

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

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.	Writer Producer	03/01/21	4	Indeed.com	1-23, 26-28, 31, 33, 34, 36, 38, 39, 44, 46-48
2.	Account Executive	05/17/21	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	6	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: 18  
 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 <sup>th</sup> Avenue, North Birmingham, AL 35234 205-326-6821 (Phone) Ext. #108 205-252-8458 (Fax) Attn: Mr. William Blackaby Email: <a href="mailto:info@gbm.org">info@gbm.org</a> Website: <a href="http://www.gbm.org">www.gbm.org</a>	0
2	Samford University 800 Lakeshore Drive Birmingham, AL 35209 205-726-2980 (Phone) 205-726-2842 (Fax) Attn: Ben Siple, Career Development Email: <a href="mailto:career@samford.edu">career@samford.edu</a> Website: <a href="http://www.hiresamford.com">www.hiresamford.com</a>	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 <b>UAB Career Center</b> Division of Student Affairs Email: <a href="mailto:careercenter@uab.edu">careercenter@uab.edu</a> ; <a href="mailto:dian@uab.edu">dian@uab.edu</a>	0
4	Miles College P.O. Box 39800 Birmingham, AL 35208 205-929-1440 Attn: Verlanda Tate, Career Services <a href="mailto:vtate@miles.edu">vtate@miles.edu</a>	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 <a href="mailto:allenkm@auburn.edu">allenkm@auburn.edu</a>	0
6	<b>Calvary Independent Baptist Church</b> Jackie Email: <a href="mailto:jackiesprayers@ymail.com">jackiesprayers@ymail.com</a>	0
7	<b>Alabama Department of Rehab Services Vocational Rehab Services/ABLE Network</b> 236 Goodwin Crest Drive Birmingham, AL 35209 Attn: Haley Cofer Phone: 205-290-4400 <a href="http://www.rehab.state.al.us">www.rehab.state.al.us</a> – Website <a href="http://www.alabamabl.org">www.alabamabl.org</a> – Job Posting Website <a href="mailto:hayley.cofer@rehab.alabama.gov">hayley.cofer@rehab.alabama.gov</a> – 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: <a href="mailto:administration@mtzionfg.org">administration@mtzionfg.org</a>	0
9	Lawson State Community College 1100 9 <sup>th</sup> Avenue, SW Bessemer, AL 35022 205-929-3514 Attn: Ms. Akilih M. Haley M.S.L. Career & College Transfer Services Coordinator <a href="http://www.lawsonstate.edu">www.lawsonstate.edu</a> Email: <a href="mailto:ahaley@lawsonstate.edu">ahaley@lawsonstate.edu</a> <b>Career Fair Date: :</b>	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: <a href="http://www.jeffersonstate.edu">www.jeffersonstate.edu</a> Email: <a href="mailto:tlpayne@jeffersonstate.edu">tlpayne@jeffersonstate.edu</a>	0
11	Wallace State Community College P.O. Box 2000 Hanceville, AL 35077 256-352-8133 Attn: Susan Peek Email: <a href="mailto:susan.peek@wallacestate.edu">susan.peek@wallacestate.edu</a> Web: <a href="http://www.wallacestate.edu">www.wallacestate.edu</a> Career Fair Date:	0
12	Mountain Top Community Church Contact: Autumn Bearden 205-776-8020 Email: <a href="mailto:Autumn.bearden@mountaintopchurch.com">Autumn.bearden@mountaintopchurch.com</a>	0
13	Riverchase United Methodist Contact: Cliff Fleming 205-987-4030 Email: <a href="mailto:ccfleming@earthlink.com">ccfleming@earthlink.com</a>	0
14	Valleydale Church Contact: Saint Green 205-991-5282 Email: <a href="mailto:sgreen@valleydale.org">sgreen@valleydale.org</a>	0
15	Riverchase Community Church Contact: 205-988-8515 Email: <a href="mailto:office@riverchase.cc">office@riverchase.cc</a>	0
16	Liberty Church of Birmingham Contact Jay Johnsey 205-988-5433 Email: <a href="mailto:Jjohnsey@libertychurch.cc">Jjohnsey@libertychurch.cc</a>	0
17	Inverness Vineyard Contact: J Downes 205-980-1690 Email: <a href="mailto:j@invernessvineyard.org">j@invernessvineyard.org</a>	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: <a href="mailto:lauren@mbcc.us">lauren@mbcc.us</a>	0
