



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, 2018 to March 31, 2019

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, 2019, the station filled the following full-time vacancies:

**LATE NIGHT ANNOUNCER
VACANCY FILLED-5/16/18**

**ACCOUNT EXECUTIVE*
VACANCY FILLED-5/14/18**

**MORNING SHOW CO-HOST
VACANCY FILLED-6/25/18**

**ACCOUNT EXECUTIVE*
VACANCY FILLED-8/14/18**

ACCOUNT EXECUTIVE
VACANCY FILLED-1/07/19**

ACCOUNT EXECUTIVE
VACANCY FILLED-1/30/19**

A total of 33 people were interviewed for all full-time vacancies during the period covered in this report, 4/1/2018 to 3/31/2019.

*Same pool of candidates used for both vacancies (counted only once in the overall interview total)

**Same pool of candidates used for both vacancies (counted only once in the overall interview total)

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	7
Employee Referral	3
Chattanooga Times Free Press(classifieds)	3
TAB Job Bank	1
All Access	6
Radio OnLine	1
Chattanooga State Job Fair	1
On-Air Announcements	11

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Late Night Announcer **Recruitment Source That Referred the Hiree:** Radio Online

Date Vacancy Opened: 4/11/18

Total Number of Persons Interviewed for the Job Vacancy: 12

Date Vacancy Filled: 5/16/18

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	5	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
NASBA Career Page	www.careerpage.org						NO
TV and Radio Jobs.Com	www.tvandradijobs.com						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com					4	NO
Northwestern Tech	Gntc.optimalresume.com			Diane Guinn	706/764-3596		NO
Radio Online	www.radio-online.com					1	NO
Scenic City Women's Network	anita@scwand.org	P.O. Box 3148 Chatt, TN	37408	Patti Harris	423/698-6262		NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Bryan College	721 Bryan Dr	Dayton, TN	37321	Career Services	423-775-7312		NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		NO
Chattanooga State Job Fair	4501 Amnicola Hwy	Chattanooga, TN	37406		423/697-4400	1	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	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Good Neighbors	goodneighbors@bellsouth.net	Chattanooga, TN	37403	Joan Campbell	423-266-1772		NO
Jewish Community Federation	P.O. Box 8947	Chattanooga, TN	37414	Michael Dzik	423-493-0270		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
National Assoc. of Hispanic Journalists	nahjdc@gmail.com	Washington, DC	20045	Alec Andrade	202-662-7250		NO
Native American Journalist Assoc	visionmaker@unl.edu	Vermillion, SD	57069	Ron Waalter	605/677-5282		NO
Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	1	NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Southern Adventist University	hr@southern.edu	Collegedale, TN	37315	Amy Steele	423-236-2276		NO

Tennessee Human Rights Commission	540 McCallie Ave	Chattanooga, TN	37402	Bobbie	423-634-6837		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
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Account Executive **Recruitment Source That Referred the Hire:** Chattanooga Times Free Press (classifieds)

Date Vacancy Opened: 4/10/18

Total Number of Persons Interviewed for the Job Vacancy: 6

Date Vacancy Filled: 5/14/18

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 th St Ste 301	Chattanooga, TN	37402	aball@timesfreepress.com	423-757-6200	2	NO
TAB Job Bank	tabtn.org			Brenda	615-365-1840	1	NO
NASBA Career Page	www.careerpage.org						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com						NO
Northwestern Tech	Gntc.optimalresume.com			Diane Guinn	706/764-3596		NO
Radio Online	www.radio-online.com						NO
Scenic City Women's Network	anita@sewand.org	P.O. Box 3148 Chatt, Tn	37408	Patti Harris	423/698-6262		NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Bryan College	721 Bryan Dr	Dayton, TN	37321	Career Services	423-775-7312		NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		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	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Good Neighbors	goodneighbors@bellsouth.net	Chattanooga, TN	37403	Joan Campbell	423-266-1772		NO
Jewish Community Federation	P.O. Box 8947	Chattanooga, TN	37414	Michael Dzik	423-493-0270		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320		423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
National Assoc. of Hispanic Journalists	nahjdc@gmail.com	Washington, DC	20045	Alec Andrade	202-662-7250		NO
Native American Journalist Assoc	visionmaker@unl.edu	Vermillion, SD	57069	Ron Waalter	605/677-5282		NO
Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	3	NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Southern Adventist University	HR@southern.edu	Collegedale, TN	37315	Amy Steele	423-236-2276		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
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Morning Show CoHost **Recruitment Source That Referred the Hiree:** Employee Referral

