

EEO PUBLIC FILE REPORT

FOR

WZEW-FM

BAY MINETTE,

ALABAMA

Attached EEO Public File
Report Cover the Period

December 1, 2024 to November 30, 2025

**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

BAY MINETTE, ALABAMA

Recruitment Activity Summary

December 1, 2024 - November 30,
2025

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, 2025, the Stations filled the following full-time vacancies:

SALES ACCOUNT REP.

2. Total Interviewees for Full-Time Vacancies: **6**

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	2
Employee Referral	3
Internal Job Posting	1
Station Ads	

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	NO	0
2	WNSP/WZEW Internal Job Posting to Current Employees 1100 DAUPHIN ST. MOBILE, AL	JANE HAMILTON	JANE@WNSP.COM	NO	3
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	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.CAREERSERVICES	NO	0
16	Indeed Website		www.indeed.com	NO	2
17	Employee Referral			NO	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

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.

III. RECRUITMENT INITIATIVES

1. Mobile Chamber Commerce Business Expo 2025. 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 2025

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. Southwest Mobile County Chamber of Commerce Job Expo

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 educated the attendees on how radio works.

3. Mobile Area Black Chamber of Commerce

This event was held at the Spring Hill College Byrne Hall. ger, 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. Mobile Area Council Boy Scouts of America

Each year WNSP and WZEW are visited by many Cub Scout troops from the Mobile area. Each troop 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 troops are put on the air during a live show as special visitors.

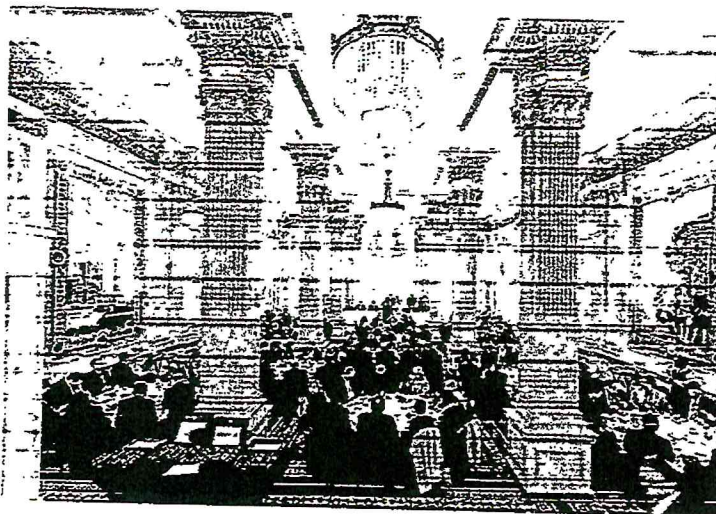
5. Mobile Area Public and Private Schools

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.

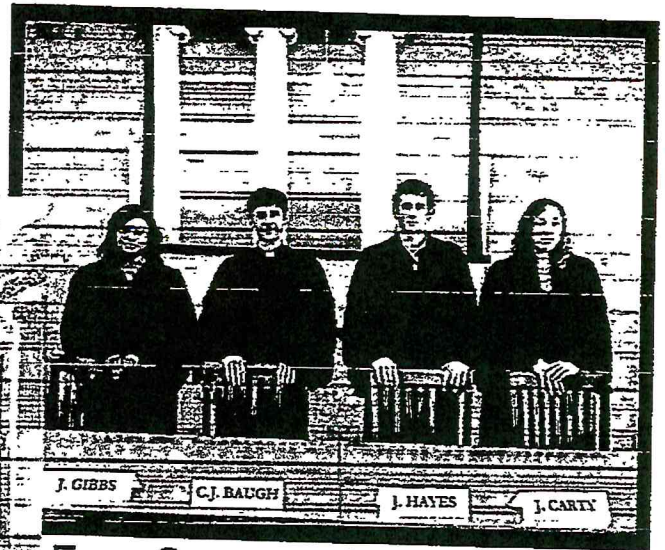
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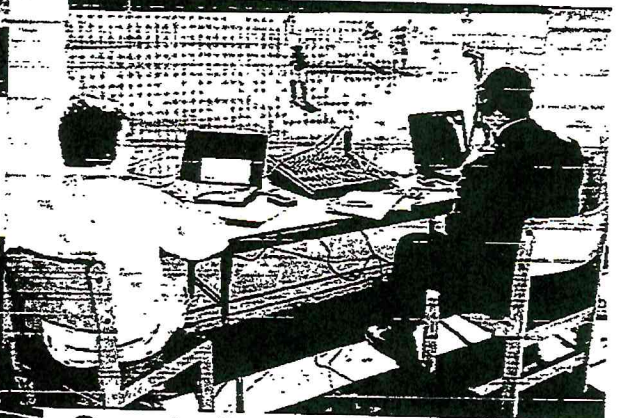
92Zew Civic/Educational Projects



