.cc

Name of Source:	<u>Auburn University (5)</u>
Contact Person:	<u>Karen Allen</u>
Address:	_____
Telephone:	_____
Fax:	_____
Email:	<u>allenkm@auburn.edu</u>
Website:	_____
Contacted by (email, fax, website):	<u>email</u>

Name of Source: Liberty Church of Birmingham (16)
Contact Person: Jay Johnsey
Address: _____
Telephone: 205-988-5433
Fax: _____
Email: jjohnsey@libertychurch.cc
Website: _____
Contacted by (email, fax, website): Jjohnsey@libertychurch.cc

Name of Source: Mountain Chapel United Methodist (21)
Contact Person: Jill, Debbie or Greg
Address: _____
Telephone: 205-822-0020
Fax: _____
Email: mtnchapelumc@bellsouth.net
Website: _____
Contacted by (email, fax, website): mtnchapelumc@bellsouth.net

Name of Source: Church of the Highlands (22)
Contact Person: Marcus
Address: _____
Telephone: 205-980-5577
Fax: _____
Email: marcus@churchofthehighlands.com
Website: _____
Contacted by (email, fax, website): marcus@churchofthehighlands.com

Name of Source: Liberty Park Baptist Church (19)
Contact Person: David Lucas

Address: _____
Telephone: _____
Fax: _____
Email: David.lucas@libertypark.org
Website: _____
Contacted by (email, fax, website): Email

Name of Source: WDJC-FM Online (23)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.wdjconline.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM Online (25)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.101wyde.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WXJC-AM Online (24)
Contact Person: Joshua Myers, Webmaster
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: jmyers@wdcxradio.com
Website: www.850wxjc.com
Contacted by (email, fax, website): jmyers@wdcxradio.com

Name of Source: WYDE-FM 92.5 & 1260 AM On Air Ads (30)
Contact Person: _____
Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
Telephone: 205-879-3324
Fax: 205-941-1095
Email: _____
Website: www.101wyde.com
Contacted by (email, fax, website): _____

Name of Source: WXJC-AM 850 & 101.1 FM On Air Ads (29)
 Contact Person: _____
 Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
 Telephone: 205-879-3324
 Fax: 205-941-1095
 Email: _____
 Website: www.850wxjc.com
 Contacted by (email, fax, website): _____

Name of Source: WDJC-FM 93.7 On Air Ads (28)
 Contact Person: _____
 Address: 120 Summit Parkway, Suite 200, Birmingham, AL 35209
 Telephone: 205-879-3324
 Fax: 205-941-1095
 Email: _____
 Website: www.wdjconline.com
 Contacted by (email, fax, website): _____

Name of Source:	Indeed.com (44)		
Contact Person:			
Address:			
Telephone:			
Fax:			
Email:			
Website:	Indeed.com		
Contacted by (email, fax, website):	Indeed.com		

Crawford Media Group
KIMTRON, INC
WDJC-FM, WXJC-AM/FM, WYDE-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Break Room Posting 08/09/2022

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: August 9, 2022

**RE: WDJC RADIO SALES ACCOUNT EXECUTIVE FULL-TIME
JOB POSTING – BIRMINGHAM, AL**

Join our WDJC Sales Team and Make A Difference!

You're a salesperson...an extrovert...a people-person. But do you like what you're doing? Are you making a difference, or are you just selling? Everyone wants to make a difference and now you can, at WDJC!

WDJC has an opening for a full time Account Executive. We're looking for an experienced, ambitious, motivated, and organized salesperson to join our sales team. What's great about this position is you get to make money while furthering the gospel through WDJC.

Sell something you believe in—use your sales skills and make a difference! As a salesperson at WDJC, you'll be selling radio and digital advertising, growing your income, helping our advertisers prosper, and making a difference for the Gospel. If you have outside sales experience, apply for this Account Executive opportunity today.

Email your resume *and* cover letter to Frank@wdjconline.com

No phone calls please.

Crawford Media is an Equal Opportunity Employer.

Posted in SEU Break Room 08/09/2022.

Crawford Media Group

KIMTRON, INC
WDJC-FM, WXJC-AM/FM, WYDE-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Mail Room Posting 08/09/2022

MEMORANDUM:

TO: BIRMINGHAM STAFF

DATE: August 9, 2022

**RE: WDJC RADIO SALES ACCOUNT EXECUTIVE FULL-TIME
JOB POSTING – BIRMINGHAM, AL**

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No phone calls please.

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Posted in SEU Mail Room 8/09/2022.

Crawford Media Group
KIMTRON, INC
WDJC-FM, WXJC-AM/FM
120 Summit Parkway
Suite 200
Birmingham, AL. 35209
(205) 879-3324 phone (205) 943-9993 fax

Recruitment Memo Posting

**** Please post the following job opportunity for Crawford Broadcasting Company. We would appreciate if you could send a confirmation letting us know you received this email or fax. Thank you!**

MEMORANDUM:

TO: Recruitment Sources

DATE: August 9, 2022

**RE: WDJC FULL-TIME SALESPERSON
JOB POSTING – BIRMINGHAM, AL**

Join our WDJC Sales Team and Make A Difference!

