

EEO PUBLIC FILE REPORT

FOR

WZEW - FM

FAIRHOPE,

ALABAMA

Attached EEO Public File
Report Cover the Period

December 1, 2022 to November 30, 2023

**This EEO Public File Report is filed in the public inspection files for station
WZEW-FM pursuant to Section 73.2080(c)(6) of the Federal Community
Commission Rules.**

Equal Employment Opportunity Public File Report

WZEW - FM

FAIRHOPE, ALABAMA

Recruitment Activity Summary

December 1, 2022 – November 30, 2023

This EEO Public File Report is filed in the public inspection files of the Station pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies **2**

During the period ending on November 30, 2023, the Stations filled the following full-time vacancies:

SALES ACCOUNT REP.

2. Total Interviewees for Full-Time Vacancies **9**

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Applicants
Dot Com Plus Website	
Indeed Website	62
Employee Referral	1
Internal Job Posting	
Recruitment Sources used to hire 2 sales reps.	
Employee Referral	1 Hired
Indeed Website	1 Hired

Master List of Recruitment Sources

Number	Source	Contact Person	Email/Website For Contact Person	Source Entitled to Vacancy Notification?	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasters Association 2180 Parkway Lake Dr. Hoover, AL 35244	Sharon Tinsley, Exec. Director	stinsley@al-ba.com www.al-ba.com	YES	0
2	WNSP/WZEW Internal Job Posting to Current Employees 1100 DAUPHIN ST. MOBILE, AL	JANE HAMILTON	JANE@WNSP.COM	NO	0
3	WNSP FM WNSP.COM	NICK WIGGINS	NICK@WNSP.COM	NO	0
4	WZEW FM 92ZEW.NET	NICK WIGGINS	NICK@92ZEW.NET	NO	0
5	AL. STATE VOCATIONAL REHAB. P.O. BOX 4280 MONTGOMERY, AL. 36103	CARY BOSWELL	Cary.Boswell@rehab.alabama.gov	NO	0
6	BISHOP STATE COMM COLL 321 N. BROAD ST MOBILE AL. 36603	MR. JORDAN	http://www.bishop.edu u/	NO	0
				NO	0
8	FAULKNER UNIVERSITY	LAURA BURKS	lburks@faulknerstate.edu	NO	0
9	MOBILE AREA CHAMBER OF COMMERCE	PUBLIC RELATIONS	P.O. BOX 2187 MOBILE, AL 36652	NO	0
10	PRESS REGISTER	CLASSIFIEDS	www.al.com/press-register	NO	0
11	NAACP-MOBILE BRANCH 419 LEXINGTON AVE MOBILE, AL 36603	ADMIN ASST		NO	0
12	USA CO-OP 6420 OLD SHELL RD MOBILE, AL 36608	PLACEMENT OFFICER	www.southalabama.edu/	NO	0

Master List of Recruitment Sources

Number	Source	Contact Person	Email/Website For Contact Person	Source Entitled to Vacancy Notification?	0
14	LINKEDIN- WWW.LINKEDIN.COM/ WNSP/LINKEDIN/ CAREER SERVICES			NO	0
15	UNIV. OF MOBILE PO BOX 13220 MOBILE, AL 36613		IMASON@UMOBILE.EDU. CAREER SERVICES	NO	0
16	Indeed Website		www.indeed.com	YES	8
17	Employee Referral			YES	1
18	Internal Transfer/Promotion			NO	0
19	Southwest Alabama Partnership for Training and Employment 515 Springhill Plaza Court Mobile, AL 36608		https://sawdcalabamaworks.com	NO	0
20	Mobile Career Center 515 Springhill Plaza Court Mobile, AL 36608		Eric.marshall@alcc.alabama.gov	NO	0
21	MONSTER.COM			NO	0

EEO PUBLIC FILE REPORT December 1, 2022 – November 30, 2023

III. RECRUITMENT INITIATIVES

1. Mobile Chamber Commerce Business Expo August 2023

The Sales Manager, Promotions Director participated in this event and presented information about careers in radio advertising and job openings. They spoke to interested attendees and resumes were accepted. WNSP and WZEW advertised this event on all of the stations.

2. Eastern Shore Business Expo April 2023

Hosted by the Eastern Shore Chamber of Commerce, and was attended by the Sales Manager, two Account Executives and the Promotions Director. The Promotion Director and Sales staff distributed information about careers in radio advertising. The Sales manager collected resumes and made appointments with perspective attendees. This event was advertised on WNSP, WZEW, the Crab, and the Soul.

3. Mobile Area Black Chamber of Commerce

This event was held at the Spring Hill College Byrne Hall and was attended by the Sales Manager, two Account Executives and the Promotions Director. The Promotion Director and Sales staff

distributed information about careers in radio advertising and board – op opportunities. The Sales manager collected resumes and made appointments with perspective attendees.

