



EEO PUBLIC FILE REPORT

for

WDEF FM, WUUQ FM
WDOD FM & WXCT Radio
Chattanooga, TN

This EEO Public File Report
Covers the Period of
April 1, 2019 to March 31, 2020

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Stations WDEF, WUUQ, WDOD and WXCT's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2020, the station filled the following full-time vacancies:

ACCOUNT EXECUTIVE*
VACANCY FILLED-7/08/19

ACCOUNT EXECUTIVE**
VACANCY FILLED-7/09/19

ACCOUNT EXECUTIVE**
VACANCY FILLED-9/09/19

AFTERNOON ANNOUNCER
VACANCY FILLED-1/27/20

ACCOUNT EXECUTIVE
VACANCY FILLED-2/05/20

GENERAL SALES MANAGER
VACANCY FILLED-3/19/20

A total of 31 people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2019 to 3/31/2020.

*Same pool of candidates used for both vacancies (counted only once in the overall interview total)

**Same pool of candidates used for both vacancies (counted only once in the overall interview total)

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Employee Referral	6
Chattanooga Times Free Press(classifieds)	2
All Access	4
Indeed	6
Linkdin	8
On-Air Announcements	2
RAB	2
Intra-Office	1

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree: Chatt Times FP

Date Vacancy Opened: 01/02/19

Total Number of Persons Interviewed for the Job Vacancy: 7

Date Vacancy Filled: 07/08/2019

Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	Notific
Intra-Office Job Posting	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408				NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	ABall@timesfreepress.com	423-757-6200	1	NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
NASBA Career Page	www.careerpage.org						NO
Indeed.com	Employer.indeed.com					4	NO
All Access	www.allaccess.com						NO
Radio Online	www.radio-online.com						NO
Linkdin	Linkdin.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		NO
Cleveland State University	P.O. Box 3570	Cleveland, Tn	37320	Mary Calfee	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		NO
GA Dept of Labor	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320	Golden Madume	423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	2	NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		NO
UTC -Communications	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423/425-5278		NO
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO

FULL-TIME VACANCY EEO INFORMATION

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Job Title of Vacancy: Account Executive **Recruitment Source That Referred the Hire:** Employee Referral

Date Vacancy Opened: 5/31/19

Total Number of Persons Interviewed for the Job Vacancy: 7

Date Vacancy Filled: 7/9/19

Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	Notification
Intra-Office Job Posting	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408			1	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	ABall@timesfreepress.com	423-757-6200		NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
NASBA Career Page	www.careerpage.org						NO
Indeed.com	Employer.indeed.com					4	NO
All Access	www.allaccess.com						NO
Radio Online	www.radio-online.com						NO
Linkdin	Linkdin.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		NO
Cleveland State University	P.O. Box 3570	Cleveland, Tn	37320	Mary Calfee	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		NO
GA Dept of Labor	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320	Golden Madume	423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	2	NO
Society of Professional journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		NO
UTC -Communications	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423/425-5278		NO
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Account Executive

Recruitment Source That

Referred the Hiree: Chatt Times FP

Date Vacancy Opened: 08/12/19

Total Number of Persons Interviewed for the Job

Vacancy: 6

Date Vacancy Filled: 9/09/19

Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	Notification req
Intra-Office Job Posting	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408				NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	ABall@timesfreepress.com	423-757-6200	1	NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
NASBA Career Page	www.careerpage.org						NO
Indeed.com	Employer.indeed.com					4	NO
All Access	www.allaccess.com						NO
Radio Online	www.radio-online.com						NO
Linkdin	Linkdin.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		NO
Cleveland State University	P.O. Box 3570	Cleveland, Tn	37320	Mary Calfee	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		NO
GA Dept of Labor	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320	Golden Madume	423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	1	NO
Society of Professional journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		NO
UTC -Communications	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423/425-5278		NO
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO

FULL-TIME VACANCY EEO INFORMATION
Attachment A

Job Title of Vacancy: Afternoon Personality

Recruitment Source That Referred the Hiree: ALL ACCESS

Date Vacancy Opened: 12/13/19

Total Number of Persons Interviewed for the Job Vacancy: 4

Date Vacancy Filled: 01/27/20

Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	Notification Requested
Intra-Office Job Posting	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408				NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	ABall@timesfreepress.com	423-757-6200		NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
NASBA Career Page	www.careerpage.org						NO
Indeed.com	Employer.indeed.com						NO
All Access	www.allaccess.com					4	NO
Radio Online	www.radio-online.com						NO
Linkdin	Linkdin.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		NO
Cleveland State University	P.O. Box 3570	Cleveland, Tn	37320	Mary Calfee	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		NO
GA Dept of Labor	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320	Golden Madume	423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Society of Professional journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		NO

FULL-TIME VACANCY EEO INFORMATION
Attachment A

Job Title of Vacancy: Account Executive **Recruitment Source That Referred the Hiree:** Linkdin

