

## EEO PUBLIC FILE REPORT

FOR THE PERIOD May 21, 2024 – May 20, 2025

*A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.*

| A. Full-Time Vacancies Filled During Past Year |                             |                         |
|------------------------------------------------|-----------------------------|-------------------------|
|                                                | Job Title                   | Date filled             |
| 1                                              | Media Advisor               | 10/1/2024               |
| 2                                              | Media Advisor (2 positions) | 1/13/2025 (2 positions) |
| 3                                              |                             |                         |
| 4                                              |                             |                         |
| 5                                              |                             |                         |
| 6                                              |                             |                         |
| 7                                              |                             |                         |

| B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy    |                        |                                                                        |                                      |                        |
|-----------------------------------------------------------------------------|------------------------|------------------------------------------------------------------------|--------------------------------------|------------------------|
| 1. Media Advisor                                                            |                        |                                                                        | Date Filled: October 1, 2024         |                        |
| Source                                                                      | Contact Person         | Address                                                                | Telephone #                          | Referred person hired? |
| <a href="https://sagacom.com/">https://sagacom.com/</a>                     | Devon Fralick          | 73 Kercheval Ave, Ste 201<br>Grosse Pointe Farms, MI 48236             | 313-886-7070                         | No                     |
| <a href="https://www.fm99.com">https://www.fm99.com</a>                     | Dave Taylor            | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900                         | No                     |
| <a href="https://www.1069thefox.com">https://www.1069thefox.com</a>         | Dave Taylor            | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900                         | No                     |
| <a href="https://www.vabonline.com/">https://www.vabonline.com/</a>         | VAB                    | 250 West Main St. Ste. 100<br>Charlottesville, VA 22902                | 434-977-3716                         | No                     |
| <a href="https://www.collegecentral.com">https://www.collegecentral.com</a> | Tidewater Comm College | 121 College Pl.<br>Norfolk, VA 23510                                   | 757-822-1122                         | No                     |
| On-Air recruitment ad on WNOR & WAFX                                        | Tiffany Cobb           | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900                         | Yes                    |
| <a href="https://www.indeed.com/">https://www.indeed.com/</a>               | Indeed                 | Indeed Tower<br>200 W 6 <sup>th</sup> St. Floor 36<br>Austin, TX 78701 | 800-475-4361                         | No                     |
| Employee Referral                                                           | Tiffany Cobb           | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900                         | No                     |
|                                                                             |                        |                                                                        |                                      |                        |
| 2. Media Advisor (2 positions)                                              |                        |                                                                        | Date Filled: January 13, 2025 (both) |                        |
|                                                                             |                        |                                                                        |                                      |                        |
| <a href="https://sagacom.com/">https://sagacom.com/</a>                     | Devon Fralick          | 73 Kercheval Ave, Ste 201<br>Grosse Pointe Farms, MI 48236             | 313-886-7070                         | No                     |
| <a href="https://www.fm99.com">https://www.fm99.com</a>                     | Dave Taylor            | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900                         | No                     |
| <a href="https://www.1069thefox.com">https://www.1069thefox.com</a>         | Dave Taylor            | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900                         | No                     |
| <a href="https://www.vabonline.com">https://www.vabonline.com</a>           | VAB                    | 250 West Main ST. Ste. 100<br>Charlottesville, VA 22902                | 434-977-3716                         | No                     |

|                                                                             |                        |                                                                        |              |         |
|-----------------------------------------------------------------------------|------------------------|------------------------------------------------------------------------|--------------|---------|
| <a href="https://www.collegecentral.com">https://www.collegecentral.com</a> | Tidewater Comm College | 121 College Pl.<br>Norfolk, VA 23510                                   | 757-822-1122 | No      |
| <a href="https://www.indeed.com">https://www.indeed.com</a>                 | Indeed                 | Indeed Tower<br>200 W 6 <sup>th</sup> St. Floor 36<br>Austin, TX 78701 | 800-475-4361 | No      |
| On-Air recruitment ad on<br>WNOR & WAFX                                     | Tiffany Cobb           | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900 | No      |
| Employee Referral                                                           | Tiffany Cobb           | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900 | Yes (1) |
| Employee Referral                                                           | Amanda Sydnor          | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                | 757-366-9900 | Yes (1) |
|                                                                             |                        |                                                                        |              |         |

