

EEO PUBLIC FILE REPORT

For the period from April 1, 2023, to March 31, 2024

Prepared by: Bott Broadcasting Co./TN

(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WCRV	6486	AM	MEMPHIS, TN	NO

A. The following is a list of all vacancies for full-time positions during the reporting period:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
Account Executive	4/1/23	not filled yet
Production Assistant	10/6/23	not filled yet

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time positions opened:

<u>Recruitment Source & Address:</u>	<u>Contact Person & Email:</u>	<u>Telephone:</u>
1. Bellevue Baptist Church P.O. Box 1210 Cordova, TN 38088	Paul Van der Merwe pvandermerwe@bellevue.org	(901) 347-5287
2. Bott Radio Network website	Bekah Eisman/Human Resources Mgr. beisman@bottradionet.com	(913) 693-5709
3. Bott Radio Network 6401 Poplar Avenue, Suite 640 Memphis, TN 38119	Todd Payne Internal Posting-Breakroom	(901) 763-4640
4. Staff Referral - Bott Radio Network 6401 Poplar Avenue, Suite 640 Memphis, TN 38119	Todd Payne	(901) 763-4640
5. Brown Missionary Baptist Church 980 Stateline Road E. Southaven, MS 38671	Pennie Nelson pnelson@brownbaptist.org	(662) 342-6407
6. Central Church 2005 E. Winchester Blvd. Collierville, TN 38017	Sean Stark/Communications Director ssark@centralchurch.org	(901) 888-4673
7. Christ Church Memphis 4488 Poplar Avenue Memphis, TN 38117	Miles Stevens miless@christchurchmemphis.org	(865) 309-1002 (901) 683-3521
8. Christian Brothers University 650 E. Parkway South Memphis, TN 38104	Curt Rogers crogers@cbu.edu joinhandshake.com	(901) 321-3334
9. Collierville First Baptist Church 830 New Byhalia Road Collierville, TN 38017	Ernestine Glover eglover@cfbcfamily.org	(901) 853-2668

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| 10. Colonial Hills Baptist Church
1225 Monteith Avenue
Hernando, MS 38632 | Joe Kelley, Executive Pastor
joe.kelley@colonialhills.church | (662) 393-2445 |
| 11. Downline Ministries
6027 Walnut Grove Road
Memphis, TN 38120 | Becca Frasier, Dir. of Programming & Ops.
becca@downlineministries.com | (901) 683-5377 |
| 12. Faith Baptist Church
3755 N. Germantown Parkway
Bartlett, TN 38133 | Ronda Inman
rondai@myfaithbaptist.org | (901) 386-4785 |
| 13. First Assembly Memphis
8650 Walnut Grove Road
Cordova, TN 38018 | Dianne Geabhart
dianneg@famemphis.net | (901) 843-8600 |
| 14. First Evangelical Church
735 Ridge Lake Blvd.
Memphis, TN 38120 | Debbie Park
office@firstevan.org | (901) 682-8452 |
| 15. Getwell Church
7875 Getwell Road
Southaven, MS 38672 | Jessi Wallace, Communications Director
jessi.wallace@getwellchurch.org | (662) 349-3680 |
| 16. Golden Gate Cathedral
3240 James Road
Memphis, TN 38128 | Donna Thurmond
donna@goldengatecathedral.org | (901) 372-7222 |
| 17. Grace Evangelical Church
9750 Wolf River Blvd.
Germantown, TN 38139 | Jean Elliott
jean@graceevan.org | (901) 756-7444 |
| 18. Graceview Church Southaven
7660 Swinnea Road
Southaven, MS 38671 | Christopher Neiswonger
graceviewpres@gmail.com | (662) 349-0133 |
| 19. Great Commission Church
7070 Reliance Lane
Olive Branch, MS 38654 | Theresa Rucker | (662) 420-7882 |
| 20. Harvest Church Memphis
3645 Forest Hill Irene Road
Germantown, TN 38138 | Matt Mitchell
matt@harvestmemphis.org
Kerry Shepard
kerry@harvestmemphis.org | (901) 737-6161 |
| 21. Hope Church
8500 Walnut Grove Road
Cordova, TN 38018 | Dixie Evans
dixie.evans@hopechurchmemphis.com | (901) 755-7721 |
| 22. Hope Community Church
PO Box 888
Olive Branch, MS 38654 | Richard Hall | (662) 890-8881 |
| 23. Iglesia Nueva Vida
4945 Winchester Road
Memphis, TN 38118 | Rolando Rostro
nuevavidamemphis@gmail.com | (901) 604-3649 |
| 24. LaBelle Haven Baptist Church
4800 Highway 305 N.
Olive Branch, MS 38654 | Tracy Bateman
tbateman@labellehaven.org | (662) 893-2273 |

