

2023 – 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 1, 2022 through November 30, 2023 (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 11-30-2023.

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

Time Period Covered: December 1, 2022 to November 30, 2023
Stations in Employment Unit: WOOF (AM) and WOOF-FM

Full-time Positions Filled by Job Title and Date Filled		Recruitment Source of Hiree
1.	(05/10/23 - 05/31/23 window) On Air Personality	(5) Internal Promotions
2.	(11/03/23 - 11/27/23 window) Account Executive	(3) Employee Referral

Total Number of People Interviewed for All Job Positions:

1. (05/10/23 - 05/31/23 window) - On Air Personality - 1 application of which 1 was interviewed: 1 - (5) Internal Promotions
2. (11/03/23 - 11/27/23 window) - Account Executive - 1 application of which 1 was interviewed: 1 - (3) Employee Referral

Section 2: Recruitment Sources

Time Period Covered: December 1, 2022 to November 30, 2023

Stations in Employment Unit: 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.net)		All Positions
2. On-Air Recruitment Ads On Air Personality 240 Account Executive 192		All Position
3. Employee Referral	1	All Positions
4. Walk-Ins		All Positions
5. Internal Promotions	1	All Positions
6. Social Media - Job Forum		All Positions
7. DothanHelpWanted.Com		All Positions
8. Alabama A&M University Career Development Center 101 Patton Hall Normal, AL 35762		All Positions
9. Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, AL 35244		All Positions
10. Alabama Career Center 788 Ross Clark Circle Dothan, AL 36303		All Positions
11. Alabama State University Attn: Kathryn Williams PO Box 271 Montgomery, AL 36101		All Positions
12. Auburn University Attn: Jay Skipworth (334) 844-4744 jbs003@auburn.edu		All Positions
13. Chipola Jr. College Career Resource Center 3094 Indian Circle Road Marianna, FL 32446		All Positions

14.	Enterprise State Community College 600 Plaza Drive Enterprise, AL 36330		All Positions
15.	Family Service Center Career Center 301 Lafayette St. Suite 2B Dothan, AL 36301		All Positions
16.	NAACP Dothan Wiregrass Branch #5025 PO Box 683 Dothan, AL 36302 dothannaacp@gmail.com		All Positions
17.	The Dothan Eagle Attn: Kimberly Hewett PO Box 280 Dothan, AL 36302		All Positions
18.	The University Of Alabama Career Center 751 Campus Drive Tuscaloosa, AL 35404		All Positions
19.	Troy University Career Services PO Box 8368 Dothan, AL 36301 (334) 670-3216		All Positions
20.	Wallace Community College Career Center 1141 Wallace Drive Dothan, AL 36303 (334) 983-3521 sharris@wallace.edu		All Positions
21.	Greater Beulah Baptist Church Career Center 254 Headland Ave. Dothan, AL 36303 (334) 792-7761		All Positions

Section 3: Supplemental Recruitment Activities Undertaken

Time Period Covered: December 1, 2022 to November 30, 2023

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

1. 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 730 times. (The 432 announcements for the fulltime on-air personality & account executive are not a part of this figure.)

2. Our websites, woofradio.net 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.

3. Internship

December 2022 - May 2023 WOOF Radio welcomed high school student Eli Hudspeth to experience what a career in Radio would be like. We shared with him on-air, production, news, and traffic. The staff at WOOF Radio loves to share our life-long careers in Radio in hopes that it might spark a future education in Radio as a possible future career.