Presentation-Rotary Club



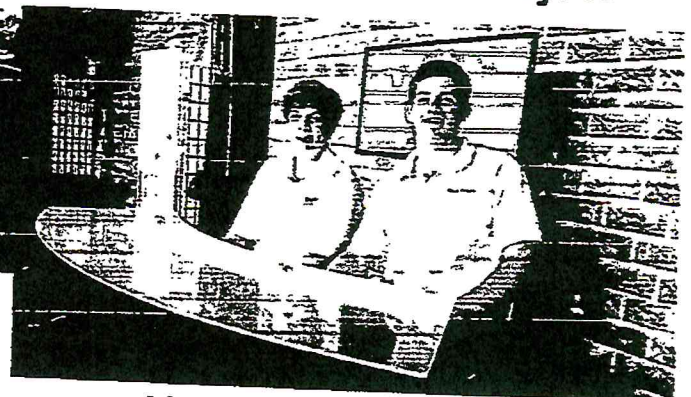
Faux Supreme Court Excercise



Sports Broadcast Project



Media Class Lecture



Newscast Practicum

Playhouse in the Park , Mobile Arts Council, Loda Art Walk/Arts Alive!, The Mobile Opera & Symphony and many others. Times of shows, and tickets to the events were given each week and leading up to the weekend performances.

Studio Tours for Students

WZEW-FM helped to organize and give tours of the Sound of Mobile Stations to elementary school students from St. Mary's School and Orange Beach Middle school students. The students learned how the station worked both in front of and behind the scenes, including commercial production, imaging, and on air execution.





EMPLOYEE CONTRIBUTIONS

Cheers for Children last night went well. Matt

did "lives" on social for both, and Cheers for Children Raised a ton of money for the

Child Advocacy Center last night. Our auction item went for the second highest bid too.

Christmas Jubilee

Coming up the weekend of 14th-17th. They have a remote scheduled for the 14th from 3-6pm. Donating sound system to them again for their main stage, and will set up the day before on the 13th We have certificates for entry to giveaway on air and for bingo too.

HOLIDAY CHEER AT THE CROWN, with **Mary Booth** to benefit The Child Advocacy Center of Mobile. From 6-8pm.

Betsy Chandler

Fun!

Top of Form

Bottom of Form

Then this morning Father Vrazel and **St. Mary's Lighting Up Midtown Tree Lighting** co ordinator Jessica Martin stopped by to say hey!

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- **92ZEW**

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- Merry Christmas from our families to yours and a huge thank you to you too for the incredible amount of toys you helped us raise this year for The Child Advocacy Center of Mobile at our Locals All Star Christmas Jam!
- Don't forget you can hear the playback again tonight with all of the amazing local talent and more starting at 6 pm.
- Need some extra \$\$ this holiday season?

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- Big shout out to **WKRK Devon Walsh , Shamonee Baker** and the whole WKRK staff for squeezing us in this morning to promote **Bras Across the CAUSEway** this Saturday!
 - Incredible night last night co hosting the **Make-A-Wish Alabama** Gala with **Shamonee Baker** and **Make a Wish Alumni Ethan Lybrand**. After it was over, all I could do was just stand there in awe at how much was raised for these kids.
 - It takes around \$10,000 to make a sick child's complete wish come true. At the end of the night, over \$77,000 had been donated which meant 7, nearly

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- Got to emcee one of my favorite events of the year yesterday, the Children's "Cancer Free" bell ringing ceremony at **USA Health Children's & Women's Hospital!**
- This is my third year getting the honor to introduce the kids and their families and I can't thank Beth and the staff at USA for asking me to be a part of this amazing event again this year. Shout out to Phi Mu sorority at South for volunteering too.
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- The first annual **Queens with Dreams** Glow Ball at the **ABBA Shrine** was a blast! Got to emcee and I love these ladies, and the fact that everything they do involves the community somehow. This time it was proceeds benefiting the Shriners Children's Transportation Fund, and judging by the turnout, they raised some serious bank.