

DCBroadcasting, Inc
458 Third Avenue
P.O. Box 1009
Jasper, IN 47547-1009
(812) 634-9232

DCBROADCASTING, INC.

dba: WBDC-FM, WAXL-FM, WRZR-FM {(lma)(4/1/22-8/31/22)}, WJTS-TV

Period Covered: 04/01/22 to 03/31/23

EEO Recordkeeping Forms

DCBroadcasting, Inc
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Annual EEO Public File Report Form
WBDC FM, WAXL FM, WRZR FM (lma){(4/1/22-8/31/22)}, WJTS-TV

Annual EEO Public File Report

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 stations: WBDC FM, WAXL FM, WRZR FM {(lma)(4/1/22-8/31/22)}, WJTS-TV and is required to be placed in the public inspection file of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 04/01/2022 to and including 03/31/2023 (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 Stations 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 notifications 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 by 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 the full-time job positions listed on Appendix 1.

For purposes of this Report, 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.

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Appendix 1 to
Annual EEO Public File Report Form
Covering the Period from 4/1/22 to 3/31/23

Stations Comprising SEU: WBDC FM, WAXL FM, WRZR FM {(lma)(4/1/22-8/31/22)}, WJTS-TV

Section 1: Vacancy Information

<u>FULL-TIME POSITIONS FILLED</u>	<u>HIREE RECRUITMENT SOURCE</u>	<u># OF INTERVIEWEES</u>
Job Order #029915 - Account Executive - No Hires Account Executive	On-Going-No Hiree	5 to date
Job Order #052522 - News Reporter - News Reporter	Employee Referral	7

Total Number of Persons Interviewed During Applicable Period: 12

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Appendix 1 (continued) to
Annual EEO Public File Report Form
Covering the Period from 4/1/22 to 3/31/23

Stations Comprising SEU: WBDC FM, WAXL FM, WRZR FM {(lma)(4/1/22-8/31/22)}, WJTS-TV

Section 1-B: Source of Interviewees for Individual Positions listed in Section 1-A
FULL TIME POSITION # OF APPLICANTS RECRUITMENT SOURCE

Job Order #029915 - Account Executive - No Hires

Account Executive	4	Vincennes University Jasper-Business Class Mock Interviews
Account Executive	1	Radio Ad / Past Contact

Job Order #052522 - News Reporter

News Reporter	4	Employee Referral
News Reporter	1	Walk-In Applicant
News Reporter	1	Indiana Broadcasters Assoc. Career Fair
News Reporter	1	Current Part-Time Staff - Previous Radio Ad

*Listing only accounts for persons actually interviewed in person for full-time positions.
Three (3) Part-Time staff members hired over period for various duties/training*

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Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 4/1/22 to 3/31/23

Stations Comprising SEU: WBDC FM, WAXL FM, WRZR FM {(lma)(4/1/22-8/31/22), WJTS-TV

Section 2-A: Following Recruitment Sources were used for all Full-time vacancies listed in Appendix 1.

***ORGANIZATIONS REQUESTING NOTIFICATION**

1. **Recruitment Source:** Indiana Broadcasters Association Date Source Initially Requested: 3/10/03
Contact Person: Dave Armand Notification: 3/10/03
Address: P.O. Box 902, Carmel, IN 46082
Phone: 317-770-0970 Fax: 317-770-0972 Notification Cease:
E-Mail Address: iba@indianabroadcasters.org
2. **Recruitment Source:** Indiana Workforce Development Date Source Initially Requested: 3/10/03
Contact Person: Nancy Schroering Notification: 3/10/03
Address: P O Box 664, Jasper, IN 47547
Phone: 812-634-1599 Fax: 812-634-1597 Notification Cease:
E-Mail Address: NSchroering@workonesouthwest.org
3. **Recruitment Source:** USI Date Source Initially Requested: 3/10/03
Address: 8600 University Blvd, Evansville, IN 47712 Notification: 3/10/03
Phone: 812-464-1865 Fax: 812-465-7061 Notification Cease:
E-Mail Address: career@usi.edu
4. **Recruitment Source:** Vincennes University Date Source Initially Requested: 3/10/03
Contact Person: Kevin Watson Notification: 3/10/03
Address: DH-122 Vincennes, IN 47591 Notification Cease:
Phone: (812) 888-5830 Fax: (812) 888-2237
E-Mail Address: kwatson@vinu.edu
5. **Recruitment Source:** Broadcast Center Date Source Initially Requested: 5/24/03
Contact Person: John Carroll Notification: 5/24/03
Address: 2360 Hampton Ave, St. Louis, MO 63139 Notification Cease:
Phone: (314)-647-8181 Fax: 314-647-1575
E-Mail Address: placement@broadcastcenterinfo.com
6. **Recruitment Source:** U of E Date Source Initially Requested: 03/10/03
Address: 1800 Lincoln Ave, Evansville, IN 47722 Notification: 3/10/03
Contact Person: Kirsten Cirino Notification Cease:
Phone: 812-488-1083 Fax: (812) 488-2156
E-Mail Address: kc142@evansville.edu
7. **Recruitment Source:** Illinois Center For Broadcasting Date Source Initially Requested: 10/29/10
Contact Person: Don Clark Notification: 10/29/10
Address: 455 Eisenhower Lane South Ste. 200, Lombard, IL 60148
Phone: (630) 916-1700 ext. 3114 Fax: (630) 916-1764
Email: dclark@beonair.com Notification Cease:

