



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, 2023 to March 31, 2024

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, 2024, the station filled the following full-time vacancies:

ACCOUNT EXECUTIVE VACANCY FILLED-9/25/23

A total of 3 people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2023 to 3/31/2024.

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	1
WDEF-WebSite	2

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree:
Employee Referral

Date Vacancy Opened: 7/20/23

Total Number of Persons Interviewed for the Job Vacancy: 3

Date Vacancy Filled: 9/25/23

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	423-321-6215		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
TV and Radio Jobs.com	Tvandradijobs.com						NO
Indeed.com	Employer.indeed.com						NO
All Access	www.allaccess.com						NO
Career Page-through TAB	Careerpage.org						NO
Careerpage-NASBA	wordpress@careerpage.org						NO
Linkedin	Linkdin.com						NO
Zip Recruiter	www.ziprecruiter.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com					2	NO
WDOD website	www.hits96.com						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	Danny Howard	423-321-6247		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

MENU OPTION ACTIVITIES

Stations WDEF, WUUQ, WDOD and WXCT Radio have engaged in the following outreach activities during the period of April 1, 2023 to March 31, 2024 covered by this report:

<i>Type of Activity</i>	<i>Brief Description</i>
Job bank/internet/ general outreach	Tennessee Association of Broadcasters, Job Bank ▪ 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	Cleveland State Job Fair ▪ 4/13/23 ▪ WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Operations Manager Todd Haller attended and collected resumes from applicants.
Educational Institute Program	Hunter Middle School ▪ 1/26/24 ▪ James Howard, WDEF Morning Show Host promoted the event by speaking to the students. An overview of Radio Broadcasting and the career possibilities were discussed.
Educational Institute Program	Read Across America, Normal Park Elementary School ▪ 3/05/24 ▪ Kevin Hayes, Promotions Director promoted the event by reading to the students. An overview of Radio Broadcasting and the career possibilities were also discussed.
Educational Institute Program	Hamilton Co Middle Schools Career Chat ▪5/11/23 James Howard, WDEF Morning Show Host spoke to students and faculty via zoom, highlighting the career opportunities in broadcasting and radio.
Job Training Program	Digital Training Courses ▪2023-2024 GSM Rob Praino, DSM Tripp Dudley and Station Account Executives participated in multiple digital training courses throughout the year. These training courses enable participants to acquire skills that could qualify them for higher level positions.