

WORX 96.7 FM
WXGO 1270 AM / 100.9 FM (W265DK)
P.O. Box 95
Madison, IN 47250
(812) 265-3322

DCBROADCASTING, INC.

dba: WORX-FM and WXGO-AM

Period Covered: 04/01/23 to 03/31/24

EEO Recordkeeping Forms

**Annual EEO Public File Report Form
WORX and WXGO**

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: WORX and WXGO of Madison, Indiana 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 04/01/23 to and including 03/31/24 (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 4/1/23 to 3/31/24
Stations Comprising Station Employment Unit: WORX and WXGO

Section 1: Vacancy Information

<u>FULL-TIME POSITIONS FILLED</u>	<u>HIREE RECRUITMENT SOURCE</u>	<u># OF INTERVIEWEES</u>
Job Order #60523NR - News Reporter News Reporter	Indeed	7
Job Order 82123AE - Account Executive - No Hires - Ongoing Account Executive	No Hires	6

Total Number of Persons Interviewed During Applicable Period: 13

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Appendix 1 (continued) to
Annual EEO Public File Report Form
Covering the Period from 4/1/23 to 3/31/24

Stations Comprising Station Employment Unit: WORX and WXGO

Section 1-B: Source Of Interviewees for Individual Positions listed in Section 1-A

<u>FULL TIME POSITION</u>	<u># OF APPLICANTS</u>	<u>RECRUITMENT SOURCE</u>
Job Order #60523NR - News Reporter		
News Reporter	3	Indeed
News Reporter	2	Staff Referral / Summer Part Time
News Reporter	1	Indiana Broadcasters Assoc Website
News Reporter	1	Indiana Broadcasters Assoc. Job Fair
Job Order #82123AE - Account Executive - No Hires - Ongoing		
Account Executive	Indeed	4
Account Executive	Facebook Post	1
Account Executive	Indiana Broadcasters Assoc. Job Fair	1

*Listing only accounts for persons actually interviewed in person for full-time positions.
Two (2) Part-Time staff members hired over period for various duties/training*

Appendix 2 to
Annual EEO Public File Report Form
Covering the Period from 4/1/23 to 3/31/24
Stations Comprising Station Employment Unit: WORX and WXGO
Section 2: 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 Arland Notification: 3/10/03
Address: P.O. Box 902, Carmel, IN 46082 Notification Cease:
Phone: 317-770-0970 Fax: 317-770-0972
E-Mail Address: iba@indianabroadcasters.org
2. **Recruitment Source:** Work One Madison Date Source Initially Requested: 3/10/03
Contact Person: Rosie Rohmann Notification: 3/10/03
Address: 100 E. 2nd Street, Madison, IN 47250 Notification Cease:
Phone: 812-265-3734 Fax: 812-265-1805 / 273-4052
E-Mail Address: erohmann@dwd.state.in.gov
3. **Recruitment Source:** Ivy Tech State College Date Source Initially Requested: 3/10/03
Contact Person: Nina Alcorn Notification: 3/10/03
Address: 590 Ivy Tech Drive, Madison, IN 47250 Notification Cease:
Phone: 812-265-2580 Fax: 812-265-4028
E-Mail Address: aalcorn2@ivytech.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
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:** 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 Notification Cease:
Phone: (630) 916-1700 ext. 3114 Fax: (630) 916-1764
Email: dclark@beonair.com
7. **Recruitment Source:** Ohio Center for Broadcasting Date Source Initially Requested: 3/28/04
Contact Person: Paul Brown, Placement Notification: 3/28/04
Address: 6703 Madison Road, Cincinnati, OH 45227 Notification Cease:
Phone: (513) 271-6060
E-Mail Address: pbrown@beonair.com

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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Covering the Period from 4/1/23 to 3/31/24
Stations Comprising SEU: WORX-FM and WXGO-AM
Section 2-B Recruitment Source Information for listed full-time positions filled

<u>FULL TIME POSITION</u>	<u>RECRUITMENT SOURCES USED</u>	<u>NUMBER OF INTERVIEWEES</u>
Job Order #60523NR - News Reporter		
	Internal Station Postings	0
	Station Website Postings	0
	On-Air Recruitment ads	0
	Facebook Posting	0
	Staff Referrals	2
	Walk Ins	0
	Career Fairs	1
	Vincennes University-Blazer Jobs	0
	Indeed	3
	Indiana Broadcasters Assoc. Website Post	1
Job Order #82123AE - Account Executive - No Hires		
	Internal Station Postings	0
	Station Website Postings	0
	On-Air Recruitment ads	0
	Facebook Posting	1
	Staff Referrals	0
	Walk Ins	0
	Career Fairs	1
	Vincennes University-Blazer Jobs	0
	Indeed	4
	Indiana Broadcasters Assoc. Website Post	0