SEE ATTACHED RESOURCE LIST FROM BROADCAST COMPLIANCE SERVICES BELOW FOR FILE OF RECRUITMENT SOURCES NOTIFIED FOR SPECIFIC JOBS.

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Appendix 2 to
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Stations Comprising SEU: WBDC FM, WAXL FM, WRZR FM (lma)(4/1/22-8/31/22), WJTS-TV

Section 2-B: ADDITIONAL Recruitment Source Information for listed Full Time Positions filled.

<u>FULL TIME POSITION</u>	<u>RECRUITMENT SOURCES USED</u>	<u>NUMBER OF INTERVIEWEES</u>
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Account Executive Job Order #029915

Internal Station Postings	0
Station Website Postings	0
On-Air Recruitment ads	1
Facebook Posting	0
Staff Referrals	0
Walk Ins	0
Career Fairs	0
Vincennes University-Jasper	4

News Reporter Job Order #052522

Internal Station Postings	0
Station Website Postings	0
On-Air Recruitment ads	1
Facebook Posting	0
Staff Referrals	4
Walk Ins	1
Career Fairs	1
Vincennes University-Jasper	0

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Appendix 3 to
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Covering the Period from 4/1/22 to 3/31/23

Stations Comprising SEU: WBDC FM, WAXL FM, WRZR FM {(lma)(4/1/22-8/31/22)}, WJTS-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by stations (description of activities):

***SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY DCBroadcasting, Inc Companies***

Station(s) Claiming Credit: WBDC-FM and WJTS-TV

Type of Activity Under EEO Rule: (Menu Option(xvi)) Participation in other activities calculated to further the goal of disseminated information as to employment opportunities in the broadcast industry.

Date(s) Of Station Participation: April 2022 to March 2023

Participating Employees: William C. Potter, DCBi General Manager

Host/Sponsor Of Activity: Dubois County College Success Coalition

Brief Description Of Activity And Station Participation: WBDC and WJTS-TV are members of the Indiana College Success Coalition of Dubois County. General Manager William Potter participates in College Success Coalition and sits on the advisory board for the Jasper High School Media Advisory Committee guiding the Radio and TV Programs at Jasper High School. Through the coalition, WBDC and WJTS offer internships, job shadow activities and promotion of CSC events.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY DCBroadcasting, Inc Companies***

Station(s) Claiming Credit: WJTS-TV, WBDC-FM, WRZR-FM (lma) and WAXL-FM Radio

Type of Activity Under EEO Rule: (Menu Option(x)) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date(s) Of Station Participation: April 7, 2022

Participating Employees: William Potter, General Manager Brian Schwenk, Program Director-WBDC, WAXL; Ty Hunter, WBDC Morning DJ; and Kim Aull, Account Executive

Host/Sponsor Of Activity: Greater Jasper School Corporation, Southwest Dubois School Corporation, Southeast Dubois School Corporation and Northeast Dubois School Corporation

Brief Description Of Activity And Station Participation:

WBDC-FM/WAXL-FM/WRZR-FM(lma)/WJTS-TV educated 8th grade students from Jasper, Southridge, Forest Park and Northeast Dubois schools about career opportunities in both radio and TV broadcasting. The "Career Cruise" event hosted by the 4 school districts in Dubois County featured opportunities for 8th grades to visit booths of local companies. DCBroadcasting offered career handouts, hands on opportunities with cameras, microphones and editing computers. An account Executive was also on hand to discuss marketing and sales opportunities. The students were given a chance to see how skills learned in school relate to the workplace with emphasis placed on broadcast.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WBDC FM, WAXL FM, WRZR(lma), WJTS-TV

Type of Activity Under EEO Rule: ((Menu Option(xvi)) Participation in other activities calculated to further the goal of disseminated information as to employment opportunities in the broadcast industry.

