

## ANNUAL - EEO Public File Report Form

Stations Comprising Station Employment Unit: WDJC-FM, WXJC-AM, WXJC-FM,  
WYDE-AM & WYDE-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

Station	City of License
WDJC-FM	Birmingham, Alabama
WXJC-AM	Birmingham, Alabama
WXJC-FM	Cullman, Alabama
WYDE-AM	Birmingham, Alabama
WYDE-FM	Cordova, Alabama

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1st, 2018 to and including November 30th, 2019 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred from each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of full-time positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

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Covering the Period from December 1st, 2018 to November 30th, 2019

Stations Comprising Station Employment Unit: WDJC-FM, WXJC-AM, WXJC-FM,  
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Section 1: Vacancy Information:

	Full-time Positions Filled by Job Title	Date Hired	Total Number Of Interviewees From All Sources For This Position	Recruitment Source of Hire	Recruitment Sources Utilized
1.	Board Operator/Producer	03/21/19	6	Referral (33)	1-34, 42, 44-48
2.	Promotions Coordinator	04/01/19	6	Linked In (46)	1-22, 26-34, 42, 44-48
3.	Promotions Assistant	04/01/19	6	In House Posting (27)	1-22, 26-34, 42, 44-48
4.	Account Executive	04/08/19	7	WDJC-FM On Air Ad (28)	1-22, 26-34, 42, 44-48
5.	Receptionist/Office Assistant	04/08/19	7	Referral (33)	1-22, 26-27, 33-34, 42, 44-45, 47-48
6.	Office/Billing Manager	07/18/19	6	Referral (33)	1-34, 42, 44-48
7.	Ministry Relations Coordinator	07/29/19	6	Referral (33)	1-22, 26-34, 42, 44-48
8.	Account Executive	08/07/19	6	WDJC-FM On Air Ad (28)	1-22, 26-34, 42, 44-48
9.	Account Executive	08/07/19	6	WDJC-FM On Air Ad (28)	1-22, 26-34, 42, 44-48
10.	Office/Billing Manager	10/4/19	9	WDJC-FM On Air Ad (28)	1-22, 26-34, 42, 44, 46-49
11.	Promotions Assistant	11/25	10	Indeed.com (44)	1-22, 26-34, 42, 44, 46-49

Total Number of Persons Interviewed During Applicable Period: 75

Number of vacancies: 11

Appendix 2 to

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
1	Greater Birmingham Ministries 2304 12 <sup>th</sup> Avenue, North Birmingham, AL 35234 205-326-6821 (Phone) Ext. #108 205-252-8458 (Fax) Attn: Mr. William Blackaby Email: <a href="mailto:info@gbm.org">info@gbm.org</a> Website: <a href="http://www.gbm.org">www.gbm.org</a>	0
2	Samford University 800 Lakeshore Drive Birmingham, AL 35209 205-726-2980 (Phone) 205-726-2842 (Fax) Attn: Ben Siple, Career Development Email: <a href="mailto:career@samford.edu">career@samford.edu</a> Website: <a href="http://www.hiresamford.com">www.hiresamford.com</a>	0
3	University Of Alabama At Birmingham Hill University Center, Suite 532 1400 University Blvd. Birmingham, AL 35294 205-934-4324 Attn: Dian Teague Johnson <b>UAB Career Center</b> Division of Student Affairs Email: <a href="mailto:careercenter@uab.edu">careercenter@uab.edu</a> ; <a href="mailto:dian@uab.edu">dian@uab.edu</a>	0
4	Miles College P.O. Box 39800 Birmingham, AL 35208 205-929-1440 Attn: Verlanda Tate, Career Services	0

