

DCBroadcasting, Inc
458 Third Avenue
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(812) 634-9232

DCBROADCASTING, INC.

dba: WBDC-FM, WAXL-FM, WJTS-TV

Period Covered: 04/01/24 to 03/31/25

EEO Recordkeeping Forms

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**Annual EEO Public File Report Form
WBDC FM, WAXL FM, 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, 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 04/01/2024 to and including 03/31/2025 (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-

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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.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 4/1/24 to 3/31/25

Stations Comprising SEU: WBDC FM, WAXL FM, WJTS-TV

Section 1: Vacancy Information

<u>FULL-TIME POSITIONS FILLED</u>	<u>HIREE RECRUITMENT SOURCE</u>	<u># OF INTERVIEWEES</u>
Job Order #071724AE - Account Executive - 4 Hires -		
Account Executive	IBA Job Fair	4
Account Executive	Indeed	3
Account Executive	Staff Referral	1
Account Executive	Facebook	2
Account Executive	Radio Ad	1
Account Executive	IBA Website Post	1

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Total Number of Persons Interviewed During Applicable Period: 12

Appendix 1 (continued) to

Annual EEO Public File Report Form

Covering the Period from 4/1/24 to 3/31/25

Stations Comprising SEU: WBDC FM, WAXL FM, WJTS-TV

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

<u>FULL TIME POSITION</u>	<u># OF INTERVIEWEES</u>	<u>RECRUITMENT SOURCE</u>
Job Order #071724AE - Account Executive - 4 Hires -		
Account Executive	Staff Referral	1
Account Executive	Facebook	2
Account Executive	Radio Ad	1

*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 4/1/24 to 3/31/25
Stations Comprising SEU: WBDC FM, WAXL FM, 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

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| 6. | Recruitment Source: U of E
Address: 1800 Lincoln Ave, Evansville, IN 47722
Contact Person: Kirsten Cirino
Phone: 812-488-1083 Fax: (812) 488-2156
E-Mail Address: kc142@evansville.edu | Date Source Initially Requested: 03/10/03
Notification: 3/10/03
Notification Cease: |
| 7. | Recruitment Source: Illinois Center For Broadcasting
Contact Person: Don Clark
Address: 455 Eisenhower Lane South Ste. 200, Lombard, IL 60148
Phone: (630) 916-1700 ext. 3114 Fax: (630) 916-1764
Email: dclark@beonair.com | Date Source Initially Requested: 10/29/10
Notification: 10/29/10
Notification Cease: |

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

Appendix 2 to
 Annual EEO Public File Report Form
 Covering the Period from 4/1/24 to 3/31/25
 Stations Comprising SEU: WBDC FM, WAXL FM, 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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Job Order #071724AE - Account Executive - 4 Hires

Internal Station Postings	0
Station Website Postings	0
On-Air Recruitment ads	1
Facebook Posting	2
Staff Referrals	1
Walk Ins	0
Career Fairs	4
Vincennes University-Blazer Jobs	0
Indeed	3
IBA Website	1

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Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from 4/1/24 to 3/31/25

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 WAXL-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 2024 to March 2025

Participating Employees: William C. Potter, DCBi General Manager

Host/Sponsor Of Activity: Dubois County College Success Coalition

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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, WAXL and WJTS offer internships, job shadow activities and promotion of CSC events.

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

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

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 27, 2024

Participating Employees: Ty Hunter, Program Director (WBDC/WAXL), Kaitlyn Neukam, Production Director (WJTS-TV) and, William C. Potter, GM (WBDC/WJTS-TV/WAXL)

Host/Sponsor Of Activity: Kid City USA

Brief Description Of Activity And Station Participation: Ty Hunter, Radio PD, Kaitlyn Neukam, TV Prod., and William C. Potter, GM gave a tour of the offices and studios at WBDC/WAXL/WJTS-TV to 70 kids from Kid City USA. During the tour and discussion of broadcast, staff told the kids basic job requirements, responsibilities and opportunities for careers in broadcasting. The tour attendees were also told of the importance of education and broadcast.

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

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

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: August 12, 2024 to August 14, 2024

Participating Employees: Ty Hunter, Program Director / Management
Trainee=DCBroadcasting, Inc

Host/Sponsor Of Activity: HR Indiana 2024 Conference

Brief Description Of Activity And Station Participation:

DCBroadcasting Program Director, Ty Hunter, in training for general management attended and participated in HR Indiana 2024 Conference in Indianapolis, IN. The program featured

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information directed to Human Resource managers on best management practices in programming, new technology and employment. Employment and diversity was discussed heavily. This was a national 3 day event for multiple industries.

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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 2024

Participating Employees: William C. Potter, General Manager / April Jones, Kim Aull, and Kenny Speed, Account Executives-WBDC, WAXL and WJTS TV.

Host/Sponsor Of Activity: Jasper High School

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Brief Description Of Activity And Station Participation:

WBDC-FM/WAXL-FM/ WJTS-TV hosted a student-trainee from Jasper High School. The student was an intern with the Dubois County Work Based Learning Program at JHS and Vincennes University-Jasper. The student was at the Radio Station studios for WBDC, WAXL, and WJTS TV for two hours on Tuesdays, Thursdays and Fridays in the 2nd Semester. The student internship was focused on sales, bookkeeping and management and some commercial 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.