Date(s) Of Station Participation: April 13, 2022

Participating Employees: William C. Potter, GM

Host/Sponsor Of Activity: Vincennes University Jasper

Brief Description Of Activity And Station Participation:

WBDC, WAXL, WRZR, WJTS-TV General Manager conducted mock interviews for the Vincennes University Jasper Campus "Integrated Business Project" class. As part of the interviews, DCBi GM made presentations and answered questions about broadcasting careers to individual sessions of 4 students at VUJC.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WBDC-FM, WAXL-FM, WRZR-FM and WJTS-TV

Type of Activity Under EEO Rule: (Menu Option(xvi)) Participation in other activities calculated to further the goal of disseminated information as to employment opportunities in the broadcast industry.

Date(s) Of Station Participation: May 23, 2022 and October 4, 2022

Participating Employees: Kenny Speed, Account Executive

Host/Sponsor Of Activity: Heritage Hills Middle School Careers Class

Brief Description Of Activity And Station Participation: WBDC, WAXL, WRZR and WJTS-TV were represented by DCBi Account Executive, Kenny Speed for the Intro To Careers Class at Heritage Hills Middle School. Mr. Speed is a senior sales person with stations and is well versed in the many broadcast careers available to students considering a career in broadcast or who may not be aware of the variety of jobs/careers available in broadcast. There were 25 students in the Intro To Careers class at the middle school in May of 2022 and 28 students in the October of 2022.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY DCBroadcasting, Inc Companies***

Station(s) Claiming Credit: WJTS-TV, WBDC-FM and WAXL-FM Radio

Type of Activity Under EEO Rule: (Menu Option(x)) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date(s) Of Station Participation: 2nd Semester January-May 2022

Participating Employees: William C. Potter, General Manager / April Jones, Kim Aull, and Kenny Speed, Account Executives-WBDC, WAXL and WJTS TV, Logan Troesch, News Reporter, Brian Schwenk, Program Director and Amanda Tempel, On-Air Talent

Host/Sponsor Of Activity: Jasper High School

Brief Description Of Activity And Station Participation:

WBDC-FM/WAXL-FM/WRZR-FM(lma)/WJTS-TV hosted three student-trainees from Jasper High School. The students were interns with the Dubois County Work Based Learning Program at JHS and Vincennes University-Jasper. The students were at the Radio Station studios for WBDC, WAXL, WRZR (lma) and WJTS TV for one hour on Thursdays and Fridays in the 2nd Semester. The students internships were focused on sales, marketing and management and some commercial production and news writing for two of the students and management, news and marketing for one of the students. Training included workplace skills and broadcast career opportunities and the education needed with a hands-on approach. The students were given a chance to see how skills learned in school relate to the workplace with emphasis placed on broadcast.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WBDC-FM, WAXL-FM, WRZR, FM, WJTS-TV

Type of Activity Under EEO Rule: (Menu Option(x)) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date(s) Of Station Participation: May 12, 2022

Participating Employees: William C. Potter VP/GM, Kurt Gutsell Sports Director, Peter Marshall TV Production, Ann Powell, News Reporter, Ty Hunter DJ, Brian Schwenk Program Director, Kenny Speed, Account Executive.

Host/Sponsor Of Activity: Dubois Strong, Vincennes University, Patoka Valley Cooperative and HUB 19 in partnership with Jasper, Southridge, Forest Park and Northeast Dubois High Schools.

Brief Description Of Activity And Station Participation:

WBDC-FM/WAXL-FM/WRZR-FM/WJTS-TV welcomed the "2022 TOUR OF OPPORTUNITY-CAREER PATHWAYS" (delayed from Fall of 2021 due to COVID 19 concerns coordinated by Dubois Strong, Vincennes University, Patoka Valley Cooperative and HUB 19 in partnership with the four county high schools. DCBi hosted 72 high school freshman and discussed careers in broadcast. All high school students are given opportunities in a variety of career pathways. The group that came to DCBi for radio and television were classified as Arts/Audio Visual/Communications pathways. Students toured the offices, studios, and facility. A discussion of career opportunities involving staff members making presentations was held with questions and answers.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WBDC FM, WAXL FM, WRZR FM, WJTS-TV

Type of Activity Under EEO Rule: (Menu Option(xvi)) Participation in other activities calculated to further the goal of disseminated information as to employment opportunities in the broadcast industry.