Date Vacancy Opened: 05/25/18

Total Number of Persons Interviewed for the Job Vacancy: 6

Date Vacancy Filled: 06/25/18

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	2	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
NASBA Career Page	www.careerpage.org						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com					2	NO
Northwestern Tech	Gntc.optimalresume.com			Diane Guinn	706/764-3596		NO
Radio Online	www.radio-online.com						NO
Scenic City Women's Network	anita@scwand.org	P.O. Box 3148 Chatt, Tn	37408	Patti Harris	423/698-6262		NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Bryan College	721 Bryan Dr	Dayton, TN	37321	Career Services	423-775-7312		NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		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	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Good Neighbors	goodneighbors@bellsouth.net	Chattanooga, TN	37403	Joan Campbell	423-266-1772		NO
Jewish Community Federation	P.O. Box 8947	Chattanooga, TN	37414	Michael Dzik	423-493-0270		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320		423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
National Assoc. of Hispanic Journalists	nahjdc@gmail.com	Washington, DC	20045	Alec Andrade	202-662-7250		NO
Native American Journalist Assoc	visionmaker@unl.edu	Vermillion, SD	57069	Ron Waalter	605/677-5282		NO
Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		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
Southern Adventist University	HR@southern.edu	Collegedale, TN	37315	Amy Steele	423-236-2276		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
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO

**FULL-TIME VACANCY EEO INFORMATION
Attachment A**

Job Title of Vacancy: Account Executive Recruitment Source That Referred the Hiree: On-Air Announcement

Date Vacancy Opened: 06/06/18

Total Number of Persons Interviewed for the Job Vacancy: 5

Date Vacancy Filled: 08/14/18

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 th St Ste 301	Chattanooga, TN	37402	aball@timesfreepress.com	423-757-6200	1	NO
TAB Job Bank	tabtn.org			Brenda	615-365-1840	1	NO
NASBA Career Page	www.careerpage.org						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com						NO
Northwestern Tech	Gntc.optimalresume.com			Diane Guinn	706/764-3596		NO
Radio Online	www.radio-online.com						NO
Scenic City Women's Network	anita@scwand.org	P.O. Box 3148 Chatt, Tn	37408	Patti Harris	423/698-6262		NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Bryan College	721 Bryan Dr	Dayton, TN	37321	Career Services	423-775-7312		NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		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	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Good Neighbors	goodneighbors@bellsouth.net	Chattanooga, TN	37403	Joan Campbell	423-266-1772		NO
Jewish Community Federation	P.O. Box 8947	Chattanooga, TN	37414	Michael Dzik	423-493-0270		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320		423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
National Assoc. of Hispanic Journalists	nahjdc@gmail.com	Washington, DC	20045	Alec Andrade	202-662-7250		NO
Native American Journalist Assoc	visionmaker@unl.edu	Vermillion, SD	57069	Ron Waalter	605/677-5282		NO
Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	3	NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Southern Adventist University	HR@southern.edu	Collegedale, TN	37315	Amy Steele	423-236-2276		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
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Account Executive Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 12/31/18

