

EEO Report Narrative Statement

JW Broadcasting, which consists of the AM radio stations WMLB-1690 and WCFO-1160, is dedicated to embracing diversity, outfitting our interns and employees with the training and resources needed to find success and a sense of belonging in the radio broadcast industry, and making a positive impact on and lasting connections with the community that we call home.

Over the years, we have established a successful internship program, welcoming a diverse and talented group of students from local institutions Agnes Scott College, Emory University, Georgia State University, and Kennesaw State University. Our interns get a look into all sides of radio broadcasting, from helping to produce and edit music shows alongside WMLB producers, to shadowing marketing personnel and learning what goes into organizing an interview for WCFO, to learning how to program Public Service Announcements and write effective press releases for both stations. As a small company housing two radio stations, we feel that allowing our interns to take part in a bit of everything on the job gives them a realistic idea of the diversity of tasks required of every employee of a small radio station, and the interns enjoy the wide variety of jobs that they get to learn more about. Additionally, several of these college interns have gone on to be regular employees of JW Broadcasting, and therefore we regard our internship program as training ground for the next generation of radio broadcast workers.

We are a locally-minded business, showing loyalty to our Atlanta community whenever possible. As a result, we sponsor as many community events as we can, such as the Atlanta Arts Festival, the Dogwood Festival, East Atlanta Strut, the Little Five Fest, and Sunday in the Park, among many, many more. We staff such events with radio station personnel who are ready and willing to talk to interested community members about our stations, including information regarding how employees got started in the radio business and how one can begin their own radio broadcast career. In addition to providing information about our stations to the public, we use our presence at events to learn from listeners and members of the community how our stations can better serve them. These events are a fun way for JW Broadcasting employees to share a little about working in the radio world and to learn how our stations can contribute more to our community. We always look forward to getting calls and emails from the folks we meet at such events.

In addition to going out into the community, JW Broadcasting welcomes local people and organizations to come visit us and see how radio works firsthand. For example, we recently hosted a Cub Scout Troop from the Morningside neighborhood of Atlanta. The scouts got a tour of the office, and spent the afternoon recording and producing in one of our studios. They loved hearing the various edits and effects possible in interviews with their fellow scouts, and we received excited letters from them when they later heard the final mixdown of their "Pledge of Allegiance" recording on the air. We have embraced visits from other scouting groups, college classes, and people simply interested in radio in our studios as well.

In ongoing efforts to promote diversity and equality in our workplace, we have designated Catherine Williams (a former college intern) in charge of regulating and enforcing all Equal Employment Opportunity matters. In addition to maintaining our EEO public file and internal file, Ms. Williams regularly discusses ways in which to improve our EEO practices with the station's General Manager, Jeff Davis, the main hirer at JW Broadcasting.

Though we do not frequently have job vacancies due to the size of our company, we always post vacancies on both stations' websites. Additionally, we send vacancy information to Linda Schneider at Jewish Family and Career Services, an organization that assists people of all backgrounds, races, ethnicities, and religious affiliations in finding jobs. We have established relationships with the career planning personnel and local colleges and universities, and also contact them whenever a job becomes open at JW Broadcasting. We also contact Atlanta Broadcast Institute with information about any job vacancies as well as posting on online classifieds websites.