

**Equal Employment Opportunity Public File Report  
Troy Public Radio – WTSU(FM), WRWA(FM), WTJB(FM)  
December 1, 2017 – November 30, 2018.**

This EEO Public File Report is filed in the public inspection files for stations WTSU(FM), WRWA(FM), and WTJB(FM) part of Troy Public Radio network; pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

**1. Total Full-Time Vacancies**

During the period ending on November 30, 2019, the station had two full-time job vacancies.

<b>Job Title</b>	<b>Location</b>	<b>Job Description</b>
University Media Development Coordinator; Posted 7/12/18	Troy	<p>The University Media Development Coordinator position serves as the underwriting and ad sales representative for Troy University owned media. The Coordinator reports to the TROY Public Radio operations manager and works closely with the University's director of marketing to generate funds to support the University's public radio station and institutional magazine.</p> <p>The Coordinator will prospect clients and donors, sell space and underwriting opportunities; steward client and donor relationships; write radio spots that meet the unique needs of public radio; work with a team in the design of magazine ads; support on-air fund drives; support grant-writing and various fundraising efforts; and more.</p>
Chief Engineer; Posted 10/11/18	Troy	<p>The Broadcast and Digital Network Chief Engineer is responsible for all broadcast equipment and systems supporting TROY Public Radio, TROY TrojanVision, the Capital City Connection, and a network of broadcast towers in southeast Alabama. Equipment and systems include, but are not limited to, television master control, servers, automation, radio and television studio equipment, fiber optic networks, microwave and satellite downlink/uplink, distribution to cable companies, over the air distribution via three FM radio transmitters, HVAC, and more.</p> <p>In addition to other duties as assigned, the Chief Engineer is an integral part of arranging leases on Troy University-owned towers. The Chief Engineer monitors broadcast licenses and license renewal schedules for radio and the microwave system.</p> <p>The Chief Engineer supervises a staff of engineers and reports to the Director of the Broadcast and Digital Network.</p>

**2. Total Interviews for Full-Time Vacancies**

<b>Job Title</b>	<b>Location</b>	<b>Job Description</b>
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University Media Development Coordinator	Troy	2 phone interviews; 1 campus interview
Chief Engineer	Troy	0 Interviews

### 3. Recruitment Sources

On July 12, 2018 the station posted the vacancy for the University Media Development Coordinator. Application review and interviews began in October 2018 and was concluded in November of 2018. On October 11, 2018 the station posted the vacancy for the Chief Engineer. Applications have been reviewed no interviews have been scheduled.

## EXHIBIT A

### FULL-TIME VACANCY EEO INFORMATION

Recruitment Source/Type	Number of Referrals
Troy University Job Site	9
Montgomery Advertiser - Newspaper	0
Troy Messenger - Newspaper	0
Corporation for Public Broadcasting – Careers in Public Media	0
Current.org - Jobs	0
Higher Educations Jobs	1
Alabama Broadcasters Association	0
Troy Public Radio - website	0
Troy Public Radio – on-air – WTSU-FM; WRWA-FM; & WTJB-FM	0
Public Radio Development Officers Association	0
Employee Referral	1
Indeed.com	2
Social Media/Facebook	0
Google Search	0
Not Specified	1
NAACP; Military Associations	0

## EXHIBIT B

### MENU OPTION ACTIVITIES

Stations WTSU(FM), WRWA(FM), and WTJB(FM) have engaged in the following outreach activities during the period covered by this Report:

Activity Classification	Type of Activity	Brief Description
EEO	Staff Training	All staff are encouraged to enroll in workshops and training programs administered by the licensee Troy University. These workshops include diversity training and manager training. Workshops include online elements.

EEO	Mentoring	Operations Manager and Executive Producer Kyle Gassiott and Host/Digital Media Producer Joey Hudson are frequent guest speakers for journalism classes and seminars in the Hall School of Journalism at Troy University.
EEO	Mentoring/Interns	<p>Operations Manager and Executive Producer Kyle Gassiott and Host and Host/Digital Media Producer Joey Hudson are responsible for the station's Next Generation Producers (Internship) program in which they mentor students in: news gathering, audio production, marketing/development, professional decorum, and job application skills. In the period of time referenced by this report the team has worked with six student producers.</p> <p>Graduates from the program have gone on to professional positions with NPR news, EW Scripps News Service, WLRH, PBS, KNPR, and Mississippi Public Broadcasting.</p>
EEO	Outreach	Troy Public Radio maintains its radio reading service in conjunction with the Alabama Department of Rehabilitative Services. Every week approximately 15 volunteers read excerpts from the Montgomery Advertiser to visually impaired listeners who receive the broadcast on special receivers.