Date(s) Of Station Participation: June 15, 2022

Participating Employees: William C. Potter, GM/VP DCBroadcasting, Inc

Host/Sponsor Of Activity: Leadership Dubois County

Brief Description Of Activity And Station Participation:

WBDC FM, WAXL FM, WRZR FM, WJTS-TV General Manager, William C. Potter participated in the "Leadership" training programs for Dubois County participants. The Leadership Academy is a program of local chambers, universities and business to create leadership skills of local residents who commit to 12 sessions. Mr. Potter participates in the Communication session with the goals of education attendees on the use of local media and the opportunities of radio, tv, and print along with social media. We take the opportunity to also discuss careers in broadcasting and how to get involved in broadcast for the attendees or those they lead.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WBDC FM, WAXL FM, WRZR FM (lma), WJTS-TV

Type of Activity Under New EEO Rule: (Menu Option (i)) participation in at least 4 job fairs by station personnel who have substantial responsibility in making of hiring decisions

Date(s) Of Station Participation: October 3, 2022

Participating Employees: William C. Potter, DCBi VP/General Manager

Host/Sponsor Of Activity: Indiana Broadcasters Association

Brief Description Of Activity And Station Participation:

DCBroadcasting Companies (including WBDC, WAXL, , and WJTS-TV) General Manager., William C. Potter attended the IBA Job Fair Monday October 3, 2022 in Carmel, Indiana. Mr. Potter has the say in the hiring of all employees of DCBroadcasting, Inc. including WBDC, WAXL and WJTS-TV. In addition to having a booth at the job fair, many applications were accepted and on-site interviews were held. WBDC and WAXL each aired 35 thirty-second announcements and WJTS-TV aired 35 thirty-second announcements promoting the job fair and encouraging participation by job seekers and those interested in broadcast careers. Mr. Potter also attended the IBA Scholarship Dinner and discussed career opportunities with students at his table.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WBDC-FM, WAXL-FM, WJTS-TV

Type of Activity Under EEO Rule: (Menu Option(x)) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date(s) Of Station Participation: October 12, 2022

Participating Employees: William C. Potter VP/GM, Kurt Gutsell Sports Director, Kaleb Knepp TV Production, Logan Troesch News Reporter, Ty Hunter DJ, Brian Schwenk Program Director, Amanda Temple DJ, Kenny Speed/April Jones/Kim Aull, Account Executives

Host/Sponsor Of Activity: Dubois Strong, Vincennes University, Patoka Valley Cooperative and HUB 19 in partnership with Jasper, Southridge, Forest Park and Northeast Dubois High Schools.

Brief Description Of Activity And Station Participation:

WBDC-FM/WAXL-FM/WJTS-TV welcomed the "2022 FALL TOUR OF OPPORTUNITY-CAREER PATHWAYS" coordinated by Dubois Strong, Vincennes University, Patoka Valley Cooperative and HUB 19 in partnership with the four county high schools. DCBi hosted 60 high school freshman and discussed careers in broadcast. All high school students are given opportunities in a variety of career pathways. The group that came to DCBi for radio and television were classified as Arts/Audio Visual/Communications pathways. Students toured the offices, studios, and facility. A discussion of career opportunities involving staff members making presentations was held with questions and answers.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WBDC-FM, WAXL-FM, WRZR-FM (Ima), WJTS-TV

Type of Activity Under New EEO Rule: (Menu Option (xiv)) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Date(s) Of Station Participation: November 11, 2022 "Exploraton Of Diversity Between and Among Latino Cultures"

Participating Employees: William C. Potter, VP/General Manager and Brian Schwenk, Program Director

Host/Sponsor Of Activity: Purdue University Extension Dubois County

Brief Description Of Activity And Station Participation:

DCBi VP/GM Bill Potter and Program Director Brian Schwenk attended "Exploraton Of Diversity Between and Among Latino Cultures" Training Session presented by Purdue University Dubois County Extension Office. "Exploraton Of Diversity Between and Among Latino Cultures" featured a speaker focusing on the differences between different nationalities of Latino origin as well as key differences of culture seen within geographic regions of a country.

