

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

DCBROADCASTING, INC.

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

Period Covered: 04/01/25 to 03/31/26

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 04/01/2025 to and including 03/31/2026 (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 4/1/25 to 3/31/26
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 #101325 - Account Executive - No Hires -		8
Job Order #041425 - News Reporter / Director - No Hires -		18

Total Number of Persons Interviewed During Applicable Period: 26

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Appendix 1 (continued) to

Annual EEO Public File Report Form

Covering the Period from 4/1/25 to 3/31/26

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>
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Job Order #101325 - Account Executive - No Hires -

Account Executive	8	IBA Career Fair
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Job Order #041425 - News Reporter / Director - No Hires -

News Reporter	15	IBA Career Fair
News Reporter	2	Job Shadow / School Career Events
News Reporter	1	Staff Referral

*Listing only accounts for persons actually interviewed in person for full-time positions.
Five (5) 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 4/1/25 to 3/31/26

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

FULL TIME POSITION RECRUITMENT SOURCES USED NUMBER OF INTERVIEWEES

Job Order #101325 - 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	8
Vincennes University-Blazer Jobs	0
Indeed	0
IBA Website	0
School Career Events	0

Job Order #041425 - News Reporter / Director - No Full-Time Hires -

Internal Station Postings	0
Station Website Postings	0
On-Air Recruitment ads	0
Facebook Posting	0
Staff Referrals	1
Walk Ins	0
Career Fairs	15
Vincennes University-Blazer Jobs	0
Indeed	0
IBA Website	0
School Career Events	2

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Appendix 3 to

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Covering the Period from 4/1/25 to 3/31/26

Stations Comprising SEU: WBDC FM, WAXL FM, 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 2025 to March 2026

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, WAXL 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 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 24, 2025

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
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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 17, 2025 to August 20, 2025

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

Host/Sponsor Of Activity: HR Indiana 2025 Conference

Brief Description Of Activity And Station Participation:

DCBroadcasting Program Director, Ty Hunter, in training for general management attended and participated in HR Indiana 2025 Conference in Indianapolis, IN. The program featured 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: December 5, 2025

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

Host/Sponsor Of Activity: Business Professional Association / Vincennes University-Jasper

Brief Description Of Activity And Station Participation:

WBDC-FM/WAXL-FM/ WJTS-TV provided judging for the 2025 Region 10 Business - Professional Associations Regional Leadership Conference. The event was hosted by Vincennes University Jasper Campus and involved BPA student members from Region 10 High Schools. William Potter and Ty Hunter, judged the video news presentations and video editing of BPA members. Mr. Potter and Mr. Hunter provided addition insights and suggested improvements for the BPA students relating to broadcast careers.

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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 8, 2025

Participating Employees: William C. Potter VP/GM, Kurt Gutsell 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, Angie Schepers, 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 "2025 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 45 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
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: October 28, 2025

Participating Employees: William C. Potter, DCBi VP/General Manager WBDC FM, WAXL FM, WJTS-TV

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, attended the IBA Job Fair Tuesday October 28, 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 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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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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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 4, 2026

Participating Employees: Jane Jackson, WJTS TV Production/in.form host

Host/Sponsor Of Activity: Jasper High School

Brief Description Of Activity And Station Participation:

WJTS-TV hosted 2 students from Jasper High School. The students were a part of the JHS Job Shadow Program. The student expressed interest in video production and were at the station studios of WJTS TV with Jane Jackson for school day spending time in TV production followed by watching the recording of WJTS news with Kurt Gutsell, Sportscaster and Jane Jackson, Newscaster. The students were taught workplace skills and broadcast career opportunities and the education needed. The students were given a chance to see how skills learned in school relate to the workplace with emphasis placed on broadcast. The students interests were Video Editing and Video Story Telling.

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***SUPPLEMENTAL RECRUITMENT ACTIVITIES
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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 4, 2026

Participating Employees: William Potter, General Manager, WBDC/WAXL/WJTS TV

Host/Sponsor Of Activity: Jasper High School

Brief Description Of Activity And Station Participation:

WBDC/WAXL/WKTS Corporate Office hosted 1 student from Jasper High School. The student was a part of the JHS Job Shadow Program. The student expressed interest in management and bookkeeping and was at the corporate offices of DCBroadcasting with General Manager William Potter for the school day spending time in bookkeeping and management. 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
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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 12, 2026

Participating Employees: 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

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 15 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.