Total Number of Persons Interviewed for the Job Vacancy: 9

Date Vacancy Filled: 1/7/19

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			1	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	aball@timesfreepress.com	423-757-6200	1	NO
TAB Job Bank	tabtn.org			Brenda	615-365-1840		NO
NASBA Career Page	www.careerpage.org						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com						NO
Northwestern Tech	Gntc.optimalresume.com			Diane Guinn	706/764-3596		NO
Radio Online	www.radio-online.com						NO
Scenic City Women's Network	anita@scwand.org	P.O. Box 3148 Chatt, Tn	37408	Patti Harris	423/698-6262		NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Bryan College	721 Bryan Dr	Dayton, TN	37321	Career Services	423-775-7312		NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		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	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Good Neighbors	goodneighbors@bellsouth.net	Chattanooga, TN	37403	Joan Campbell	423-266-1772		NO
Jewish Community Federation	P.O. Box 8947	Chattanooga, TN	37414	Michael Dzik	423-493-0270		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320		423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
National Assoc. of Hispanic Journalists	nahjdc@gmail.com	Washington, DC	20045	Alec Andrade	202-662-7250		NO
Native American Journalist Assoc	visionmaker@unl.edu	Vermillion, SD	57069	Ron Waalter	605/677-5282		NO
Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
On-Air Announcement WDEF-WDOD-WUUG	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	7	NO
Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Southern Adventist University	HR@southern.edu	Collegedale, TN	37315	Amy Steele	423-236-2276		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
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO

FULL-TIME VACANCY EEO INFORMATION

Attachment A

Job Title of Vacancy: Account Executive Recruitment Source That Referred the Hiree: On-Air Announcement WDEF-WDOD-WUUQ

Date Vacancy Opened: 12/31/18

Total Number of Persons Interviewed for the Job Vacancy: 8

Date Vacancy Filled: 1/30/19

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			1	NO
Chattanooga Times Free Press (classifieds)	400 E. 11 th St Ste 301	Chattanooga, TN	37402	aball@timesfreepress.com	423-757-6200	1	NO
TAB Job Bank	tabtn.org			Brenda	615-365-1840		NO
NASBA Career Page	www.careerpage.org						NO
AMFMJobs.Com	www.amfmjobs.com						NO
All Access	www.allaccess.com						NO
Northwestern Tech	Gntc.optimalresume.com			Diane Guinn	706/764-3596		NO
Radio Online	www.radio-online.com						NO
Scenic City Women's Network	anita@scwand.org	P.O. Box 3148 Chatt, Tn	37408	Patti Harris	423/698-6262		NO
TN Dept of Labor	www.jobs4tn.gov						NO
WDEF website	www.sunny923.com						NO
WDOD website	www.hits96.com						NO
Bryan College	721 Bryan Dr	Dayton, TN	37321	Career Services	423-775-7312		NO
Chattanooga Area Urban League	730 E. M.L. King Blvd.	Chattanooga, TN	37402	Julia Anderson	423-756-1762		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	1406 Chattanooga Ave	Dalton, Ga	30720		706/272-2301		NO
Good Neighbors	goodneighbors@bellsouth.net	Chattanooga, TN	37403	Joan Campbell	423-266-1772		NO
Jewish Community Federation	P.O. Box 8947	Chattanooga, TN	37414	Michael Dzik	423-493-0270		NO
Lee University	P.O. Box 3450	Cleveland, Tn	37320		423-614-8630		NO
M.T.S.U	P.O. Box 2	Murfreesboro, Tn	37132	Pat Stamps	615-898-2862		NO
National Assoc. of Hispanic Journalists	nahjdc@gmail.com	Washington, DC	20045	Alec Andrade	202-662-7250		NO
Native American Journalist Assoc	visionmaker@unl.edu	Vermillion, SD	57069	Ron Waalter	605/677-5282		NO
Native American Telecommunications	1800 N. 33st	Lincoln, NE	68503	Eric Martin	402-472-3522		NO
On-Air Announcement WDEF-WDOD-WUUQ	2615 Broad Street	Chattanooga, TN	37408	Bernie Barker	423-321-6247	6	NO

Society of Professional Journalists	3909 N. Meridian St.	Indianapolis, IN	46208	Julie Grimes	317-927-8000		NO
Southern Adventist University	HR@southern.edu	Collegedale, TN	37315	Amy Steele	423-236-2276		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
Zeta Phi Beta Sorority	P.O. Box 3164	Chattanooga, TN	37401	Dwana Young	423/622-5308		NO