Date Vacancy Opened: 11/22/19

Total Number of Persons Interviewed for the Job Vacancy:

7

Date Vacancy Filled: 02/05/20

Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	No
Intra-Office Job Posting	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408				NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	ABall@timesfreepress.com	423-757-6200	1	NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
NASBA Career Page	www.careerpage.org						NO
Indeed.com	Employer.indeed.com					2	NO
All Access	www.allaccess.com						NO
Radio Online	www.radio-online.com						NO
Linkdin	Linkdin.com					4	NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		NO
Cleveland State University	P.O. Box 3570	Cleveland, Tn	37320	Mary Calfee	423-478-6221		NO
Covenant College	14049 Scenic Highway	Lookout Mtn, GA	30750	Covenant.edu	706-820-1560		NO
GA Dept of Labor	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320	Golden Madume	423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Tennessee Tech	P.O. Box 5021	Cookeville, TN	38505	Lynn Haley	931-372-3232		NO
Tennessee Wesleyan	P.O. Box 40	Athens, TN	37370	Lynette Smith	423/746-5224		NO

**FULL-TIME VACANCY EEO INFORMATION
Attachment A**

Job Title of Vacancy: General Sales Mgr Recruitment Source That Referred the Hiree: Linkdin

Date Vacancy Opened: 2/6/20

Total Number of Persons Interviewed for the Job Vacancy: 12

Date Vacancy Filled: 3/19/20

Recruitment Sources Used to Fill the Vacancy:

Recruitment Source	Address	City/State	Zip	Contact	Telephone	No of Interview Referred	Notification requested
Intra-Office Job Posting	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	1	NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408			5	NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
RAB	Rab.com/job postings			Jean Hetherington		2	NO
NASBA Career Page	www.careerpage.org						NO
Indeed.com	Employer.indeed.com						NO
All Access	www.allaccess.com						NO
Linkdin	Linkdin.com					4	NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
GA Dept of Labor	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
On-Air Announcement WDEF-WDOD-WUQQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247		NO
Society of Professional journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO

MENU OPTION ACTIVITIES

Stations WDEF, WUUQ, WDOD and WXCT Radio have engaged in the following outreach activities during the period of April 1, 2019 to March 31, 2020 covered by this report:

<i>Type of Activity</i>	<i>Brief Description</i>
Job bank/internet/ general outreach	Tennessee Association of Broadcasters, National Alliance of State Broadcasters Job Banks - All full-time openings at WDEF/WDOD/WUUQ/WXCT are posted on the TAB, and NASBA websites. In addition to publicizing specific job opening. These trade organizations/websites promote the broadcast industry in general and seek to educate and inform the public about opportunities in broadcasting by providing descriptions of jobs in both radio and television and by offering information about entry into the field.
Upper level	WDEF/WDOD/WUUQ/WXCT posts all upper level job openings through National Association of Hispanic Journalists, South Region Chapter N.A.H.J., Native American Journalists Association, Native American Telecommunications, Scenic City Women's Network and Chattanooga Area Urban League. Each of these organizations has substantial participation by women and minorities and offers a job bank, newsletter or other means of publishing information about job openings in the broadcast industry.
Educational Institute Programs	Job Shadow Program, UTC ▪ 12/18/19 ▪ A student shadowed All Departments , as a requirement for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow also explored the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT.
Educational Institute Programs	Job Shadow Program, UTC ▪ 1/24/20 ▪ A student shadowed All Departments , as a requirement for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow also explored the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT.
Educational Institute Programs	Job Shadow Program, East Hamilton High School ▪ 11/19/19 ▪ A student shadowed All Departments , as a requirement for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow also explored the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT.

Educational Institute Programs	Job Shadow Program, Chickamauga Elementary School ▪ 1/11/20 ▪ A student shadowed All Departments , as a requirement for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow also explored the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT.
Community Educational Events	Rose Glen Literary Festival, Sevierville Convention Center ▪ 2/22/20▪ WDEF/WDOD/WUUQ/WXCT represented by James Howard, Morning Show host was a guest speaker. An overview of Radio Broadcasting and the career possibilities were also discussed.
Community Educational Events	University Of Chattanooga (UTC) Career Fair ▪ 2/06/20▪ WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Station Manager, Danny Howard attended and collected resumes from students.
Educational Institute Programs	Read Across America, Apison Elementary School ▪ 3/06/20 ▪ James Howard, WDEF Morning Show Hosts promoted the event by reading to the students. An overview of Radio Broadcasting and the career possibilities were also discussed.
Educational Institute Programs	Read Across America, Cherokee Ridge Elementary School ▪ 3/06/20 ▪ Kim Beckom, WDEF Morning Show Hosts promoted the event by reading to the students. An overview of Radio Broadcasting and the career possibilities were also discussed.