You're a salesperson...an extrovert...a people-person. But do you like what you're doing? Are you making a difference, or are you just selling? Everyone wants to make a difference and now you can, at WDJC!

WDJC has an opening for a full time Salesperson. We're looking for an experienced, ambitious, motivated, and organized salesperson to join our sales team. What's great about this position is you get to make money while furthering the gospel through WDJC.

Sell something you believe in—use your sales skills and make a difference! As a salesperson at WDJC, you'll be selling radio and digital advertising, growing your income, helping our advertisers prosper, and making a difference for the Gospel. If you have outside sales experience, apply for this Salesperson opportunity today.

Email your resume *and* cover letter to Frank@wdjconline.com

No phone calls please.
Crawford Media is an Equal Opportunity Employer.

(cont'd next page)

Recruitment Posting Memo sent on 8/9/2022 to:

- HisAir.net
- Alabama Broadcasters Association
- Alabama Department of Rehab Services
- Greater Birmingham Ministries
- Samford University
- University of Alabama at Birmingham
- Miles College
- Wallace State Community College
- Jefferson State Community College
- Alabama Career Center of Birmingham
- Alabama Career Center of Shelby County
- Calvary Independent Baptist Church
- Lawson State Community College
- Inverness Vineyard
- Riverchase United Methodist
- Valleydale Church
- Riverchase Community Church
- Auburn University
- Liberty Church of Birmingham
- Mountain Chapel United Methodist
- Church of the Highlands
- Liberty Park Baptist Church
- WDJC-FM Online
- WYDE-FM Online
- WXJC-AM Online

On-Air Copy

WDJC SALES RECRUITMENT “DIVINE OPPORTUNITY”

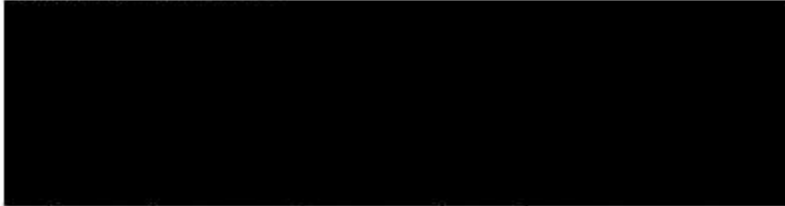
WDJC IS HIRING! WE'RE LOOKING FOR AN AMBITIOUS, SELF-MOTIVATED, ORGANIZED SALESPERSON TO JOIN THE WDJC SALES TEAM! YOU'LL BE DOING WHAT YOU LOVE AND SELLING SOMETHING YOU BELIEVE IN. TAKE YOUR SALES EXPERIENCE AND USE IT TO FURTHER THE GOSPEL, STRENGTHEN WDJC, REWARD OUR ADVERTISERS, AND GROW YOUR INCOME. THIS COULD BE A DIVINE OPPORTUNITY. IF YOU HAVE OUTSIDE SALES EXPERIENCE, APPLY NOW—SEND YOUR RESUME AND COVER LETTER TO FRANK@WDJCONLINE.COM. SELL RADIO AND DIGITAL ADVERTISING AND MAKE A DIFFERENCE. THIS IS YOUR MOMENT—SEND YOUR RESUME AND COVER LETTER TO FRANK@WDJCONLINE.COM. CRAWFORD MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

This on-air ad above ran on WYDE-FM, WYDE, WXJC-FM, WXJC and WDJC-FM 8/9-9/30/2022 ROS.

Section 2(v)
Documentation Demonstrating Performance
Of
SEU's Recruitment Initiatives

Amanda Cherry

From: Linda Martens
Sent: Tuesday, May 17, 2022 8:46 AM
To:



Subject: MANDATORY HARASSMENT & DISCRIMINATION TRAINING - THURSDAY, MAY 19th
AT 9:30 A.M. EASTERN
Attachments: Discrimination and Harassment.pdf
Importance: High

Greetings Detroit and Birmingham Team members,

It is time again to hold our annual Harassment and Discrimination Training.

Because it worked so well last year, we will be using the conference call format again. This call will take place this **Thursday, May 19, 2022 at 9:30 a.m. Eastern Time. (8:30 a.m. Central)**

Below are the credentials needed to join the conference call for this annual Harassment and Discrimination meeting.

Since each of us will be joining this call from various locations and not in a conference room, in lieu of physically "signing in", just like last year, Josi and I will be taking role call before Frank begins the meeting.

I have attached the pages from our Employee Manual that will be referenced during this call/meeting.

Please be on time. Thank you for your cooperation and participation.

