

**Equal Employment Opportunity Public File Report
Troy Public Radio – WTSU(FM), WRWA(FM), WTJB(FM)
December 1, 2019 – November 30, 2020.**

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 Full-Time Vacancies

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

Job Title	Location	Job Description
University Media Development Coordinator; Posted 8/11/20	Troy	The University Media Development Coordinator position is responsible for serving as the underwriting and ad sales representative for Troy University owned media; reporting to the TROY Public Radio operations manager and working closely with the University's director of marketing to generate funds to support the University's public radio station and institutional magazine; prospecting clients and donors; selling space and underwriting opportunities; stewarding client and donor relationships; writing radio spots that meet the unique needs of public radio; working with a team in the design of magazine ads; supporting on-air fund drives; supporting grant-writing and various fundraising efforts; promoting fundraising and programming through social media; and other duties as assigned.

2. Total Interviews for Full-Time Vacancies

Job Title	Location	Job Description
University Media Development Coordinator	Troy	2 phone interviews; 1 campus interview

3. Recruitment Sources

On August 11, 2020 the station posted the vacancy for the University Media Development Coordinator. Application review and interviews began in September 2020 and was concluded in later that month.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Recruitment Source/Type	Number of Referrals
Troy University Job Site	2

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	0
Public Radio Development Officers Association	0
Professional Radio/TV Engineer Association	0
Employee Referral	1
Indeed.com	2
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:

Activity Classification	Type of Activity	Brief Description
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.