19	Liberty Park Baptist Church Contact: David Lucas 205-969-1236 Email: <a href="mailto:david.lucas@libertypark.org">david.lucas@libertypark.org</a>	0
20	The Lutheran Church of Vestavia Hills Contact: Sharon 205-823-1883 Email: <a href="mailto:church_administrator@vestavialutheran.org">church_administrator@vestavialutheran.org</a>	0
21	Mountain Chapel United Methodist Contact: Jill, Debbie or Greg 205-822-0020 Email: <a href="mailto:mtnchapelumc@bellsouth.net">mtnchapelumc@bellsouth.net</a>	0
22	Church of the Highlands Contact: Marcus 205-980-5577 Email: <a href="mailto:marcus@churchofthehighlands.com">marcus@churchofthehighlands.com</a>	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
23	<a href="http://www.wdjconline.com">www.wdjconline.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: <a href="mailto:jmyers@wdcxradio.com">jmyers@wdcxradio.com</a>	0
24	<a href="http://www.wxjcradio.com">www.wxjcradio.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: <a href="mailto:jmyers@wdcxradio.com">jmyers@wdcxradio.com</a>	0
25	<a href="http://www.wyderadio.com">www.wyderadio.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: <a href="mailto:jmyers@wdcxradio.com">jmyers@wdcxradio.com</a>	0
26	<a href="http://www.allaccess.com">www.allaccess.com</a> 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 <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a>	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	4
34	Career Fair <b>Location:</b> <b>Date:</b>	0
35	Facebook.com WXJC-The-Truth <a href="https://www.facebook.com/wxjcradio/">https://www.facebook.com/wxjcradio/</a>	0
36	Facebook.com WDJC-FM <a href="https://www.facebook.com/937WDJC/">https://www.facebook.com/937WDJC/</a>	0
37	Current Employee (Transfer Employee/Promotion)	1
38	Alabama Works – Formerly: State of Alabama Job Link 205-663-2542 <a href="https://alabamaworks.alabama.gov">https://alabamaworks.alabama.gov</a> Contact: Rene Nicklow – <b>Alabaster Career Center</b> 109 Plaza Cir, Alabaster, AL 35007 Email: <a href="mailto:Rene.Nicklow@alcc.alabama.gov">Rene.Nicklow@alcc.alabama.gov</a> <b>Career Fair:</b>	0
39	Alabama Works – Formerly: State of Alabama Job Link (205) 582-5220 <a href="https://alabamaworks.alabama.gov">https://alabamaworks.alabama.gov</a> Contact: Vincent Williams– <b>Birmingham Career Center</b> 3440 3rd Avenue South Birmingham, AL 35222 Email: <a href="mailto:Vincent.Williams@alcc.alabama.gov">Vincent.Williams@alcc.alabama.gov</a> <b>Career Fair:</b>	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 <a href="http://www.indeed.com">www.indeed.com</a>	8

	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 <a href="https://www.linkedin.com">https://www.linkedin.com</a> Customer service 650-687-3600	0
47	HisAir.net The Christian Radio Homepage Contact: Ted Kelly Email: <a href="mailto:ted@hisair.net">ted@hisair.net</a> Phone: 225-306-8383 Website: <a href="http://www.HisAir.Net">www.HisAir.Net</a>	0
48	The Alabama Baptist News 3310 Independence Drive, Birmingham, AL 35209 Contact: Email: <a href="mailto:support@thealabamabaptist.org">support@thealabamabaptist.org</a> Phone: 205-870-4720 Website: <a href="http://www.thealabamabaptist.org">www.thealabamabaptist.org</a>	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 – 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.
4. **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.
5. **Lawson State Community College Career, Health & Community Resource Fair**  
This weeklong virtual career fair was organized by academic majors each day. The EU accepted 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
6. **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.
7. **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 8<sup>th</sup> leading up to the date of Job Fair.