



# 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, 2021 to March 31, 2022

## 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, 2022, the station filled the following full-time vacancies:*

**AFTERNOON ANNOUNCER/MUSIC DIR  
VACANCY FILLED-06/07/21**

**OPERATIONS MANAGER  
VACANCY FILLED-8/16/21**

*A total of 15 people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2021 to 3/31/2022.*

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>
Intra-Office Job Posting	2
WDOD Website	1
All Access	12

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

# FULL-TIME VACANCY EEO INFORMATION

## Attachment A

**Job Title of Vacancy: Afternoon  
Announcer/Music Director**

**Recruitment Source That  
Referred the Hiree: All Access**

**Date Vacancy Opened: 03/16/21**

**Total Number of Persons Interviewed for the Job  
Vacancy: 10**

**Date Vacancy Filled: 06/07/21**

**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 <sup>th</sup> St Ste 301	Chattanooga, TN	37402	ABall@timesfreepress.com	423-757-6200		NO
TAB Job Bank	tabtn.org			Brenda	<b>615/365-1840</b>		NO
TV and Radio Jobs.com	<a href="http://Tvandradijobs.com">Tvandradijobs.com</a>						NO
Indeed.com	<a href="http://Employer.indeed.com">Employer.indeed.com</a>						NO
All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>					<b>10</b>	NO
Career Page-through TAB	<a href="http://Careerpage.orp">Careerpage.orp</a>						NO
Linkedin	Linkdin.com						NO
Zip Recruiter	<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>						NO
TN Dept of Labor	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>						NO
WDEF website	<a href="http://www.sunny923.com">www.sunny923.com</a>						NO
WDOD website	<a href="http://www.hits96.com">www.hits96.com</a>						NO
WUUQ Website	Wuuqradio.com						NO
WXCT/ALT 98 website	Www.alt98.com						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	EmployGeorgia.com				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
UTC -Communications	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423/425-5278		NO

## FULL-TIME VACANCY EEO INFORMATION

### Attachment A

**Job Title of Vacancy:** Operations Manager      **Recruitment Source That Referred the Hire:** WDOD Website

**Date Vacancy Opened:** 07/01/21

**Total Number of Persons Interviewed for the Job Vacancy:** 5

**Date Vacancy Filled:** 08/16/21

**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	Danny Howard	423-321-6247	2	NO
Employee Referral	2615 Broad St	Chattanooga, TN	37408				NO
Chattanooga Times Free Press (classifieds)	400 E. 11 <sup>th</sup> St Ste 301	Chattanooga, TN	37402	ABall@timesfreepress.com	423-757-6200		NO
TAB Job Bank	tabtn.org			Brenda	615/365-1840		NO
TV and Radio Jobs.com	<a href="http://Tvandradijobs.com">Tvandradijobs.com</a>						NO
Indeed.com	<a href="http://Employer.indeed.com">Employer.indeed.com</a>						NO
All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>					2	NO
Career Page-through TAB	<a href="http://Careerpage.orp">Careerpage.orp</a>						NO
Linkedin	Linkdin.com						NO
Zip Recruiter	<a href="http://Www.ziprecruiter.com">Www.ziprecruiter.com</a>						NO
TN Dept of Labor	<a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>						NO
WDEF website	<a href="http://www.sunny923.com">www.sunny923.com</a>						NO
WDOD website	<a href="http://www.hits96.com">www.hits96.com</a>					1	NO
WUUQ Website	Wuuqradio.com						NO
WXCT/ALT 98 website	Www.alt98.com						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
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UTC -Communications	615 McCallie Ave	Chattanooga, TN	37403	Betsy Aldersman	423/425-5278		NO

## MENU OPTION ACTIVITIES

Stations WDEF, WUUQ, WDOD and WXCT Radio have engaged in the following outreach activities during the period of April 1, 2021 to March 31, 2022 covered by this report:

<i>Type of Activity</i>	<i>Brief Description</i>
Job bank/internet/ general outreach	<b>Tennessee Association of Broadcasters, Job Bank</b> ▪ All full-time openings at WDEF/WDOD/WUUQ/WXCT are posted on the TAB website. In addition to publicizing specific job opening. This trade organization/website 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.
<i>Type of Activity</i>	<i>Brief Description</i>
Job Training Program	<b>Digital Training Course</b> ▪6/7/21 LSM Demarland Dean attended the How to Make Money with Promotions training program. This training enables participants to acquire skills that could qualify them for higher level positions.
<i>Type of Activity</i>	<i>Brief Description</i>
Job Training Program	<b>Digital Training Course</b> ▪6/16/21 LSM Demarland Dean and Station Account Executives attended the Sellers Workshop: How to Pitch & Overcome Objections training program. This training enables participants to acquire skills that could qualify them for higher level positions.
<i>Type of Activity</i>	<i>Brief Description</i>
Job Training Program	<b>Digital Training Course</b> ▪6/17/21 LSM Demarland Dean and Station Account Executives attended the Sellers Workshop: How to Close the Sale training program. This training enables participants to acquire skills that could qualify them for higher level positions.
<i>Type of Activity</i>	<i>Brief Description</i>
Educational Institute Program	<b>Red Bank Middle School</b> ▪1/2022 James Howard, WDEF Morning Show Host spoke to students and faculty highlighting the career opportunities in broadcasting and radio.