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Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 4/1/23 to 3/31/24

Stations Comprising SEU: WORX FM and WXGO-AM

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: WORX and WXGO

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 2023

Participating Employees: Tim Torrance, Station Manager / Jesi Brooks, Account Executives, Jordan Bear, On-Air Talent, and AJ Brammer, News Director-WORX and WXGO

Host/Sponsor Of Activity: Madison Consolidated High School

Brief Description Of Activity And Station Participation:

WORX and WXGO hosted a job shadow trainee from Madison Consolidated High School. The student interned at the studio/offices of WORX and WXGO Radio Stations studios for two days in April 2022. The student job shadow focused on all aspects of broadcasting from sales and management to on-air and production. Training included workplace skills and broadcast career opportunities and the education needed with a hands-on approach. The student was 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: WORX and WXGO

Type of Activity Under 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: July 6, 2023

Participating Employees: Tim Torrance, Station Manager

Host/Sponsor Of Activity: Madison WorkOne

Brief Description Of Activity And Station Participation:

Tim Torrance, Station Manager of WORX and WXGO attended the Madison WorkOne Job Fair on Wednesday July 6, 2022 in Madison Indiana. Mr. Torrance has the responsibility of hiring employees at WORX-FM & WXGO-AM/FM Radio.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY WORX and/or WXGO***

Station(s) Claiming Credit: WORX and WXGO

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: August 17, 2023

Participating Employees: Tim Torrance/Station Manager and Jesi Brooks/Account Executive

Host/Sponsor Of Activity: Southeastern Career Center

Brief Description Of Activity And Station Participation:

Tim Torrance, WORX-WXGO Station Manager and Jesi Brooks, Account Executive, talked about all aspects of radio including management, on-air, sales, news and engineering at the annual career fair at the Southeastern Career Center in Versailles, Indiana on Thursday August 17th.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY WORX and/or WXGO***

Station(s) Claiming Credit: WORX and WXGO

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: November 17, 2023

Participating Employees: Tim Torrance/Station Manager

Host/Sponsor Of Activity: Madison Consolidated Junior High School

Brief Description Of Activity And Station Participation:

Tim Torrance, WORX-WXGO Station Manager talked about all aspects of radio including management, on-air, sales, news and engineering at the career fair at the Madison Consolidated Junior High School on Thursday November 17, 2023. The students had an opportunity to use observe and try-on some of the remote radio equipment.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WORX and WXGO

Type of Activity Under 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 2, 2023

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

Host/Sponsor Of Activity: Indiana Broadcasters Association

Brief Description Of Activity And Station Participation:

DCBroadcasting Companies (including WORX and WXGO) General Manager, William C. Potter and DCBi Program Director Ty Hunter attended the IBA Job Fair Monday October 2, 2023 in Indianapolis, Indiana. Mr. Potter has the say in the hiring of all employees of DCBroadcasting, Inc. including WORX and WXGO. Ty Hunter is developing hiring skills and this was a training for DCBi Management Staff. In addition to having a booth at the job fair, many applications were accepted and on-site interviews were held. WORX and WXGO each aired 35 thirty-second announcements promoting the job fair and encouraging participation by job seekers and those interested in broadcast careers.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WORX and WXGO

Type of Activity Under 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: April 25, 2023

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 Cincinnati, 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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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WORX and WXGO

Type of Activity Under 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 24, 2024 "Rising Above-Management Training"

Participating Employees: William C. Potter, DCBi VP/General Manager and Tim Torrance, WORX/WXGO Station Manager

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 WORX/WXGO Station Manager Tim Torrance 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. Torrance involved management training including hiring and retention practices along with anti-discrimination discussions and best practices training.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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Station(s) Claiming Credit: WORX and WXGO

Type of Activity Under 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 23, 2024

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

Host/Sponsor Of Activity: Indiana Broadcasters Association

Brief Description Of Activity And Station Participation:

DCBroadcasting Companies (including WORX and WXGO) General Manager., William C. Potter and DCBi Program Director Ty Hunter attended the IBA Job Fair Saturday March 23, 2024 in Carmel, Indiana. Mr. Potter has the say in the hiring of all employees of DCBroadcasting, Inc. including WORX and WXGO. Ty Hunter is developing hiring skills and hires on-air staff and this was a training for DCBi Management Staff. In addition to having a booth at the job fair, many applications were accepted and on-site interviews were held. WORX and WXGO each aired 56 thirty-second announcements promoting the job fair and encouraging participation by job seekers and those interested in broadcast careers.