

2020 Annual EEO Public File Report

Tiger Communications, Inc.

Stations Covered:

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

Reporting Period:

December 1, 2019- December 1, 2020

Number of Full Time Employees:

More than 10

During the Reporting Period, a total of 2 full-time positions were filled and 17 people were interviewed for full-time openings. These numbers are lower to last year, due to very little employment turnover from the previous year. 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 2020, there was a total of 1 intern from Auburn University in Montgomery that received academic credit for their participation in our program. We worked closely with Kam Berry and AUM, to help develop an internship that would be immersive for the student, and help him gain knowledge and experience in the radio industry. Several past interns have become fulltime employees, such as Brooks Childress, Tyler Funderburk, and Jovan Cutler. All employees give credit to Tiger Communications' mentoring program for guiding them to careers in the broadcasting field.

Set up a comprehensive recruitment and outreach program designed to widely publish information regarding full time job opportunities for all the stations.

Tiger Communications aired a Public Notice Release as part of regularly scheduled “Help Wanted” radio commercial that invited local community groups to notify station management if they would like to be updated on full-time job openings. In addition, a press release containing the same information was sent to local newspapers in an effort to involve the local community in our recruitment efforts. To date, Tiger Communications notifies 3 local associations when full-time positions open—The Alabama State Employment Agency, State Employment Office in Opelika and The Tuskegee Chamber of Commerce.

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:

2 Hired

Date of Hire	Position	Recruitment Source
March 2020	Sales Associate	Job Recruitment Website
May 2020	Website Manager/Editor	Intern

Interviewee Referral Source Summary

17 Interviewed

Recruitment Sources Used	Number of Referrals
ABA (Trade Publication)	0
NAB (Trade Publication)	0
RAB (Trade Publication)	0
All Access (Trade Publication)	0
www.TvandRadioJobs.com	1
www.AMFMjobs.com	0
Community Associations	1
Station Websites	2
Radio Commercials	2
Internship	2
Employee Referral	3
Job Recruitment Website (Indeed)	6