

2021 – Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a signal Station Employment Unit for purposes of the EEO Rules:

<u>Call Sign</u>	<u>Community</u>	<u>FIN</u>
WOOF(AM)	Dothan, Alabama	73675
WOOF-FM	Dothan, Alabama	73674

The information contained in this Annual EEO Report covers the time period from December 2, 2020 to, and including, December 1, 2021 (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

- A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- Data reflecting the total number of persons interviewed for all 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
- A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following section provide the require information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in our stations’ public inspection file on 11-30-2021..

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: December 2, 2020 to December 1, 2021
 Stations in Employment Unit: WOOF (AM) and WOOF-FM

Full-time Positions Filled by Job Title and Date Filled		Recruitment Source of Hiree
1.	(02/01/21 - 03/01/21 window) General Sales Manager 03/10/21	Word of Mouth
2.	(05/07/21 - 06/11/21 window) Account Executive & Administrative Assistant AA 06/14/21 AE 08/25/21* AE 09/13/21* *hired from this window and pool of applicants	On-Air Recruitment On-Air Recruitment On-air Recruitment
3.	(10/12/21 - 10/27/21 window) On-Air Talent 11/01/21 11/01/21 11/01/21	On-Air Recruitment On-Air Recruitment On-Air Recruitment
4.	(11/02/21 - 11/30/21 window) Account Executive 11/30/21	On-Air Recruitment

Total Number of People Interviewed for All Job Positions:

1. (02/01/21 - 03/01/21 window) General Sales Manager - 4 applications of which 4 were interviewed: 1 On-Air Recruitment Ad, 3 Word of Mouth
2. (05/07/21 - 06/11/21 window) Administrative Assistant & Account Executive -9 applications of which 9 were interviewed: 3 On-Air Recruitment Ad, 2 Word of Mouth, 2 Facebook Ad, 2 Newspaper Ad
3. (10/12/21 - 10/27/21 window) On-Air Talent - 4 applications of which 3 were interviewed: 3 On-Air Recruitment, 1 Alabama Broadcasters Association Website
4. (11/02/21 - 11/30/21 window) Account Executive - 5 applications of which 5 were interviewed: 2 On-Air Recruitment, 3 Word of Mouth

Section 2: Recruitment Sources

Time Period Covered: December 2, 2020 to December 1, 2021

Stations in Employment unity: WOOF(AM) and WOOF-FM

Recruitment Source (Name, Address, telephone Number, Contact Person)		Total Number of Interviewees This Source Has Provided During This Period	Full-time Position for Which This Source Was Utilized
1.	Our websites (997wooffm.com and woofradio.com and Facebook)	2	All Positions
2.	On-Air recruitment Ads General Sale Manager 234 Account Executive & Administrative Assistant 424 On-Air Talent 220 Account Executive 400	9	All Positions
3.	Word of Mouth	8	All Positions
4.	Dothan Eagle BH MEDIA GROUP Publishing Solutions Linda Ferguson lferguson@dothaneagle.com 334-702-6030	2	All Positions
5.	Alabama A&M University Alumni Association c/o Betty Smith 1050 County Road 25 Abbeville, AL 36310		All Positions
6.	Alabama Broadcasters Association ABA Job Bank (emailed to Niki Thomas nthomas@al.ba.com on 11/6/18 and 6/25/19)	1	All Positions

7.	Walk-In		All Positions
8.	Enterprise State Community College Career Dept. Attn: Ms. Frazier Fax: 334-393-6223		All Positions
9.	Club Yesepoche c/o Mary Merritt, President 506 Tartan Way Enterprise, AL 36330		All Positions
10.	Illustrious Renaissance Club c/o Cynthia Cooper- President 1808 Crenshaw Drive Dothan, AL 36301		All Positions
11.	Eureka Sorelles Club c/o Nichole Thomas- President 106 Lakeside Drive Dothan, AL 36301		All Positions
12.	Alabama State University Alumni Association c/o Mrs. Mina Dickens- President 1308 Kinsey Road Dothan, AL 36301		All Positions
13.	Chipola Jr. College Career Resource Center Ms. Betty Broome 3094 Indian Circle Road Marianna, FL 32446		All Positions
14.	American Business Women's Association Ms. Jan Hamilton 1690 Hickory Grove Road Cottonwood, AL 36320		All Positions
15.	Troy University-Dothan Campus Dr. Debora Pettway Director, Student Support Services Troy University 116G Malone Hall Dothan, AL 36303		All Positions
16.	NAACP Dothan Wiregrass Branch #5025		All Positions

	Mr. Paul Carroll, President P.O. Box 683 Dothan, AL 36302		
17.	Omega Psi Phi Fraternity, Inc. c/o Benny E. Griffin 902 DuBoise Street Dothan, AL 36303		All Positions
18.	Phi Beta Sigma Fraternity, Inc. c/o Mr. K.O. Mills-President 8003 Cottonwood Road Dothan, AL 36301		All Positions
19.	Alpha Phi Alpha Fraternity, Inc. c/o Mr. Wallace L. Smith, Jr. 712 Sunset Drive Dothan, AL 36301		All Positions
20.	Kappa Alpha Psi Fraternity, Inc. c/o Mr. Johnny Potter- President 801 Burkett Road Dothan, AL 36301		All Positions
21.	Wiregrass-Tuskegee Alumni Club Ms. Birdie Martin, President 3209 Tennyson Drive Dothan, AL 36305-1123		All Positions
22.	Talladega College Ms. Trailer Career Center 617 West Battle Street Talladega, AL 35160		All Positions
23.	Bishop State Community College Ms. Juliette Womack Placement/Career/Fundraiser Coordinator 414 Stanton Street Mobile, AL 36617-3299		All Positions
24.	Lurleen B. Wallace College Ms. Judy Hall P.O. Box 1418 Andalusia, AL 36420		All Positions

