

# 2021 Annual EEO Public File Report

Tiger Communications, Inc.

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## **Stations Covered:**

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

## **Reporting Period:**

December 1, 2020- December 1, 2021

## **Number of Full Time Employees:**

Less Than 10

During the Reporting Period, a total of 3 full-time positions were filled and 11 people were interviewed for full-time openings. These numbers are similar to last year, due to moderate employment compared to 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 2021, there was a total of 2 interns, Bill Wilson from Auburn University in Montgomery that received academic credit for his participation in our program, and Sheldon Holmes from Auburn University, who also received academic credit. We worked closely with Bill and AUM, and Sheldon and 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*

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Tiger Communications participated in the Alabama Broadcaster's Association Virtual Job Fair from April 5<sup>th</sup> through 9<sup>th</sup> 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:**

### **3 Hired**

Date of Hire	Position	Recruitment Source
February 2021	Sales Manager	Job Recruitment Website
April 2021	Traffic/Show DJ	Employee Referral
August 2021	Website Editor/Broadcaster	Station Website

## **Interviewee Referral Source Summary**

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**11 Interviewed**

<b>Recruitment Sources Used</b>	<b>Number of Referrals</b>
ABA (Trade Publication)	1
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	3
Radio Commercials	2
Internship	2
Employee Referral	3
Job Recruitment Website (Indeed)	0