

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

## **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 04/01/25 to and including 03/31/26 (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 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>
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**Job Order #071124NR - News Reporter - No Hires - Ongoing Reposted JO#100225NR**

News Reporter	No Hires	1
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**Job Order #100124AE - Account Executive - 1 Hire - Reposted JO#100325AE**

Account Executive	Indeed	2
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Total Number of Persons Interviewed During Applicable Period: 3



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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 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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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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Covering the Period from 4/1/25 to 3/31/26  
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

**Job Order #071124NR - News Reporter - No Hires - Ongoing - Reposted JO#100225NR**

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	1
Indiana Broadcasters Assoc. Website Post	0

**Job Order #100124AE - Account Executive - 1 Hire - Reposted JO#100325AE**

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  
Annual EEO Public File Report Form  
Covering the Period from 4/1/25 to 3/31/26  
Stations Comprising SEU: WORX FM and WXGO-AM

***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:** June 4, 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 Wednesday June 4, 2025 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 21, 2025

**Participating Employees:** Tim Torrance/Station Manager

**Host/Sponsor Of Activity:** Southeastern Career Center

**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 annual career fair at the Southeastern Career Center in Versailles, Indiana on Thursday August 21<sup>st</sup>.

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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:** September 26, 2025

**Participating Employees:** Tim Torrance/Station Manager

**Host/Sponsor Of Activity:** Southwestern Elementary 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 Southwestern Elementary School on Friday September 26, 2025. 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 28, 2025

**Participating Employees:** William C. Potter, DCBi VP/General 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, attended the IBA Job Fair Tuesday October 28, 2025 in Indianapolis, Indiana. Mr. Potter has the say in the hiring of 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 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:** 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:** Tuesday November 18, 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 Tuesday November 18, 2025 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:** Friday February 27, 2026

**Participating Employees:** Tim Torrance/Station Manager

**Host/Sponsor Of Activity:** Canaan Community Academy

**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 Canaan Community Academy on Friday February 27, 2026. The students had an opportunity to use observe and try-on some of the remote radio equipment.