25.	Gulf Coast Community College Career Center Ms. Leila Winther, Coordinator 5230 Highway 98 Panama City, FL 32401		All Positions
26.	Les Vingt Socialete Club Ms. Sharon Kelley, President P.O. Box 10423 Dothan, AL 36304		All Positions
27.	J.F. Drake Technical College Ms. Christina Scissum J.F. Drake Technical College 3421 Meridian Street North Huntsville, AL 35811		All Positions
28.	Auburn University Career Department Fax 334-844-3871		All Positions
29.	Trenholm State Technical College Mrs. Maria Richardson Job Placement Coordinator Trenholm State Technical College Learning Resource Center (Library Tower) 3086 Mobile Highway Montgomery, AL 36108		All Positions
30.	Miles College Dr. Glenda Brown-Wade Career Planning & Placement P.O. Box 3800 Birmingham, AL 35208		All Positions
31.	Selma University Mr. Woodrow Johnson Dean of Student Affairs 1501 Lapsley Street Selma, AL 36701		All Positions
32.	Alabama State University Career Services Ms. Kathryn Williams, Director P.O. Box 271		All Positions

	Montgomery, AL 36101-0271		
33.	Lawson State Community College Mr. Carl Davis, Career Counselor 3060 Wilson Road Southwest Birmingham, AL 35221		All Positions
34.	Oakwood College Ms. Sonia Paul Career Services P.O. Box 107 Huntsville, AL 35896		All Positions
35.	Stillman College Ms. Jacqueline Currie Director of Student Development 3601 Stillman Blvd. Tuscaloosa, AL 35403		All Positions
36.	Shelton State Community College Ms. Beth Patrick Career Services Center 9500 Old Greensboro Road Tuscaloosa, AL 35405		All Positions
37.	E.L.E.T.E. Professionals c/o Kayotris Whigham- President P.O. Box 6054 Dothan, AL 36302		All Positions
38.	Eureka Club c/o Linda Garrett-President P.O. Box 262 Dothan, AL 36302		All Positions
39.	Dothan Alumnae Chapter of Delta Sigma Theta Sorority, Inc. c/o Ms. Phyllis Griffin, President P.O. Box 7112 Dothan, AL 36302		All Positions
40.	Alpha Kappa Alpha Sorority, Inc. c/o Dr. Jerlyn McCleod- President		All Positions

	P.O. Box 1814 Dothan, AL 36302		
41.	Headland Progressive Women's Club c/o Christine Underwood- President P.O. Box 485 Headland, AL 363455		All Positions
42.	Alabama A&M University Career Development Services Ms. Monique Ryan Monique.ryan@aamu.edu		All Positions
43.	Mr. Chestnut Student Activities Concordia College 1712 Broad Street Selma, AL 36701-4102		All Positions
44.	Wallace Community College/Wallace Campus "Career Dept." attn: Ms. Lisa Clingerman Fax: 334-983-6066		All Positions
45.	Job Fairs		All Positions
46.	Wiregrass.jobs BH MEDIA GROUP Publishing Solutions Linda Ferguson lferguson@dothaneagle.com 334-702-6030		All Positions
47.	Tuskegee University Career Dept. Attn: Ms. Sarah Stringer Fax: 334-727-8258		All Positions
48.	The University of Alabama Career Center Attn: Ms Oswald Fax: 205-348-5852		All Positions
49.	The Dothan Area Career Center Attn: Ms. Newton (Joblink.AL.Gov) Fax: 334-792-2124		All Positions

50.	The Dothan Progress BH MEDIA GROUP Publishing Solutions Linda Ferguson lferguson@dothaneagle.com 334-702-6030		All Positions
51.	The Enterprise Ledger BH MEDIA GROUP Publishing Solutions Linda Ferguson lferguson@dothaneagle.com 334-702-6030		All Positions

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: December 2, 2020 to December 1, 2021

Stations in Employment Unit: WOOF(AM) and WOOF-FM

1. **Career/Job Fair participation**
No Career/Job Fairs due to Covid 19 guidelines

2. **Tours of Broadcast Facilities**
No Tours due to Covid 19 guidelines.

3. **Community Outreach /Speaking engagements**
No Outreach / Speaking engagements due to Covid 19 guidelines.

4. **On-Air employment outreach**
On-air EEO statement and invitation to file an application with WOOF Inc. for Future employment with our company, professionally voiced by our station imaging person, Randy Reeves, aired 834 times. (The 1278 announcements for the (General Sales Manager, Administrative Assistant /Account Executive, On-Air Talent, and Account Executive are not part of this figure).

5. **Our websites, woofradio.com and 997wooffm.com**
In all times other than during specific opening hiring periods we post our EEO statement and invitation to submit an application with WOOF Inc. to have on file for future employment opportunities with our company. We also post the gender and racial composition of our staff. We are very proud of our diversity and we feel this would be a very attractive reason for job seekers to want to be a part of our staff in the future.