

Brewer Broadcasting of Chattanooga, Inc is an Equal Opportunity Employer

I. General Policy

Brewer Broadcasting of Chattanooga, Inc. has a policy to afford equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex, in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to insure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to insure conformance with the Rules and Regulations of the Federal Communication Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. Responsibility for implementation

Kira Headlee is responsible for implementing Brewer Broadcasting's EEO program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training, and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin, or sex.

III. Policy dissemination

To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following efforts will be made:

The company's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin, or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

Appropriate notices will be posted informing applicants and employees that the station is an equal opportunity employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.

In any advertising for job openings the station will include a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited, and that we are an Equal Opportunity Employer.

IV. Recruitment

To ensure that information concerning each full-time vacancy is widely disseminated we propose to use, but not be limited to, the attached list of recruitment sources consistent with the requirements of 47.C.F.R. Section 73.2080:

Recruitment sources:

BrewerMediaGroup.com – Corporate Website

The Pulse – Chattanooga's Alternative Newspaper

WJTT & WMPZ – Radio Stations that reach nearly 90% of the African American Community

WALV – Radio Stations

Chattanooga Chamber of Commerce

LinkedIn

Indeed

AllAccess

Employee Referral

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 1, 2022 - March 31, 2023

1. Employment Unit: Brewer Broadcasting of Chattanooga, Inc - Chattanooga, TN

2. Unit Members (stations and Communities of License):

WJTT-FM Red Bank/Chattanooga, TN
WMPZ-FM Harrison, TN
WALV-FM Ooltewah, TN
WALV-HD2
WALV-HD4

3. EEO Contract Information for Unit Member:

Mailing Address:	Telephone Number:
Brewer Broadcasting of Chattanooga, Inc 1305 Carter Street Chattanooga, TN 37402	(423) 265-9494
	Contact Person/Title
	Kira Headlee - Vice President
	Email: Kira@BrewerMediaGroup.com

4. List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1 On-Air Announcer/Digital Content	Indeed
2 Account Executive	Referral
3 Program Director	All Access
4 On-Air Announcer	On-Air
5 Account Executive	Indeed
6 Account Executive	Indeed
7 Account Executive	Indeed

5. Job Title: On Air Announcer/Digital Content

Referral Source(s): Indeed/All Access/Website

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
AllAccess	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	3	No
Indeed	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	12	No
Company Website	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	0	No

5. Job Title: Account Executive

Referral Source(s): Indeed/Website/On-air

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Indeed	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	10	No
Company Website	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	0	No
On Air	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	2	No
Referral	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	1	No

5. Job Title: On-Air Announcer

Referral Source(s): All Access

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
AllAccess	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	10	No
Indeed	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	15	No
Referral	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	0	No

5. Job Title: Program Director

Referral Source(s): All Access

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
AllAccess	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	5	No
Indeed	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	11	No
Referral	Kira Headlee	1305 Carter Street	kira@brewermediagroup.com	0	No

6. Total # of Interviewees Referred:

85 people applied for the 7 positions for the period 4/1/2020 - 3/31/2021

7. Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Radio Internship Program

We offered 1 paid sales internship in 2022. The candidate came to us from University of Tennessee Chattanooga. The candidate participated in programming aspects of the business.

(b) Initiative: Job Fair

We participated in the career fair. We sent a Sales Representative and a Programming Representative to talk to students about possible career paths in radio broadcasting.

(c) Initiative: Sales Training

We use RAB Sales Training Courses for Radio and Digital. We have also added P1 Training to our most recent 3 hires.

(d) Initiative: _____

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