MENU OPTION ACTIVITIES

Stations WDEF, WUUQ, WDOD and WXCT Radio have engaged in the following outreach activities during the period of April 1, 2018 to March 31, 2019 covered by this report:

<i>Type of Activity</i>	<i>Brief Description</i>
Job bank/internet/general outreach	Tennessee Association of Broadcasters, National Alliance of State Broadcasters Job Banks - All full-time openings at WDEF/WDOD/WUUQ/WXCT are posted on the TAB, and NASBA websites. In addition to publicizing specific job opening. These trade organizations/websites 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.
Upper level	WDEF/WDOD/WUUQ/WXCT posts all upper level job openings through National Association of Hispanic Journalists, South Region Chapter N.A.H.J., Native American Journalists Association, Native American Telecommunications, Scenic City Women's Network and Chattanooga Area Urban League. Each of these organizations has substantial participation by women and minorities and offers a job bank, newsletter or other means of publishing information about job openings in the broadcast industry.
Educational Institute Programs	Job Shadow Program, UTC ▪ 4/13/18 ▪ A student shadowed All Departments , as a requirement for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow also explored the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT.
Educational Institute Programs	Job Shadow Program, Chattanooga State ▪ 6/27/18 ▪ A student shadowed All Departments , as a requirement for their interest in Communications. Each Programming Job Shadow begins their day in our broadcast studios, observing live on-air programming while receiving cursory review and instruction regarding the equipment, staff positions and format requirements that guide commercial radio. The Job Shadow also explored the remainder of the business operation, including meeting staff and learning about the core responsibilities of each department within the broadcast facility of WDEF/WDOD/WUUQ/WXCT.
Educational Institute Programs	TAB Radio Talent Institute ▪ 6/18/18 ▪ All stations were represented at the Tennessee Association of Broadcasters Radio Talent Institute which was held June 18-27, 2018 on the campus of The University of Tennessee in Knoxville, TN. General Manager Bernie Barker spoke to the class of 17 Communications students attending the talent institute. He handed out station materials as well. The group was diverse and included Caucasian, African American and a mixture of male and female. Also, Barker talked individually with several of the students about opportunities with our stations. There were no applicants for any position with any of our stations.
Community Educational Events	Chattanooga Career Event for Women/Rosie Revisited ▪ 8/24/18 ▪ WDEF/WDOD/WUUQ/WXCT was the Radio Sponsor and had a booth that showcased business and career opportunities in broadcasting and radio. Various programming staff attended as well as Operations Manager, Danny Howard.
Community Educational Events	Chattanooga State Job Fair ▪ 9/12/18 ▪ WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Operations Manager Danny Howard attended and collected resumes from applicants.

Community Educational Events	Chattanooga Chamber of Commerce Business Expo ▪ 3/20/19▪ Held at the Chattanooga Convention Center, WDEF/WDOD/WUUQ/WXCT had a booth that showcases business and employment opportunities to the community.
Community Educational Events	University Of Chattanooga (UTC) Career Fair ▪ 2/12/19▪ WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Sales Manager Chuck Wilkins, attended and collected resumes from students.
Community Educational Events	Chattanooga State Career Fair ▪ 3/21/19▪ WDEF/WDOD/WUUQ/WXCT had a booth that showcased business and career opportunities in broadcasting and radio. Operations Manager Danny Howard attended and collected resumes from applicants.
Educational Institute Programs	Read Across America, Wolftever Creek Elementary School ▪ 2/21/19 ▪ James Howard, WDEF Morning Show Hosts promoted the event by reading to the students. An overview of Radio Broadcasting and the career possibilities were also discussed.
Educational Institute Programs	Read Across America, Apison Elementary School ▪ 3/01/19 ▪ James Howard, WDEF Morning Show Hosts promoted the event by reading to the students. An overview of Radio Broadcasting and the career possibilities were also discussed.