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Station(s) Claiming Credit: WBDC FM, WAXL FM, WJTS-TV

Type of Activity Under New EEO Rule: (Menu Option (xiv)) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Date(s) Of Station Participation: November 16, 2022

Participating Employees: William C. Potter, General Manager DCBroadcasting, Inc

Host/Sponsor Of Activity: Indiana Broadcasters Association, Ohio State Broadcasters Association and Kentucky State Broadcasters Association

Brief Description Of Activity And Station Participation:

DCBroadcasting General Manager attended and participated in State Broadcasting Associations' "Small Market Managers Roundtable" in Dayton, OH. The program featured information directed at small market broadcast managers on best management practices in programming, new technology and employment. Employment and diversity was discussed heavily in the Q&A session at the end of the day.

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Station(s) Claiming Credit: WBDC-FM, WAXL-FM, WRZR-FM (Ima), WJTS-TV

Type of Activity Under New EEO Rule: (Menu Option (xiv)) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Date(s) Of Station Participation: January 25, 2023 "Rising Above-Management Training"

Participating Employees: William C. Potter, VP/General Manager and Ty Hunter, Program Director

Host/Sponsor Of Activity: Indiana Broadcasters Association in cooperation with other state broadcast associations

Brief Description Of Activity And Station Participation:

DCBi VP/GM Bill Potter and Program Director Ty Hunter attended "Rising Above Summit" Management Training Session. "Rising Above" was a two day event = Day 1 for managers = Day 2 for sales and programming staff. Day One which was attended by Mr. Potter and Mr. Hunter involved management training including hiring and retention practices along with anti-discrimination discussions and best practices training.

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Station(s) Claiming Credit: WBDC FM, WAXL FM, WJTS-TV

Type of Activity Under New EEO Rule: (Menu Option (i)) participation in at least 4 job fairs by station personnel who have substantial responsibility in making of hiring decisions

Date(s) Of Station Participation: February 2, 2023

Participating Employees: William C. Potter, DCBi VP/General Manager and Ty Hunter, Program Director

Host/Sponsor Of Activity: WorkOne Southwest and Southwest Indiana Workforce Board

Brief Description Of Activity And Station Participation:

DCBroadcasting Companies (including WBDC, WAXL, and WJTS-TV) General Manager, William C. Potter AND Ty Hunter Radio Program Director attended the WorkOne Suthwest Jobapalooza Job Fair Thursday February 2, 2023 in Huntingburg, Indiana. Mr. Potter has the say in the hiring of all employees of DCBroadcasting, Inc. including WBDC, WAXL, and WJTS-TV. Mr. Hunter was there to discuss opportunities for attendees in the on-air radio and production departments and as management training opportunity.

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Station(s) Claiming Credit: WBDC-FM, WAXL-FM, WJTS-TV

Type of Activity Under New EEO Rule: (Menu Option (xiv)) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Date(s) Of Station Participation: February 15, 2023 "Women Empowering Women"

Participating Employees: Joyce Murrell, News Director, and Kaitlyn Neukam, Social Media Director

Host/Sponsor Of Activity: Jasper Chamber of Commerce and Women Empowering Women

Brief Description Of Activity And Station Participation:

Joyce Murrell, News Director and Kaitlyn Neukam, Social Media Director attended the Women Empowering Women meeting as a professional development opportunity. Ms. Murrell and Ms. Neukam participated in the "Speed Networking" Luncheon to learn new and diverse management skills as they conversed with women in upper management positions in other industries.

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Type of Activity Under New EEO Rule: (Menu Option (i)) participation in at least 4 job fairs by station personnel who have substantial responsibility in making of hiring decisions

Date(s) Of Station Participation: March 25, 2023

Participating Employees: Tim Torrance, Station Manager

Host/Sponsor Of Activity: Indiana Broadcasters Association

Brief Description Of Activity And Station Participation:

DCBroadcasting Companies (including WBDC, WAXL and WJTS-TV) were represented by Station Manager (WORX/WXGO), Tim Torrance at the IBA Job Fair Saturday March 25, 2023 in Carmel, Indiana. Mr. Torrance has the say in the hiring of employees of DCBroadcasting, Inc. including WBDC, WAXL and WJTS-TV. In addition to having a booth at the job fair, many applications were accepted and on-site interviews were held. WBDC and WAXL each aired 35 thirty-second announcements and WJTS-TV aired 35 thirty-second announcements promoting the job fair and encouraging participation by job seekers and those interested in broadcast careers.