

Equal Employment Opportunity Public File Report
Troy Public Radio – WTSU(FM), WRWA(FM), WTJB(FM)
December 1, 2018 – November 30, 2019.

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.

Job Title	Location	Job Description
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>
Host/Digital Media Producer; Posted 07/11/19	Troy	<p>The Host/Digital Media Producer will be the most recognized voice of the network and provide content for the most listened to programs in the Troy Public Radio schedule. The host should have a pleasant on-air sound; be able to deliver news updates in an authoritative and conversational style; and should preferably have experience building and retaining a listening audience.</p> <p>The primary responsibility of the position will be to anchor the local broadcast of NPR's Morning Edition and additional programs including On Point, 1A, Fresh Air and Here & Now from the network's Troy studio location. The host will be also responsible for producing daily newscasts that include original reporting and interviews with news sources.</p> <p>The producer will assist the station in expanding its digital identity through social media, the station's web site, and other means of electronic engagement with the listening audience. The producer will also assist with daily station operations including daily log creation, mixing promotional</p>

		files, and moving program elements into the automation system.
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2. Total Interviews for Full-Time Vacancies

Job Title	Location	Job Description
Chief Engineer	Troy	0 Interviews
Host & Digital Media Producer	Troy	3 phone interviews; 2 campus 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. On July 11, 2019 the station posted the vacancy for Host/Digital Media Producer. Application review and interviews began in August and was concluded in October 2019. Below are the locations where all three positions have been listed.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Recruitment Source/Type	Number of Referrals
Troy University Job Site	10
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
Professional Radio/TV Engineer Association	0
Employee Referral	0
Indeed.com	4
Social Media/Facebook	0
Google Search	0
Not Specified	4
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	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 ten student producers. Graduates from the program have gone on to professional positions with NPR news, EW Scripps News Service, WLRH, PBS, KNPR, and Mississippi Public Broadcasting.
EEO	Outreach	Troy Public Radio participated in the Troy University Career Fair on October 9, 2019. Three representatives from the station spoke with thirty participants about the station, public radio, and opportunities in broadcasting. Contact information for each of these participants was collected and a follow up message was later sent.
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.