	<a href="mailto:vtate@miles.edu">vtate@miles.edu</a> <b>Career Fair Date:</b> 03/14/19	
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	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
5	Jessie's Place for Women & Children 2305 5th Avenue North Birmingham, AL 35203 Attn: Ms. Glenda Murphy (205)-902-2619 (205) 323-0170 <a href="mailto:jplb.glenda@yahoo.com">jplb.glenda@yahoo.com</a>	0
6	<b>Beth Hallel Messianic Congregation- Birmingham</b> Rabbi Eric Walker 2230 Sumpter Street Birmingham, AL 35226 (205) 822/2510 <a href="mailto:bethhallel@bellsouth.net">bethhallel@bellsouth.net</a> Email <a href="http://www.shalombirmingham.com">www.shalombirmingham.com</a> – Website	0
7	<b>Alabama Department of Rehab Services Vocational Rehab Services/ABLE Network</b> 236 Goodwin Crest Drive Birmingham, AL 35209 Attn: Haley Cofer Phone: 205-290-4400 <a href="http://www.rehab.state.al.us">www.rehab.state.al.us</a> – Website <a href="http://www.alabamabl.org">www.alabamabl.org</a> – Job Posting Website <a href="mailto:haley.cofer@rehab.alabama.gov">haley.cofer@rehab.alabama.gov</a> – Email	0
8	Mt. Zion Full Gospel Baptist Church 923 Graymont Avenue West Birmingham, AL 35204 205-780-1806 Ext. 21 Attn: Ms. Sheree N. Head – Administrator Email: <a href="mailto:administration@mtzionfg.org">administration@mtzionfg.org</a>	0
9	Lawson State Community College 1100 9 <sup>th</sup> Avenue, SW Bessemer, AL 35022 205-929-3514 Attn: Ms. Akilih M. Haley M.S.L. Career & College Transfer Services Coordinator <a href="http://www.lawsonstate.edu">www.lawsonstate.edu</a> Email: <a href="mailto:ahaley@lawsonstate.edu">ahaley@lawsonstate.edu</a> <b>Career Fair Date:</b> 03/12/19	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
10	Jefferson State Community College 2601 Carson Road Birmingham, AL 35215 205-856-8588 Contact: Tamara Payne Web: <a href="http://www.jeffersonstate.edu">www.jeffersonstate.edu</a> Email: <a href="mailto:tlpayne@jeffersonstate.edu">tlpayne@jeffersonstate.edu</a>	0
11	Wallace State Community College P.O. Box 2000 Hanceville, AL 35077 256-352-8133 Attn: Susan Peek Email: <a href="mailto:susan.peek@wallacestate.edu">susan.peek@wallacestate.edu</a> Web: <a href="http://www.wallacestate.edu">www.wallacestate.edu</a> Career Fair Date:	0
12	Mountain Top Community Church Contact: Autumn Bearden 205-776-8020 Email: <a href="mailto:Autumn.bearden@mountaintopchurch.com">Autumn.bearden@mountaintopchurch.com</a>	0
13	Riverchase United Methodist Contact: Cliff Fleming 205-987-4030 Email: <a href="mailto:ccfleming@earthlink.com">ccfleming@earthlink.com</a>	0
14	Valleydale Church Contact: Saint Green 205-991-5282 Email: <a href="mailto:sgreen@valleydale.org">sgreen@valleydale.org</a>	0
15	Riverchase Community Church Contact: 205-988-8515 Email: <a href="mailto:office@riverchase.cc">office@riverchase.cc</a>	0
16	Liberty Church of Birmingham Contact Jay Johnsey 205-988-5433 Email: <a href="mailto:Jjohnsey@libertychurch.cc">Jjohnsey@libertychurch.cc</a>	0
17	Inverness Vineyard Contact: J Downes 205-980-1690 Email: <a href="mailto:j@invernessvineyard.org">j@invernessvineyard.org</a>	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
18	Mountain Brook Community Church Contact: Lauren 205-822-5980 Email: <a href="mailto:lauren@mbcc.us">lauren@mbcc.us</a>	0
19	Liberty Park Baptist Church Contact: David Lucas 205-969-1236 Email: <a href="mailto:david.lucas@libertypark.org">david.lucas@libertypark.org</a>	0
20	The Lutheran Church of Vestavia Hills Contact: Sharon 205-823-1883 Email: <a href="mailto:church_administrator@vestavialutheran.org">church_administrator@vestavialutheran.org</a>	0
21	Mountain Chapel United Methodist Contact: Jill, Debbie or Greg 205-822-0020 Email: <a href="mailto:mtnchapelumc@bellsouth.net">mtnchapelumc@bellsouth.net</a>	0
22	Church of the Highlands Contact: Teri Jones 205-980-5577 Email: <a href="mailto:teri@churchofthehighlands.com">teri@churchofthehighlands.com</a>	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
23	<a href="http://www.wdjconline.com">www.wdjconline.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	0
24	<a href="http://www.wxjcradio.com">www.wxjcradio.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	0
25	<a href="http://www.wyderadio.com">www.wyderadio.com</a> all contact is made electronically through the internet to Web Master: Joshua Myers Email contact: jmyers@wdcxradio.com	0
26	<a href="http://www.allaccess.com">www.allaccess.com</a> Posting done online via internet only	0
27	In-House Posting of Job Availability Part Time to Full Time Status (Mail Room/Break Room Areas)	4
28	WDJC-FM 93.7 RADIO PROMO (On Air Ad)	19
29	WXJC-AM 850 RADIO PROMO (On Air Ad)	0
30	WXJC-FM 101.1 RADIO PROMO (On Air Ad)	0
31	WYDE-AM 1260 RADIO PROMO (On Air Ad)	0
32	WYDE-FM 92.5 RADIO PROMO (On Air Ad)	0