4. Southwest Mobile County Chamber of Commerce Business Expo. October 2023

The Sales Manager, Promotions Director participated in this event and presented information about careers in radio advertising and job openings. They spoke to interested attendees and resumes were accepted

5. National Association of Black Journalist Career Fair June 2023

Held in Birmingham-Jefferson Convention Complex and attended by the station's News Manager. The News Manager spoke about her career and distributed information about careers in radio.

6. Mobile Area Public and Private Schools

Each year WNSP and WZEW are visited by many schools from the Mobile area. Each class has a designated station employee that takes them on a tour of the stations, and explains how the stations work and connect to the towers. Occasionally, the classes are put on the air during a live show as special visitors.



92Zew Civic/Educational Projects



Presentation-Rotary Club



Faux Supreme Court Exercise



Sports Broadcast Project



Media Class Lecture



Newscast Practicum

92Zew Projects for 2021-2023

Educational Projects

A series of lectures and productions at area schools to inform and educate students on the impact of media on America society, its goal of documenting history, and the attraction as a possible career choice. All projects were conducted by a 92Zew/WNSP employee as moderator. For the most part, each program was between 45 minutes and an hour, with one to six lectures scheduled in a school year.

Schools-Elementary, Intermediate, High School and College.

Elementary projects included student interaction with audio/visual recording in an age-appropriate yet entertaining manner. Students were involved in creating "fun content" as a method to engage them with media.

For intermediate students, the information was a little more advanced, such as creating "school news" and added emphasis on "presentation".

High School presentations were instructed in means to use media as a tool in whatever endeavors their future might include. Examples, chosen from their suggestions were used to get their brains in gear with media's potential.

College presentations were done in association with existing media-studies, focusing on area's the faculty felt would be advantageous for their students. Sports, talk radio, and podcasting were often requested.

Schools involved in these sessions were Spring Hill College (Mobile, AL), Bayside Academy (Daphne, AL), Spanish Fort Intermediate (Spanish Fort, AL)

2. Two different lecture series were designed and presented to adult audiences, one for civic organizations focused on increasing the audience's top-of-mind awareness of media's impact on historical documentation, influence on current events, and potential on future business models. A second series was focused on increasing top of mind awareness of local media's impact on local history, influence on current affairs, and conjecture of future expectations.

Each lecture was a 20-40 minute presentation during a one year period. One exception...the Mobile Visitor's and Tourist Bureau asked for one on the history of the Mobile Music Community, quarterly, as a component of their "Mobile Ambassador" program. ("The Mobile Ambassador" is a 3-month program to increase the top-of-mind awareness of the marketplace in-order to lead tour-groups, perform as docents for public events, and to man Mobile Information Booths as conventions and tourist attractions).

Other organizations such as the Optimist Club, the Rotary Club, and the Chamber of Commerce

DOT COM PLUS, LLC

WNSP FM, WZEW FM, THE CRAB FM & THE SOUL FM

FALL, SPRING AND SUMMER

Dot Com Plus, LLC offers an extensive on-going internship program. That is geared to prepare students to have a working knowledge in all day to day aspects of a local radio station by providing instruction, resources, and tools to grow and succeed. Our program is primarily for the benefit of Intern to obtain educational experience and gain practical work experience. We develop and inspire our interns through hands on projects, gaining experience from industry professionals, promoting personal and career development and boosting their skill set for the real world. Our interns are participating in the internship program with the express understanding that the Intern will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

In 2023 Dot Com Plus, LLC had 2 Interns working with the Promotions and Production managers over all of the stations.

Many of our interns have been hired by Dot Com Plus as part time and full time employees.

Equal Opportunity Policies

DOT COM PLUS, LLC provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, genetic or family medical history information, disability, protected veteran status or any other legally protected basis. DOT COM PLUS, LLC makes employment decisions based only on valid job-related requirements. DOT COM PLUS, LLC does not discriminate on the basis of a physical or mental disability or an individual's status as a disabled veteran or any other protected veteran with regard to application for employment and any terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

Equal Opportunity Statement for Individuals with Disabilities and Protected Veterans

DOT COM PLUS, LLC provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, genetic or family medical history information, disability, protected veteran status or any other legally protected basis. DOT COM PLUS, LLC makes employment decisions based only on valid job-related requirements. DOT COM PLUS, LLC does not discriminate on the basis of a physical or mental disability or an individual's status as a disabled veteran or any other protected veteran with regard to application for employment and any terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

Non-Discrimination: DOT COM PLUS, LLC complies with applicable laws prohibiting discrimination, harassment and retaliation, including but not limited to Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Adjustment Assistance Act, as amended by the Jobs for Veterans Act of 2002 (VEVRAA), the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008. Consistent with those laws and UA's Sexual Misconduct, Harassment and other policies, UA prohibits discrimination on the basis of genetic or family medical history information, race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, disability, protected veteran status or any other legally protected basis in admission or access to, or treatment of employment in, its programs and services. These prohibitions against discrimination apply to recruitment application, selection, hiring, appointment, transfer, demotion, promotion, tenure, job assignments, classification, compensation, benefits, leaves of absence, sick leave or any other leaves, job training and development, discharge, layoff, and/or any other term, condition or privilege of employment.