

2022 Annual EEO Public File Report

Tiger Communications, Inc.

Stations Covered:

WTGZ-FM, WQNR-FM, WQSI-FM, WAUD-AM

Reporting Period:

December 1, 2021- December 1, 2022

Number of Full Time Employees:

Less Than 10

During the Reporting Period, a no full-time positions were filled while 21 people were interviewed for potential openings. These numbers are both smaller in terms of hires, but larger in terms of applicants from last year, due to no company turnover but high job fair participation. The information required by the FCC is provided in the charts below.

Outreach Activities:

Established an Internship Program designed to mentor students who are interested in broadcast employment and assist these students in learning the skills needed to pursue a career in radio broadcast media.

In 2022, there was a total of 2 interns, C.J. Webster from Auburn University that received academic credit for his participation in our program, and Drew Behenna from Auburn University, who also received academic credit. We worked closely with C.J. and Drew, as well as with Auburn, to help develop an internship that would be immersive for the students, and help them gain knowledge and experience in the radio industry. Some past interns have become fulltime employees, such as Brooks Childress, and Jovan Cutler. All employees give credit to Tiger Communications' mentoring program for guiding them to careers in the broadcasting field.

Participated in ABA Virtual Job Fair

Tiger Communications participated in the Alabama Broadcaster's Association Virtual Job Fair from October 17th through 21st to provide information about the kinds of careers available in the profession of broadcasting, as well as announce any opportunities currently available within Tiger Communications.

Created a mentoring program for new station employees.

Tiger Communications has cross-trained employees in order to provide skills in multiple arenas of broadcasting. This benefits both the station by increasing employee flexibility, and the employee by providing a more diverse skill-set that should help in regards to their current position as well as any future broadcasting endeavors. Examples include board operation training for all programming employees, traffic coordination training for multiple production/on-air personalities, and account management training for multiple on-air personalities.

Positions Filled:

0 Hired For Full-Time Employment

Interviewee Referral Source Summary

21 Resumes Submitted

Recruitment Sources Used	Number of Referrals
ABA (Trade Publication)	2
NAB (Trade Publication)	0
RAB (Trade Publication)	0
All Access (Trade Publication)	0
www.TvandRadioJobs.com	0
www.AMFMjobs.com	0
Community Associations	0
Station Websites	4
Radio Commercials	0
Internship	0
Employee Referral	1
Job Recruitment Website (Indeed)	0
Social Media	1
TV Commercials	13