	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
33	Referral from Current/Former Employee	14
34	Career Fair Participant Lawson State Career Fair Career Fair: 03/12/19	2
35	Facebook.com WXJC-The-Truth <a href="https://www.facebook.com/wxjcradio/">https://www.facebook.com/wxjcradio/</a>	0
36	Facebook.com WDJC-FM <a href="https://www.facebook.com/937WDJC/">https://www.facebook.com/937WDJC/</a>	0
37	Current Employee (Transfer Employee/Promotion)	1
38	Birmingham Work Release Program 1216 25 <sup>th</sup> Street, North Birmingham, AL 35234 205-252-2994 Contact: Warden Shirley Smith	0
39	State of Alabama Job Link 205-254-1373 Contact: Joel William Email: joblink.al.gov	0
40	Craigslist – Birmingham, AL	0
41	Craigslist – Huntsville, AL	0
42	Career Fair Participant Miles College Career Fair Career Fair: 03/14/19	0
43	Career Fair Participant Wallace State Career Fair Career Fair:	0
44	Indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	25

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
45	Troy State University Foundation Career Development Services 104 Eldridge Hall Troy, Alabama 36082 334-670-3217 Career Fair:	0
46	Linked In <a href="https://www.linkedin.com">https://www.linkedin.com</a> Customer service 650-687-3600	10
47	HisAir.net The Christian Radio Homepage Contact: Ted Kelly Email: <a href="mailto:ted@hisair.net">ted@hisair.net</a> Phone: 225-306-8383 Website: <a href="http://www.HisAir.Net">www.HisAir.Net</a>	0
48	The Alabama Baptist News 3310 Independence Drive, Birmingham, AL 35209 Contact: Email: <a href="mailto:support@thealabamabaptist.org">support@thealabamabaptist.org</a> Phone: 205-870-4720 Website: <a href="http://www.thealabamabaptist.org">www.thealabamabaptist.org</a>	0
49	Career Fair & Veterans' Services Resource Fair The Finley Center @ The Hoover Met 205-572-9827 Attn: Brian Crawford Email: <a href="mailto:alan.b.crawford8.ctr@mail.mil">alan.b.crawford8.ctr@mail.mil</a> - Career Fair Date: 11/7/2019	0

Appendix 3 to

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Stations Comprising Station Employment Unit: WDJC-FM, WXJC-AM, WXJC-FM,  
WYDE-AM & WYDE-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
WDJC-FM, WXJC-AM, WXJC-FM,  
WYDE-AM & WYDE-FM

