

**Equal Employment Opportunity Public File Report  
Troy Public Radio – WTSU(FM), WRWA(FM), WTJB(FM)  
December 1, 2020 – November 30, 2021.**

This EEO Public File Report is filed in the public inspection files for stations WTSU(FM), WRWA(FM), and WTJB(FM) part of Troy Public Radio network; pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

**1. Total Part-Time Vacancies**

During the period ending on November 30, 2020, the station had two part-time job vacancies.

<b>Job Title</b>	<b>Location</b>	<b>Job Description</b>
Public Radio Membership Officer; Posted 9/9/20	Troy	The Public Radio Membership Officer is responsible for supporting Troy Public Radio's fundraising efforts by working with members of the station's sustaining member program; assisting in planning the station's regular fund drives and mail campaigns; and overseeing the fund drive call center.
Public Radio Membership Officer; Posted 6/10/21	Montgomery	The Public Radio Membership Officer is responsible for supporting Troy Public Radio's fundraising efforts by working with members of the station's sustaining member program; assisting in planning the station's regular fund drives and mail campaigns; and overseeing the fund drive call center.

**2. Total Interviews for Full-Time Vacancies**

<b>Job Title</b>	<b>Location</b>	<b>Job Description</b>
Public Radio Membership Officer	Troy	1 phone interviews;
Public Radio Membership Officer	Troy	2 phone interviews;

**3. Recruitment Sources**

On September 9, 2020 the station posted the vacancy for the Public Radio Membership Officer. Application review and interviews began in December 2020 and was concluded in that same month. On June 10, 2021 the station posted the vacancy for the Public Radio Membership Officer. Application review and interviews began in September 2021 and was concluded in October.

**EXHIBIT A**

**FULL-TIME VACANCY EEO INFORMATION**

<b>Recruitment Source/Type</b>	<b>Number of Referrals</b>
Troy University Job Site	3
Montgomery Advertiser - Newspaper	0
Troy Messenger - Newspaper	0

Corporation for Public Broadcasting – Careers in Public Media	0
Current.org - Jobs	0
Higher Educations Jobs	0
Alabama Broadcasters Association	0
Troy Public Radio - website	0
Troy Public Radio – on-air – WTSU-FM; WRWA-FM; & WTJB-FM	2
Public Radio Development Officers Association	0
Professional Radio/TV Engineer Association	0
Employee Referral	1
Indeed.com	1
Social Media/Facebook	0
Google Search	0
Not Specified	0
NAACP; Military Associations	0

## EXHIBIT B

### MENU OPTION ACTIVITIES

Stations WTSU(FM), WRWA(FM), and WTJB(FM) have engaged in the following outreach activities during the period covered by this Report:

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
EEO	Staff Training	All staff are encouraged to enroll in workshops and training programs administered by the licensee Troy University. These workshops include diversity training and manager training. Workshops include online elements.
EEO	Mentoring	Operations Manager and Executive Producer Kyle Gassiott and Host/Digital Media Producer Joey Hudson are frequent guest speakers for journalism classes and seminars in the Hall School of Journalism at Troy University.
EEO	Mentoring/Interns	Operations Manager and Executive Producer Kyle Gassiott and Host and Host/Digital Media Producer Joey Hudson are responsible for the station’s Next Generation Producers (Internship) program in which they mentor students in: news gathering, audio production, marketing/development, professional decorum, and job application skills. In the period of time referenced by this report the team has worked with ten student producers. Graduates from the program have gone on to professional positions with NPR news, EW Scripps News Service, WLRH, PBS, KNPR, and Mississippi Public Broadcasting.

EEO	Outreach	Troy Public Radio maintains its radio reading service in conjunction with the Alabama Department of Rehabilitative Services. Every week approximately 15 volunteers read excerpts from the Montgomery Advertiser to visually impaired listeners who receive the broadcast on special receivers.
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