

Brewer Broadcasting of Chattanooga, Inc is an Equal Opportunity Employer

I. General Policy

Brewer Broadcasting of Chattanooga, Inc. has a policy to afford equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex, in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to insure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to insure conformance with the Rules and Regulations of the Federal Communication Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. Responsibility for implementation

Jim Brewer, II is responsible for implementing Brewer Broadcasting's EEO program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training, and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin, or sex.

III. Policy dissemination

To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following efforts will be made:

The company's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin, or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

Appropriate notices will be posted informing applicants and employees that the station is an equal opportunity employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.

In any advertising for job openings the station will include a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited, and that we are an Equal Opportunity Employer.

IV. Recruitment

To ensure that information concerning each full-time vacancy is widely disseminated we propose to use, but not be limited to, the attached list of recruitment sources consistent with the requirements of 47.C.F.R. Section 73.2080:

Recruitment sources:

BrewerRadio.com and **BrewerMediaGroup.com** – Corporate Website

Chattanooga State Community College Department of Communications

University of Tennessee at Chattanooga Department of Communications

ChattanoogaHelpWanted.com - local on-line job search website

Chattanooga Multi-Cultural Chamber of Commerce - committed to economic empowerment of the Minority and Female communities through technical assistance, advocacy, education, public and private partnerships, and facilitating access to resources for the betterment of the total community.

Lee College – Department of Communications

WJTT & WMPZ – Radio Stations that reach nearly 90% of the African American Community

WALV & WPLZ – Radio Stations

TAB Website – State Association website

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 1, 2009 - March 31, 2010

1. Employment Unit: Brewer Broadcasting of Chattanooga, Inc - Chattanooga, TN

2. Unit Members (stations and Communities of License):

WJTT-FM Red Bank/Chattanooga, TN
WMPZ-FM Ringgold, GA
WALV-FM Lakesite, TN
WPLZ-FM Ooltewah, TN

3. EEO Contract Information for Unit Member:

Mailing Address:	Telephone Number:
Brewer Broadcasting of Chattanooga, Inc 1305 Carter Street Chattanooga, TN 37402	(423) 265-9494
	Contact Person/Title
	Jim Brewer, II - VP/GM
	Email: jimii@brewerradio.com

4. List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1 News Person	Employee Referral
2 New Person	Employee Referral
3 Air Talent	Personal Referral
4 Internet Sales	Employee Referral
5 Internet Content	Employee Referral
6 Account Executive	Employee Referral
7 Account Executive	Pulse Newspaper
8 Air Talent	Personal Referral
9 Air Talent/Account Executive	Personal Referral
10 Account Executive	Employee Referral
11 Air Talent	Internet
12 Air Talent	Employee Referral
13 Receptionist	Employee Referral
14 Account Executive	Radio Commercial & Website
15 Account Executive	Pulse Newspaper & Website
16 Account Executive	Radio Commercial
17 Account Executive	Employee Referral
18 Account Executive	Internet & Pulse Newspaper

5. Job Title: News Person

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Employee Referral	Jim Brewer	1305 Carter Street	265-9494	1	No
Personal Referral	Jim Brewer	1305 Carter Street	265-9495	1	No

5. Job Title: News Person

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Employee Referral	Jim Brewer	1305 Carter Street	265-9494	1	No
Personal Referral	Jim Brewer	1305 Carter Street	265-9495	1	No

5. Job Title: Air Talent

Referral Source(s): Personal Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Personal Referral	Jim Brewer	1305 Carter Street	265-9494	3	No
Internet	Jim Brewer	1306 Carter Street	265-9495	1	No

5. Job Title: Internet Sales - Colleen

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Employee Referral	Rhonda Rollins	1305 Carter Street	265-9494	1	No

5. Job Title: Internet Content

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Employee Referral	Sandra Brewer	1305 Carter Street	265-9494	1	No

5. Job Title: Account Executive

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Employee Referral	Rhonda Rollins	1305 Carter Street	265-9494	5	No
Radio Advertising	Rhonda Rollins	1305 Carter Street	265-9495	2	No
Internet	Rhonda Rollins	1305 Carter Street	265-9496	1	No
Pulse Newspaper	Rhonda Rollins	1305 Carter Street	265-9497	1	No
Walk In	Rhonda Rollins	1305 Carter Street	265-9498	2	No