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| 25. LeMoyné-Owen College
807 Walker Avenue
Memphis, TN 38126 | Robert Williams
robert_williams@loc.edu
joinhandshake.com | (901) 435-1728 |
| 26. Life Church
650 Houston Hill Road
Eads, TN 38028 | Kayela Yawn
info@thelifechurch.com | (901) 751-0095 |
| 27. Longview Heights Baptist Church
4501 Goodman Road
Olive Branch, MS 38654 | Hannah Burgess
hannah@lhbc.me
Courtney Fabrizious
courtney@lhbc.me | (662) 895-1900 |
| 28. Longview Point Baptist Church (The Point)
1100 McIngvale Road
Hernando, MS 38632 | Rhonda Brooks
rhonda@longviewpoint.org | (662) 449-1044 |
| 29. Maples Memorial United Methodist Church
8745 Goodman Road
Olive Branch, MS 38654 | Gail Ross
gail@mapleschurch.org | (662) 895-2279 |
| 30. Mid-America Baptist Theological Seminary
2095 Appling Road
Cordova, TN 38016 | Mary Hannah Mark
studentlife@mabts.edu
online | (901) 751-3079 |
| 31. Mid-South Christian College
P.O. Box 181056
Memphis, TN 38181 | Jane Gibson
janegibson@midsouthchristian.edu | (901) 375-4400 |
| 32. Mission Church
6000 Briarcrest
Memphis, TN 38120 | Renee Armstrong
renee@missionchurchmemphis.com | (901) 207-1222 |
| 33. National Religious Broadcasters website
nrb.com job board | Mary Montemayor | (202) 849-8451 |
| 34. Northwest MS Community College
5297 W.E. Ross Parkway W.
Southaven, MS 38671 | Harvey Hill
whill@northwestms.edu | (662) 342-1570 |
| 35. Oak Grove Baptist Church
183 Joubert Avenue
Memphis, TN 38109 | Pat Taliaferro
thegrove183@yahoo.com | (901) 942-4861 |
| 36. Olive Branch Chamber of Commerce
9123 Pigeon Roost Road
Olive Branch, MS 38654 | Alicia Leech
alicia.leech@olivebranchms.com | (662) 895-2600 |
| 37. Ridgeway Baptist Church
2500 Ridgeway Road
Memphis, TN 38119 | Sheila Bruno
sheila@ridgewaybaptist.org | (901) 761-1110 |
| 38. Second Presbyterian Church
4055 Poplar Avenue
Memphis, TN 38111 | Donna Sanders
donna.sanders@2pc.org | (901) 454-0034 |
| 39. Southwest TN Community College
5983 Macon Road
Memphis, TN 38134 | Brenda Williams/Angela Banks
bwilliams@southwest.tn.edu
abanks@southwest.tn.edu
joinhandshake.com | (901) 333-4180 |

40. TN Association of Broadcasters website
tabtn.org/careers

41. Trinity Baptist Church
2101 Colonial Hills Drive
Southaven, MS 38671
Debbie Mitchell
debbie@trinitysouthaven.org
(662) 349-3333

42. University of Memphis
400 Wilder Tower
Memphis, TN 38152
careerservices@memphis.edu
arose3@memphis.edu
joinhandshake.com
(901) 678-2230

43. Visible Music College
200 Madison Avenue
Memphis, TN 38103
Megan Spohn
megan@visible.edu
(901) 381-3939

44. WCRV Radio Announcements
Bott Radio Network
6401 Poplar Avenue, Suite 640
Memphis, TN 38119
Todd Payne
tpayne@bottradiationetwork.com
(901) 763-4640

45. World Overcomers Outreach
6655 Winchester Road
Memphis, TN 38115
Tammy Trotter
ttrotter@woomc.org
(901) 844-3000

C. The following is a list of the sources for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

Positions Not Filled Yet

D. During the previous 12 months, there were 4 applicants interviewed for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above and below:

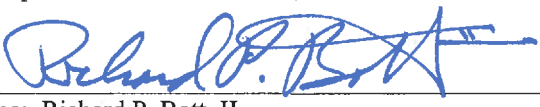
MDES/Mid-South Area Job Fair-1	Graceview Church Southaven-1
Staff Referral-1	University of Memphis (Handshake)-1

During the last 12 months, the employment unit engaged in the following initiatives:

<u>Date</u>	<u>Type</u>	<u>Description</u>	<u>Participants</u>	<u>Title</u>
7/12/23	Participant	2023 MDES/Mid-South Area Job Fair	Diana Abbott	Office Administrator
9/7/23	Training	EEO Training: “Prongs: Point System and Pacing”, “How to Broadly Disseminate Openings”, “Internship Program”, “Discrimination”, “Interview Do’s and Don’ts”, “D, E & I”	Todd Payne Diana Abbott Maria Penna	General Manager Office Administrator Production Assistant
9/13/23	Training	EEO Training: “10 Classic Interview Questions and the Answers You Hope to Hear”, “What Managers Need to Know About FMLA”	Todd Payne Byron Tyler Diana Abbott	General Manager Regional Creative Production Director Office Administrator
10/2/23- 10/6/23	Participant	Fall 2023 Virtual Job Fair	Diana Abbott	Office Administrator
10/11/23	Participant	2023 Business Expo and Job Recruitment Event	Diana Abbott	Office Administrator
2/28/24	Participant	The Art of Networking: A Career Event	Diana Abbott	Office Administrator

<u>Date</u>	<u>Type</u>	<u>Description</u>	<u>Participants</u>	<u>Title</u>
3/14/24	Station Tour	Tour of Radio Station with Melrose High School Students/ REAPP International	Byron Tyler Diana Abbott Maria Penna Todd Payne	Regional Creative Production Director Office Administrator Production Assistant Regional Manager

Name of Respondent: Richard P. Bott, II

Signature: 
Typed Name: Richard P. Bott, II
Title: Vice President

Date: 3/27/24

Telephone Number: (913) 642-7770