

WORX 96.7 FM
WXGO 1270 AM / 100.9 FM (W265DK)
P.O. Box 95
Madison, IN47250
(812) 265-3322

DCBROADCASTING, INC.

dba: WORX-FM and WXGO-AM
Period Covered: 04/01/24 to 03/31/25
EEO Recordkeeping Forms

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**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 04/01/24 to and including 03/31/25 (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 4/1/24 to 3/31/25
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 #071124NR - News Reporter - No Hires - Ongoing News Reporter	No Hires	2
Job Order #100124AE - Account Executive - No Hires - Ongoing Account Executive	No Hires	2

Total Number of Persons Interviewed During Applicable Period: 4

Appendix 2 to

Annual EEO Public File Report Form

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

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
Phone: (630) 916-1700 ext. 3114 Fax: (630) 916-1764 Notification Cease:
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 4/1/24 to 3/31/25
 Stations Comprising SEU: WORX-FM and WXGO-AM
 Section 2-B Recruitment Source Information for listed full-time positions filled

FULL TIME POSITION	RECRUITMENT SOURCES USED	NUMBER OF INTERVIEWEES
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Job Order #60523NR - News Reporter

Internal Station Postings	0
Station Website Postings	0
On-Air Recruitment ads	0
Facebook Posting	0
Staff Referrals	0
Walk Ins	0
Career Fairs	0
Vincennes University-Blazer Jobs	0
Indeed	2
Indiana Broadcasters Assoc. Website Post	0

Job Order #82123AE - Account Executive - No Hires

Internal Station Postings	0
Station Website Postings	0
On-Air Recruitment ads	0
Facebook Posting	0
Staff Referrals	0
Walk Ins	0
Career Fairs	0
Vincennes University-Blazer Jobs	0
Indeed	2
Indiana Broadcasters Assoc. Website Post	0

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Appendix 3 to
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Covering the Period from 4/1/24 to 3/31/25
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 2024 – May 2024

Participating Employees: Tim Torrance, Station Manager / Jesi Brooks, Account Executives, Jordan Bear, On-Air Talent.

Host/Sponsor Of Activity: Southwestern High School

Brief Description Of Activity And Station Participation:

WORX and WXGO hosted a job shadow trainee from Southwestern High School. The student interned at the studio/offices of WORX and WXGO Radio Stations studios 4 days a week in April-May 2024. 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
UNDERTAKEN BY DCBroadcasting, Inc Companies***

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: May 1, 2024

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 May 1, 2024 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
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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 22, 2024

Participating Employees: Tim Torrance/Station Manager 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 22nd.

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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 19, 2024

Participating Employees: Tim Torrance/Station Manager

Host/Sponsor Of Activity: Southwestern 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 Tuesday November 19, 2024. 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 14, 2024

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

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 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 WORX and WXGO. 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: January 23, 2025 "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 29, 2025

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

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 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 WORX and WXGO. 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.

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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: December 17, 2024

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 Tuesday December 17, 2024 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
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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 6, 2025

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 Thursday March 6, 2025 in Madison Indiana. Mr. Torrance has the responsibility of hiring employees at WORX-FM & WXGO-AM/FM Radio.