



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, 2025 to March 31, 2026

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, 2026, the station filled the following full-time vacancies:

**GENERAL SALES MANAGER
VACANCY FILLED-4/28/25**

**ACCOUNT EXECUTIVE
VACANCY FILLED-10/06/25**

A total of 14 people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2025 to 3/31/2026.

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	2
LinkedIn	10
On-Air Announcement	2

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: General Sales Mgr

Recruitment Source That Referred the Hiree:
Employee Referral

Date Vacancy Opened: 4/11/25

Total Number of Persons Interviewed for the Job Vacancy: 4

Date Vacancy Filled: 4/28/25

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			2	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	LinkedIn.com					2	NO
Zip Recruiter	www.ziprecruiter.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						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

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree: LinkedIn

Date Vacancy Opened: 8/10/25

Total Number of Persons Interviewed for the Job Vacancy: 10

Date Vacancy Filled: 10/06/25

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				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	LinkedIn.com					8	NO
Zip Recruiter	www.ziprecruiter.com						NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						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	2	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, 2025 to March 31, 2026 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>
Participation in Job Fair	Cleveland State Job Fair ▪ 4/16/25 ▪ WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Kevin Hayes, Promotions Director attended and collected resumes from applicants.
Community Educational Events	Chattanooga Entrepreneur Week ▪5/05/25 WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Kim Carson WDEF Morning Show Host, Account Executives and GM Danny Howard attended and collected resumes from applicants.
Community Educational Events	Cleveland Tennessee Rotary Club ▪ 8/05/25 ▪ Kevin Hayes, Promotions Director was the guest speaker. An overview of Radio Broadcasting and the career possibilities were discussed.
Educational Institute Program	Job Shadow ▪ 11/18/25 A student from Polk County High School shadowed the Programming Department's day to day operations as well as all other departments learning the core responsibilities and career opportunities in broadcasting and radio.
Training to Personnel	Digital Training Courses ▪2025-2026 GSM Rob Praino, Demarland Dean 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.
Educational Institute Program	Job Shadow ▪ 4/18/25 The Technology teacher from Normal Park Elementary School shadowed the Programming Department's day to day operations learning the use of technology in the workplace. Career opportunities in broadcasting and radio were also discussed.

EEO Training to Management	EEO Training Course •3/11/26 TAB-Tennessee Association of Broadcasters provided training to Station Management GM Danny Howard and BM Christa DeBerry who are responsible for compiling data for the FCC EEO Reports. This training course enabled participants to be updated on the rules pertaining to the FCC EEO.
<i>Type of Activity</i>	<i>Brief Description</i>
Training to Personnel	Political Training Course •2/17/2026 GM Danny Howard participated in a training seminar provided by Brooks Pierce Law Firm. The Seminar reviewed FCC and statutory requirements for broadcast political advertising.