5. Job Title: Account Executive

Referral Source(s): Pulse Newspaper

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Employee Referral	Rhonda Rollins	1305 Carter Street	265-9494	5	No
Radio Advertising	Rhonda Rollins	1305 Carter Street	265-9494	2	No
Internet	Rhonda Rollins	1305 Carter Street	265-9494	1	No
Pulse Newspaper	Rhonda Rollins	1305 Carter Street	265-9494	1	No
Walk In	Rhonda Rollins	1305 Carter Street	265-9494	2	No

5. Job Title: Air Talent

Referral Source(s): Personal Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Personal Referral	Jim Brewer	1305 Carter Street	265-9494	2	No
Walk In from Word of Mouth	Jim Brewer	1305 Carter Street	265-9494	3	No

5. Job Title: Air Talent

Referral Source(s): Personal Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Personal Referral	Jim Brewer	1305 Carter Street	265-9494	2	No
Walk In from Word of Mouth	Jim Brewer	1305 Carter Street	265-9494	3	No

5. Job Title: Account Executive

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Employee Referral	Ronda Rollins	1305 Carter Street	265-9494	2	No
Radio Advertising	Ronda Rollins	1305 Carter Street	265-9494	1	No
Pulse Newspaper	Ronda Rollins	1305 Carter Street	265-9494	1	No
Walk In	Ronda Rollins	1305 Carter Street	265-9494	1	No

5. Job Title: Air Talent

Referral Source(s): Walk In from Word of Mouth

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Walk In from Word of Mouth Radio Advertising	Jim Brewer Jim Brewer	1305 Carter Street 1305 Carter Street	265-9494 265-9494	1 1	No No

5. Job Title: Air Talent

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Part-Time person Promoted	Dave Strycker	1305 Carter Street	265-9494	1	No

5. Job Title: Receptionist

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Employee Referral Chamber of Commerce	Jim Brewer J Ed Marston	1305 Carter Street 811 Broad Street	265-9494 756-2121	2 1	No No

5. Job Title: Account Executive

Referral Source(s): On Air Announcement & Website

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Internet Advertising Employee Referral Radio Advertising Pulse Newspaper TAB Job Fair	Rhonda Rollins Rhonda Rollins Rhonda Rollins Rhonda Rollins Rhonda Rollins	1305 Carter Street 1305 Carter Street 1305 Carter Street 1305 Carter Street 1305 Carter Street	265-9494 265-9494 265-9494 265-9494 265-9494	9 2 4 1 1	No No No No No

5. Job Title: Account Executive

Referral Source(s): Pulse Newspaper

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Internet Advertising	Rhonda Rollins	1305 Carter Street	265-9494	9	No
Employee Referral	Rhonda Rollins	1305 Carter Street	265-9494	2	No
Radio Advertising	Rhonda Rollins	1305 Carter Street	265-9494	4	No
Pulse Newspaper	Rhonda Rollins	1305 Carter Street	265-9494	1	No
TAB Job Fair	Rhonda Rollins	1305 Carter Street	265-9494	1	No

5. Job Title: Account Executive

Referral Source(s): On Air Announcement

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Internet Advertising	Rhonda Rollins	1305 Carter Street	265-9494	9	No
Employee Referral	Rhonda Rollins	1305 Carter Street	265-9494	2	No
Radio Advertising	Rhonda Rollins	1305 Carter Street	265-9494	4	No
Pulse Newspaper	Rhonda Rollins	1305 Carter Street	265-9494	1	No
TAB Job Fair	Rhonda Rollins	1305 Carter Street	265-9494	1	No

5. Job Title: Account Executive

Referral Source(s): Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Internet Advertising	Rhonda Rollins	1305 Carter Street	265-9494	12	No
Employee Referral	Rhonda Rollins	1305 Carter Street	265-9494	4	No
Radio Advertising	Rhonda Rollins	1305 Carter Street	265-9494	4	No
Pulse Newspaper	Rhonda Rollins	1305 Carter Street	265-9494	1	No
TAB Job Fair	Rhonda Rollins	1305 Carter Street	265-9494	1	No

5. Job Title: Account Executive

Referral Source(s): Internet

Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number or Email	# of Interviewees Referred	Did Source Request Notification
Internet Advertising	Rhonda Rollins	1305 Carter Street	265-9494	12	No
Employee Referral	Rhonda Rollins	1305 Carter Street	265-9494	4	No
Radio Advertising	Rhonda Rollins	1305 Carter Street	265-9494	4	No
Pulse Newspaper	Rhonda Rollins	1305 Carter Street	265-9494	1	No
TAB Job Fair	Rhonda Rollins	1305 Carter Street	265-9494	1	No

6. Total # of Interviewees Referred:

For the period from April 1, 2009 to March 31, 2010 this Employment Unit interviewed 55 interviewees for 18 full-time job vacancies.

7. Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: TAB Job Fair

A booth was set up and we solicited job candidates through TAB's job fair held in October 2009. Rhonda Rollins attended.

(b) Initiative: Southern Adventist University Intern Program

The Brewer Broadcasting internship affords all interns to participate in the many levels of the Brewer Media Group focusing more in the Production/programming/Promotions Departments of Power 94 and Groove 93. Interns learn the basics of production such as the loading of commercials and music into the DAD system, the completion of commercials affidavits, setting up remote equipment along with working behind the scenes at many of our promotional events. Those who show above average computer skills, learn more in depth audio production skills along with website development. Some students learn about our alt weekly newspaper The Pulse. Julie Weitzel, SAU, Marketing and Promotions-Brewer Media March 2010-current. Elena Acosta, SAU, Editorial-The Pulse March 2010-current. Ashley Miller, SAU, Editorial-The Pulse March 2010-current. Kat Dunn coordinates.

(c) Initiative: Chattanooga State - Intern program

The Brewer Broadcasting internship affords all interns to participate in the many levels of the Brewer Media Group focusing more in the Production/programming/Promotions Departments of Power 94 and Groove 93. Interns learn the basics of production such as the loading of commercials and music into the DAD system, the completion of commercials affidavits, setting up remote equipment along with working behind the scenes at many of our promotional events. Those who show above average computer skills, learn more in depth audio production skills along with website development. Some students learn about our alt weekly newspaper The Pulse. Tara Morris, Chattanooga State-Music Editorial & Calendars-November 2009-January 2010. Jonathan Selby, Chattanooga State, Music Calendars-The Pulse January 2010-current. Jay Holloway conducts this program.

(d) Initiative: Leadership Chattanooga Workshop

Leadership Chattanooga is a 10-month leadership development program presented by the Chattanooga Chamber of Commerce that identifies people of promise in early- or mid-career, familiarizes them with community issues and services and develops their leadership skills to prepare them for prominent business, cultural and political roles. Brewer Broadcasting delivered a broadcast primer to Leadership Chattanooga showing how the basics of radio works with public and community service as well as news and emergency notification to the community. 19 community leaders participated. John Holland conducted this program.

(e) Initiative: UTC Career Fair

We took part in the 2009 Lookout Counseling Association College Fair, September 17-18th from 9AM until 1PM both Thursday and Friday, at the UTC McKenzie Arena. Schools we spoke with included: East Ridge, Tyner, Ooltewah, Red Bank SCAS, Howard, Lookout Valley, Gordon Lee, Boyd Buchanan, Hixson, East Hamilton, CCS, Brainerd, CCA, Central, Hamilton County, Silverdale Baptist Academy, and Sequoyah High School – a total of about 700 students. We picked up our intern Marlon Putman from Lookout Valley, he worked with Jay in production. We promoted our stations and traffic network as well as our Drumline Event. We received a lot of interest from the students about our WJTT and ESPN radio stations. Kat Dunn & Danielle Brewer attended.

(f) Initiative: Addressed Chattanooga State Broadcast Class

I had the chance to speak to Chattanooga State's radio broadcasting class on March 4, 2010 about the fundamentals of broadcasting/radio. The speech consisted of voice pronunciation, public speaking, what makes a radio personality, demographics, elements of radio production, production in adobe audition, and producing radio spots while practicing voiceovers. The main focus was on the importance of speech and how to relate to listeners. Students then asked questions about the passion of radio and how to get into the field of communication. Donna L. conducted the session

(g) Initiative: Career Fair @ CSAS

On Friday March 5, 2010 I participated in a career fair at Chattanooga School for the Arts and Sciences. Several middle and high school students enquired how to pursue a career in broadcasting. Donna L. attended.