|                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------|
| <b>C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number): 18</b> |
| <b>D. Total Number of Interviews For All Full-Time Vacancies Filled During the Past Year per Recruitment/Referral Sources:</b>        |

| <b>Referral Source</b>                                                                                                                                                                      | <b>Contact Person</b>  | <b>Address</b>                                                                                     | <b>Telephone #</b> | <b>Number of Interviewees Referred</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|----------------------------------------------------------------------------------------------------|--------------------|----------------------------------------|
| <a href="https://sagacom.com/">https://sagacom.com/</a>                                                                                                                                     | Devon Fralick          | 73 Kercheval Ave, Ste 201<br>Grosse Pointe Farms, MI 48236                                         | 313-886-7070       |                                        |
| <a href="https://www.fm99.com">https://www.fm99.com</a>                                                                                                                                     | Dave Taylor            | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                                            | 757-366-9900       |                                        |
| <a href="https://www.1069thefox.com">https://www.1069thefox.com</a>                                                                                                                         | Dave Taylor            | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                                            | 757-366-9900       |                                        |
| <a href="https://www.vabonline.com">https://www.vabonline.com</a>                                                                                                                           | VAB                    | 250 West Main St. Ste 100<br>Charlottesville, VA 22902                                             | 434-977-3716       |                                        |
| <a href="https://www.collegecentral.com">https://www.collegecentral.com</a>                                                                                                                 | Tidewater Comm College | 121 College Pl.<br>Norfolk, VA 23510                                                               | 757-822-1122       |                                        |
| <a href="https://www.indeed.com">https://www.indeed.com</a>                                                                                                                                 | Indeed                 | Indeed Tower<br>200 W. 6 <sup>th</sup> St. Floor 36<br>Austin, TX 78701                            | 800-475-4361       | 9                                      |
| Job Fair                                                                                                                                                                                    | Jennifer Salyers       | Christopher Newport University<br>Christopher Newport Hall,<br>Suite 305<br>Newport News, VA 23606 | 757-594-7345       | 1                                      |
| Employee Referral                                                                                                                                                                           | Tiffany Cobb           | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                                            | 757-366-9900       | 2                                      |
| On-Air Recruitment Ad on<br>WNOR & WAFX                                                                                                                                                     | Tiffany Cobb           | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                                            | 757-366-9900       | 5                                      |
| Employee Referral                                                                                                                                                                           | Amanda Sydnor          | 870 Greenbrier Circle, Ste. 399<br>Chesapeake, VA 23320                                            | 757-366-8800       | 1                                      |
| TCI had the following Part-time vacancies: Promotions Assistant/Board Op, Rock Girl and Office Assistant/Reception. We provided notice on the Saga, FM99 and 1069theFox websites as well as |                        |                                                                                                    |                    |                                        |

VAB,,Collegecentral and Indeed. We hired seven people during the above referenced timeframe (including a paid intern).

#### **E. Outreach Activities**

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

##### **Description of Initiative: Participation in Job Fairs**

Tidewater Communications, LLC has participated in the following Job Fairs:

