

2023 Annual EEO Public File Report

Tiger Communications, Inc.

Stations Covered:

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

Reporting Period:

December 1, 2022- December 1, 2023

Number of Full Time Employees:

Less Than 10

During the Reporting Period, no full time positions were filled while 4 people were interviewed for potential openings. These numbers are about average for the size of our company in terms of hiring, but smaller in terms of applicants from last year, due to little company turnover and good work done by part time employees looking to advance. 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 2023, there was a total of 2 interns, Andrew Martin from Auburn University that received academic credit for his participation in our program, and TP Hammock, also from Auburn University, who also received academic credit. We worked closely with Andrew and TP, 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. After his internship, TP Hammock joined the company as a part-time employee. Some past interns have become full-time 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 Board Retreat Strategic Planning Session with Colleges and Universities

In April of 2023, Tiger Communications attended a strategic planning retreat with representatives from the University of Alabama, Alabama State University, Troy University, and the University of North Alabama. This revolved around the development of students as they look to develop their skills for a career in broadcasting. A memorandum will be included as proof of participation.

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

Interviews Conducted: 4

These interviews were conducted with current part-time members who had been with the company on a limited basis, as well as a former intern seeking employment.

Interviewee Referral Source Summary

4 Interviews Conducted

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	0
www.AMFMjobs.com	0
Community Associations	0
Station Websites	0
Radio Commercials	0
Internship	1
Employee Referral	3
Job Recruitment Website (Indeed)	0
Social Media	0
TV Commercials	0