

WCNN/WFOM/WIFN

EEO PUBLIC FILE REPORT

Dec 1, 2021 - November 30, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hiree
1. Promotions Director: 6/1/2022	20, 23, 30, 40, 44	30
2. Producer: 1/1/2022	20, 23, 28, 30, 40	40
3. Show Host: 2/1/2022	23	23
4. Local Director of Sales: 2/24/2022	20, 23,30, 28, 44	23
5. Producer/Board Operator: 2/1/2022	20, 23, 30	Internal Promotion
6. Producer/Board Operator: 4/1/2022	20,23,30	Internal Promotion
7. Producer/Board Operator: 2/1/2022	20, 23, 30	30
8. Local Director of Sales: 3/24/2022	20, 23,30, 28, 44	30
9. Local Director of Sales: 8/22/2022	20, 23,30, 28, 44	30
10. Social Media Director:	20, 23, 30, 28, 40, 44	OPEN
11. AR/Credit/Collection Manager: 3/28/2022	20, 23,30, 44	20
12. Production Director: 7/1/2022	20, 23, 30, 40	30

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II. MASTER RECRUITMENT SOURCE LIST

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
1	The Pennsylvania State University Robert Martin-Assistant Dean Internship & Career Placement College of Communications 208D Carnegie Building University Park, PA 16802 814.863.6081	
2	Hampton University Janice Robinson-Career Center 114 Wigwan Bldg Hampton, VA 23688 757.727.5000	
3	University of North Carolina at Chapel Hill Jay Eubank- Director of Career Services Campus Box # 3365 Chapel Hill, NC 27599 919.962.2211	
4	University of North Dakota Native American Media Center P.O. Box 7169 Grand Forks, ND 58202-7169 701.777.2011	
5	Southern Illinois University Department of Radio-Television Mail Code 6609 Carbondale, IL 62901-6609 618.536.7555	
6	San Francisco State University Stephanie Johnston- Department of Broadcast Comm. 1600 Holloway Ave BECA Dept San Francisco, CA 94132 415.338.1787	
7	The Atlanta Business League Reginald Diamond 931 Martin Luther King Jr. Blvd Atlanta, GA 30314 404.584.8126	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
8	Atlanta Journal & Constitution Attn: Ad 72 Marietta St. NW. Atlanta, GA 30303 404.526.5127	
9	Atlanta Metro College Regina Simmon Career Services 1630 Stewart Ave. SW Atlanta, GA 30310 404.756.4047	
10	Atlanta Urban League Rashid Brown 100 Edgewood Avenue NE Suite 600 Atlanta, GA 30303 404.659.1150 404.659.5771 - Fax	
11	Georgia Department of Labor Susan Sawyer Atlanta Job Service 148 International Blvd NE Atlanta, GA 30303 404.679.5200	
12	Atlanta University Center Kay Green 156 Mildred Street Atlanta, GA 30314 404.523.5157	
13	Georgia Association of Broadcasters 6 West Druid Hills Drive NE Suite 330 Atlanta, GA 30329 770.395.7206 Admin@gab.org	
14	Georgia State University Melanie Jauch, M.A., NCC Job Location and Development Specialist PO BOX 3972 Atlanta, GA 30303-3972 404.651.2223	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
15	The King Center 449 Auburn Ave Atlanta, GA 30312 404.526.8900	
16	Latin American Association Fernando Escalante 2665 Buford Highway NE Atlanta, GA 30324 404.638.1860	
17	NAACP Yvonne Finnie 970 Martin Luther King Jr. Drive, Suite 203 Atlanta, GA 30312 404.688.8868	
18	The National Council of Negro Women Dorothy Height P.O. Box 55158 Atlanta, GA 30312 404.633.6625	
19	University of Georgia Samantha Rose Meyer Career Planning & Placement Clark Howell Hall 825 S. Lumpkin St Athens, GA 30602 706.542.3375	
20	Dickey Broadcasting Company 800 Battery Ave SE Suite 400 Atlanta, GA 30339 404.688.0068	5
21	www.staatalent.com	
22	www.All-Access.com	
23	www.680thefan.com	3
24	www.atlanta.craigslist.org	
25	www.radioandrecords.com	
26	www.ajcjobs.com	
27	www.insideradio.com	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
28	https://app.joinhandshake.com/	
29	www.myinterfase.com/famu/employer	
30	Employee Referral	8
31	Complete Game Broadcasting	
32	Atlanta Braves – Truist Park	
33	Cumulus Media	
34	City career fair	
35	PWC Joe Reinkemeyer 10 Tenth Street, Suite 1400 Atlanta, GA 30022 678 419 1152	
36	Frazier and Deeter, LLC Mike Hendricks 600 Peachtree Street, Suite 1900 Atlanta, GA 30308 404.253.7564	
37	First Pro Serina Cochran 5607 Glenridge Dr, Suite 350 Atlanta, GA 30342 404.303.4989	
38	Kennesaw Campus 1000 Chastain Road Kennesaw, GA 30144	
39	Career Resource Center Division of Student Affairs 360-Degree Student Experience First Floor J. Wayne Reitz Union PO Box 118507 Gainesville, FL 32611	
40	https://www.xtra1063.com/	2
41	SEB.org	
42	Al-Ba.com	
43	Tabtn.org (info@tabtn.org)	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
44	LinkedIn	8
45	Inside Radio	

26

Total Number of Interviews: _____

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1 #5 – <i>establishes an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	For this reporting period, DBC had (3) interns for promotions/digital, (1) for Sales, (2) programming/promotions, and (5) interns for programming-only department. Supervisors of this program: Scott McFarlane Operations Manager, Colan Wheat Director of Sales, John Petrini Digital Director, and Matt Edgar Programming Director
2 #3 – <i>Cosponsor at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.</i>	Sponsor of East Coast Midwest Virtual Diversity Employment Day Career fair Friday, October 21st.
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