- (1) Christopher Newport University – 1 Avenue of The Arts Newport News, VA 23606 - Fall Job & Internship Fair on September 24, 2024. Focus on Full-time Media Advisors and Part-time Board Op/On-Air Talent. Representatives were Tiffany Cobb (Sales Manager) and David Alvarado (Promotions).
- (2) Regent University – 1000 Regent University Drive Virginia Beach, VA 23464 - - Spring Internship & Career Fair on March 27, 2025. Representative was Sonja Morrell (Promotions). The representative discussed job opportunities within our stations as well as within the radio industry in general.
- (3) Granby High School – 7101 Granby St. Norfolk, VA 23505 - Career Fair on March 19, 2025. Focus on Part-time Promotions and Part-time Board Op/On-Air Talent. Representatives were David Alvarado (Promotions) and Nick Pearl (Programming). Our representatives met with students that are interested and curious about the radio industry and its' future in the face of growing segregation of the media landscape. They discussed day-to-day operations, how our outreach and involvement impact our local community in many ways, highlighting the importance of the radio industry to both the public as well as our listeners.
- (4) Kempsville High School – 5194 Chief Trl. Virginia Beach, VA 23464 - Career Fair on April 2, 2025. Focus on Part-time Promotions and Part-time Board Op/On-Air Talent. Representatives were Sean Hood (Programming), Mike Alexander (Programming) and David Alvarado (Promotions). The representatives spoke with the students about careers in broadcasting, including the different paths to get there, different opportunities and careers within broadcasting, our internship and more. Students were able to use microphones, a mixer and other equipment to allow them to do a simulated segment.

Tidewater Communications, LLC will continue to actively participate in job fairs that will educate the community on job opportunities in the broadcasting industry.

##### **Description of Initiative: Internship Program**

Tidewater Communications, LLC has an established Internship Program that is designed to assist members of the community to acquire skills needed for broadcast employment. It is our goal to offer a creative environment that allows an intern to gain hands-on experience while assisting the on-air staff as well as other departments to gain overall knowledge about the radio business in general. In 2024/2025, we employed an intern from Old Dominion University.

##### **Description of Initiative: Training and Mentoring Programs**

Tidewater Communications, LLC continued our training and mentoring program for the staff. Both programs enable an employee to acquire skills that could qualify them for a higher-level position in another department. The program is individualized, and the training or mentoring period depends on the position of the employee and their needs and desires. The program information is posted in high traffic/visible areas of the office and is posted on the TCI intranet site for all employees to see.

##### **Description of Initiative: Participate in other activities to disseminate information as to employment opportunities in broadcasting**

Tidewater Communications, LLC continues to make on-air announcements on a weekly basis which alert qualified groups that they may request to be notified of job vacancies at our stations. Additionally, if requested, we notify media trade groups whose membership includes substantial participation of women and minorities each time full-time job opportunities become available.

On September 1, 2005, Tidewater Communications, LLC began their "Career Center". A brochure was created that discussed Our Mission, Services, and Radio Creers. This brochure is available at our front desk and is distributed at all job fairs attended by TCI. In addition, the brochure is made available to the general public at promotional and sales events.

Carrollton Elementary School – 14440 New Towne Have Ln. Carrollton, VA 23314 – Career Day on April 11, 2025. Representative was Sonja Morrell (Promotions). The representative spoke with kindergarten through third graders, explaining her job and brought a microphone and headphones. The students were given an opportunity to be recorded taking on the microphone and then hear it being played back to them.

Tidewater Communications, LLC makes available tours of our facilities to the community/listeners, education, and youth groups. During those tours, discussions about the different jobs that are performed by the station personnel take place.

**Description of Initiative: Provide Training to management level personnel to ensure EEO and prevent discrimination**

Tidewater Communications, LLC continues to ensure EEO and prevent discrimination through the following means:

1. The Business Manager discusses with each department head EEO regulations when a position becomes available in their department and reminds them to work within the EEO guidelines when going through the application/interview process.
2. If a new employee is hired that is a department head, the General Manager and Business Manager will meet with them to discuss the EEO policies and procedures.
3. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
4. The company EEO policy is stated on Page 7 of the Saga handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest revision August 26, 2019)
5. In October 2024, all managers were notified that they were required to complete Anti-Harassment Training for Managers by November 14, 2024. Included in this training were four videos addressing (1) what harassment is, what behaviors this might entail and what the manager's responsibility is, (2) investigation of harassment claims, (3) warning signs that indicate an individual may be a target of harassment and (4) best practices to encourage a healthy culture in the workplace including the importance of training. These materials were provide by the P1 Learning company.