Dial In #: (712) 775-7300 **719-908-1741**
Participant Code# 826622#

Sincerely,

Linda Martens
Executive Assistant to the General Manager
313-272-3434
linda@crowfordmediagroup.net
WMUZ/WCHB/WRDT/WMUZ-AM

Amanda Cherry

From: Justin Brown <justinbrown937@yahoo.com>
Sent: Monday, April 4, 2022 6:24 PM
To: Dawn Norris
Cc: Amanda Cherry
Subject: Re: Thank you again!

Awww! Thanks! I really enjoyed it. 🍌 ~Justin.

Sent from my iPhone

On Apr 4, 2022, at 5:17 PM, Dawn Norris <norrisdb@vestavia.k12.al.us> wrote:

Yes- I apologize for the delay- it got away from me during spring break.
He spoke on Wednesday, March 23rd from 10:15-10:30 to an audience of 21 awesome 4th graders.
He was a favorite for sure.

Thank you.
Dawn Norris
School Counselor
VHEW

On Mar 25, 2022, at 10:23 AM, Justin Brown <justinbrown937@yahoo.com> wrote:

Thank you for letting me be a part of it! My corporate is asking for the following:

Hey Justin,

We checked with Corp and your speaking engagement at Vestavia West is considered promotions for the station and can be used toward our EEO requirements as a mentorship opportunity (like the station tours we've done in the past for girl scout troops.

Could you please provide me some sort of documentation like an email or letter from the school confirming that you spoke to the class, date and times and how many students?

Jasper Fall Job Fair

Tuesday September 27, 2022
10am to 2pm

Jasper Civic Center • 204 19th St E • Jasper, AL 35501

FREE to employers & job seekers

JASPER CIVIC CENTER

Employer Registration Deadline - September 21st



Register NOW
via QR Code

Click below to access
via URL

[Jasper Job Fair](#)



Linda Martens

From: Amanda Cherry
Sent: Tuesday, September 27, 2022 4:25 PM
To: Linda Martens
Cc: Frank Franciosi
Subject: Job Fair Sales Prospect
Attachments: doc05634420220927152522.pdf

Hi Frank,
Today I was at a Job Fair at the Jasper Civic Center and one person was particularly interested in the AE/salesperson role.
I expressed the importance of submitting his cover letter and resume via email, but I also wanted to provide you with the resume he left behind.

Thank you,

Amanda Cherry

Office/Billing Manager
Office: 205.879.3324 Ext.231 | Direct Line: 205.943.9931 | Cell: 205.306.8388

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DBA Kimtron, Inc.
120 Summit Parkway Birmingham, AL 35209
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CrawfordMediaGroup.net

Amanda Cherry

From: Akilih Haley <ahaley@lawsonstate.edu>
Sent: Wednesday, March 9, 2022 3:40 PM
Cc: Darren C. Allen
Subject: Lawson State Community College- Career & Community Resource Fair (1 week away)
Importance: High

Greetings Valued Employers and Community Resource Partners!

Thank you for your RSVP and willingness to participate in our upcoming Lawson State Community College's Career & Community Resource Fair 2022.

- **Wednesday, March 16, 2022 at the Bessemer Civic Center – 1130 9th Ave SW, Bessemer, AL 35022- 9 am to 12 noon.**

Your participation provides a valuable resource to our students as they prepare for the next steps in their career journey, as well as providing your company/organization with a pool of potential future applicants. During this event we encourage you to share the benefits of working and growing with your company. Please prepare to wear your mask as this will be a social distance event where mask will be required.

Thank you for your continued interest in Lawson State CC. We look forward to seeing you there! I am confident you will provide helpful information as well as meet some outstanding students and amazing members of our community.

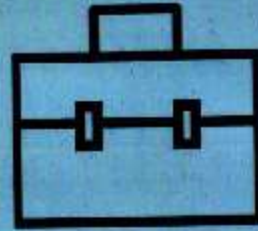
You may begin the set-up process at 8:15 a.m. Parking will be available in the parking lot of the Bessemer Civic Center. We will also have morning snacks, coffee, juice and water. If you have any questions, please feel free to contact me at 205-929-3514 or ahaley@lawsonstate.edu. Thank you in advance for your continued help and support! I look forward to seeing and working with you all.

In partnership. 🤝

Ms. Akilih M. Haley M.S.T.,
Career & College Transfer Services Coordinator
Lawson State Community College
Bessemer & Birmingham, AL
Email: ahaley@lawsonstate.edu
Office: (205)929-3514



Start Here. Go Anywhere!
[Visit our Career site](#)



SALESPERSON
RADIO COMMERCIAL PRODUCER

HIRING EVENT

Thursday, October 27th, 10 a.m. to 2 p.m.
Tuscaloosa Area Career Center
202 Skyland Dr, Tuscaloosa, AL 35405



WHERE FAITH COMES TO LIFE

Send your resume and cover letter, (+ production and
voice samples if applying to PRODUCER position)
to Frankecrawfordmediagroup.net

NO PHONE CALLS, PLEASE. CRAWFORD MEDIA GROUP IS AN
EQUAL OPPORTUNITY EMPLOYER.