1. **Mentoring of Account Executives** in the “Tailored Plan” method of selling continues to stabilize the sales force, develop professional skills and enable staff to meet objectives and benchmarks which are being conducted monthly by our Sales Management team. This training method has continued to be implemented during 2018 and 2019. Local Sales Manager’s and General Manager’s continue to work closely both on-site and in the field with our Account Executives and Creative Writers to ensure their understanding of our Company’s sales standards and procedures.
2. **SEU Self-Assessment** – The SEU completed a self-assessment regarding our EEO Recruitment Sources. All non-productive recruitment sources have been removed from our source lists. Current contact information has been verified. The SEU is working on a continual basis to seek recruitment sources that will perhaps be more responsive to our EEO recruiting efforts.
3. **Lawson State Community College Career/Wellness Job Fair** - The SEU participated in the Lawson State Community College Career/Wellness Job Fair on Tuesday, March 12<sup>th</sup>, 2019. The Career Fair was held at the Bessemer Civic Complex located in Bessemer, AL. This was a Career/Wellness Job Fair that was hosted by Lawson State Community College, which was open to their college students and the outside community. Crawford Broadcasting Company (WDJC-FM, WXJC-AM/FM and WYDE-AM/FM) along with several other Employment Organizations participated in this Career Fair. Our SEU attended the Career Fair in an effort to educate college students and others individuals from the area communities about Employment and Internship Opportunities within WDJC-FM, WXJC-AM/FM and WYDE-AM/FM. The SEU acquired several resumes during this Career Fair. Onsite interviews were not conducted but resumes were brought back to the employment unit to be reviewed.
4. **Miles College Career Fair** - The SEU participated in the Miles College Career Fair on Thursday, March 14<sup>th</sup>, 2019. The Career Fair was held at Miles College Gymnasium located in Fairfield, AL. The SEU attended the Career Fair in an effort to educate students and job seekers about Employment and Internship Opportunities within WDJC-FM, WXJC-AM/FM and WYDE-AM/FM. The SEU obtained several resumes at this Career Fair. Onsite interviews were not conducted however resumes were brought back to the

employment unit to be reviewed. Participants included Miles College Students and Miles College Alumni and some individuals from the outside communities.

5. **Station and Tower Site Tours** – Tours of the local station and tower sites were conducted by the SEU and Department Engineers. Several University of Alabama at Birmingham (UAB) Engineering Students along with their Professor on Monday, April 15<sup>th</sup>, 2019 attended the station and tower site tours. The SEU explained in detail the specific job duties required of the Station's Engineers. The SEU also gave information regarding Internship opportunities with our Company.

Tours of the local station were also conducted by the SEU and Department Engineers. Several young ladies from Girl Scout Troup #30939 along with their Scout Leaders attended the station on Wednesday, July 10<sup>th</sup>, 2019. The SEU explained in detail the specific job duties required of the Station's Engineers and educated the troop on how radio stations operate broadcasts in exchange for the earning of badges. The SEU also gave information regarding Internship opportunities with our Company.

6. **Cross Training of Administrative Department** - The implementation of the cross training began June 2019 through August 2019 in several areas of the Administrative Department. Cross Training included general and day to day duties of the Receptionist, Office Assistant, Office Manager and Traffic (Commercial Scheduler) duties.
7. **Jefferson State Career Fair** - The SEU participated in a Career Fair/ Hiring Event on Thursday, September 26<sup>th</sup>, 2019. The Career Fair was held at the Shelby campus Health Sciences Building of Jefferson State Community College in front of the culinary institute. The SEU attended the Career Fair in an effort to educate students and job seekers about Employment and Internship Opportunities within WDJC-FM, WXJC-AM/FM and WYDE-AM/FM. The SEU obtained several resumes at this Career Fair. Onsite interviews were not conducted however resumes were brought back to the employment unit to be reviewed. Participants included mainly Jeff State community college students, faculty, and some individuals from the outside communities.
8. **Career and Veterans Resource Fair** - The SEU participated in a Veterans Career and Resource Fair on Thursday, November 7<sup>th</sup>, 2019. The Career Fair was held at the Finley Center next to the Hoover Met in Hoover, Alabama. The SEU attended the Career Fair in an effort to educate veterans and job seekers about Employment opportunities within WDJC-FM, WXJC-AM/FM and WYDE-AM/FM. The SEU obtained several resumes at this Career Fair. Onsite interviews were not conducted however resumes were brought back to the employment unit to be reviewed. Participants invited to attend included civilians, veterans, current military service members, and family.