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

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 9, 2024

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Participating Employees: William C. Potter VP/GM, Kurt Gutgsell Sports Director, Kaitlyn Neukam Social Media Director and TV Production, Jared Atkins, News Reporter, Ty Hunter Program Director, Amanda Tempel, On-Air/Production, 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//WJTS-TV welcomed the "2024 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 53 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.

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

Station(s) Claiming Credit: WBDC FM, WAXL 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.

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AND: (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: June 26, 2024

Participating Employees: Ty Hunter, DCBroadcasting, Inc Program Director

Host/Sponsor Of Activity: Leadership Dubois County

Brief Description Of Activity And Station Participation:

WBDC FM, WAXL FM, WJTS-TV Program Director, Ty Hunter, participated in the "Leadership" training programs for Dubois County participants as a featured speaker. 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. Hunter participated 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.

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

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

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 14, 2024

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

Host/Sponsor Of Activity: Indiana Broadcasters Association

Brief Description Of Activity And Station Participation:

DCBroadcasting Companies (including WBDC, WAXL, WORX, WXGO, and WJTS-TV General Manager., William C. Potter and WORX/WXGO Station Manager, Tim Torrance, attended the IBA Job Fair Monday October 14, 2024 in Indianapolis, 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 40 thirty-second announcements and WJTS-TV aired 40 thirty-second announcements promoting the job fair and encouraging participation by job seekers and those interested in broadcast careers.

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UNDERTAKEN BY DCBroadcasting, Inc Companies

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

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: January 25, 2025

Participating Employees: Scott Sollman On-Air DJ (WBDC), William C. Potter, GM (WBDC/WJTS-TV/WAXL)

Host/Sponsor Of Activity: Ferdinand, IN Cub Scout Pack

Brief Description Of Activity And Station Participation: William C. Potter, GM, and Scott Sollman, On-Air DJ gave a tour of the offices and studios at WBDC/WAXL/WJTS-TV. During the tour and discussion of broadcast, staff told the scouts basic job requirements, responsibilities and opportunities for careers in broadcasting. The scouts recorded a station promo. The tour attendees were also told of the importance of education and broadcast.

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

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

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 22, 2025 "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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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY DCBroadcasting, Inc Companies***

Station(s) Claiming Credit: 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: March 5, 2025

Participating Employees: Kaitlyn Neukam, WJTS TV Production/in.form host

Host/Sponsor Of Activity: Jasper High School

Brief Description Of Activity And Station Participation:

WJTS-TV hosted a student from Jasper High School. The student was a part of the JHS Job Shadow Program. The student expressed interest in video production and was at the station studios of WJTS TV with Kaitlyn Neukam for school day spending time in TV production followed by watching the recording of WJTS news with Kaitlyn Neukam. The student was taught workplace skills and broadcast career opportunities and the education needed. 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
UNDERTAKEN BY DCBroadcasting, Inc Companies***

Station(s) Claiming Credit: WBDC / WAXL

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: March 5, 2025

Participating Employees: Ty Hunter, WBDC / WAXL Program Director, Amanda Tempel, On Air Talent and National Syndicated Program Host

Host/Sponsor Of Activity: Jasper High School

Brief Description Of Activity And Station Participation:

WBDC / WAXL hosted a student from Jasper High School. The student was a part of the JHS Job Shadow Program. The student expressed interest in radio on-air talent and production and was at the station studios of WBDC and WAXL with Ty Hunter and Amanda Tempel for the school day spending time in WBDC/WAXL studios and production room. The student was taught workplace skills and broadcast career opportunities and the education needed. 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
UNDERTAKEN BY DCBroadcasting, Inc Companies***

Station(s) Claiming Credit: WBDC-FM, WAXL-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: March 14, 2025

Participating Employees: Kenny Speed, Account Executive

Host/Sponsor Of Activity: Southridge Middle School Careers Class

Brief Description Of Activity And Station Participation: WBDC, WAXL, and WJTS-TV were represented by DCBi Account Executive, Kenny Speed for the Careers Class at Southridge Middle School. Mr. Speed is a senior sales person with stations and is 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 60 students in the class at the middle school on March 14, 2025.

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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: March 19, 2025

Participating Employees: William Potter, General Manager, Ty Hunter, Program Director-WBDC, WAXL; Kaitlyn Neukam, WJTS TV Production and DCBi Social Media; Amanda Temple, DJ / Nationally Syndicated Show Host.

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/WJTS-TV educated 8th grade students from Jasper, Southridge, Forest

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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.

***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 (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 20, 2025

Participating Employees: Ty Hunter, Program Director/WBDC Morning DJ / William Potter, General Manager DCBi General Manager

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

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Brief Description Of Activity And Station Participation:

WBDC-FM/WAXL-FM/WJTS-TV participated the in the Job Fair day of the Career Cruise with Greater Jasper School Corporation, Southwest Dubois School Corporation, Southeast Dubois School Corporation and Northeast Dubois School Corporation. The Job Fair held at Jasper High School was open to all juniors and seniors from the participating schools. Students attending were looking for part-time jobs with local companies including the family of stations with DCBroadcasting. At least 13 students stopped at booth interested in broadcasting and the DCBi companies as a career or part-time job over summer and continuing into and through school year.

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

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

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 29, 2025

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

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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 Saturday March 29, 2025 in Indianapolis, 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 56 thirty-second announcements and WJTS-TV aired 56 thirty-second announcements promoting the job fair and encouraging participation by job seekers and those interested in broadcast careers.