



EEO PUBLIC FILE REPORT

for

WDEF AM/FM

&

WDOD AM/FM

Chattanooga, TN

This EEO Public File Report
Covers The Period of
April 1, 2009 to March 31, 2010

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Stations WDEF AM/FM & WDOD AM/FM'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, 2010, the station filled the following full-time vacancies:

AM SPORTS COORDINATOR*- WDEF AM

VACANCY FILLED- 11/9/09

A total of 1 person was interviewed for all full-time vacancies during the period covered in this report, 4/1/2009 to 3/31/2010.

Attached are the recruitment sources notified during this period. Below are the cumulative number of interviewees referred by each: N/A

** **Widespread recruitment was not conducted due to exigent circumstances.***

MENU OPTION ACTIVITIES

Stations WDEF AM/FM and WDOD AM/FM have engaged in the following outreach activities during the period of April 1, 2009 to March 31, 2010 covered by this report:

<i>Classification</i>	<i>Type of Activity</i>	<i>Brief Description</i>
1	Job Fair	Northwest Georgia Business Expo. May 21, 2009 at The Colonnade in Ringgold, GA. Breakout sessions included topics such as “human resources for the small business.” Staffed by Danny Howard, Joe Cook and Leonard Trammel.
5	Internship Program	WDEF/WDOD has established an on-going Internship program providing training and “real world” experience to area college students from UTC, Chattanooga State, Southern Adventist University and other interested colleges or universities. Interns must receive school credit for participating in this program and must be pursuing a degree in broadcasting, journalism or communication. All internships are unpaid and the number of work hours required varies by educational institution. The goal of the internship program is to assist students in acquiring important skills needed for employment in radio broadcasting. Therefore interns are actively involved in day-to-day operations and receive in-depth exposure to commercial radio procedures. WDEF/WDOD had one Summer 2009 Intern, from UTC who completed a 12 week Communications Practicum. WDEF/WDOD had one Winter 2009/2010 Intern, from Chattanooga State who completed a Communications Practicum
10	Educational Institute Programs	East Brainerd Elementary School. April 2, 2009. James Howard, WDEF News Director gave an overview of radio as a career to the 3 rd grade class.
10	Educational Institute Programs	Connect the Dots Conference. May 21, 2009. Sponsored by the City of Chattanooga Arts, Education and Culture Department, Allied Arts and the United Way of Greater Chattanooga. Program used to unite people and the resources in building a stronger and healthier community. James Howard, WDEF News Director gave an overview of radio and news.
1	Job Fair	UTC Career Day. February 10, 2010 at University of Tennessee at Chattanooga Campus. Staffed by Danny Howard, Station/Operations Manager.

<i>Classification</i>	<i>Type of Activity</i>	<i>Brief Description</i>
10	Educational Institute Programs	Job Shadow Program, UTC. November 12, 2009. Amanda Reno; Student shadowed Jason Walker, (Announcer) as a requirement for her Communications Major. Student observed the operations of the Radio Programming Studio and received an overview of the radio broadcasting industry, within the broadcast facility of WDEF/WDOD.
10	Educational Institute Programs	Hixson Elementary School. April 1, 2009. James Howard, WDEF News Director read to the 5 th grade class recognizing read across America and gave an overview of radio as a career.
10	Educational Institute Programs	Woodstation Elementary School, Catoosa County, GA. April 2, 2009. James Howard, WDEF News Director read to all 3 rd and 4 th grade classes and gave an overview of radio operations and jobs as well as the importance of community involvement.
1	Job Fair	Chattanooga Chamber Business Expo, February 17, 2010 Held at the Chattanooga Trade and Convention Center. Staffed by Danny Howard, Station/Operations Manager and Jeff Fontana, General Sales Manager.
1	Job Fair	Southern Adventist University; Meet the Firms Fair, February 18, 2010. Opportunity for students at the University, as well as local businesses, to begin the networking process. Also, provides students the opportunity for job placement and learning about the broadcasting industry. Staffed by Danny Howard, Station/Operations Manager.
1	Job Fair	Lee University; March 4, 2010. Communications Career Fair. Hosted by The Center for Calling & Career and the Department of Communications. Provides students the opportunity to begin the networking process as well as job placement/Internships. Staffed by Danny Howard, Station/Operations Manager.
1	Job Fair	Chattanooga State Technical College ; March 17, 2010 Career Fair; Held at Chattanooga State Technical College Campus. Staffed by Danny Howard, Station/Operations Manager.

For “Activity Classification” use numbers “1” through “16” in accordance with the following. Must complete 4 initiatives in totality in a 2 year period which starts April 1, 2009 and ends March 31, 2010. Initiatives selected by Broadcast Unit WDEF/WDOD are highlighted below:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;

2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;

5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;

10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting

11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.