

# EEO PUBLIC FILE REPORT

WBHK/WBHV/WAGG/WPSB/WZZK/WBPT/WNCB

DECEMBER 1, 2007 – November 30, 2008

## FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
<b>WBHK/WBHV/WAGG/WPSB</b>						
1	Account Manager - WBHV	12/01/07	2/18/08	U.A.B. Career Fair	1	1
				3 <sup>rd</sup> Party Referral	12	
				Birmingham Chamber Event	1	
2	Morning Show Co-Host	12/01/07	3/13/08	Employee Referral	4	1
				On-Air Solicit	1	
3	Account Manager - WBHV	6/6/08	9/8/08	Walk-Ins	8	1
				3 <sup>rd</sup> Party Referral	9	
				Cox Career Network	1	
				Internal Applicants	5	
4	Account Manager - WBHK	8/01/2008	10/06/08	On-air Solicit	3	1
				Cox Career Network	3	
				Employee Referral	1	
				Third Party Referral	1	
5	Account Manager - WBHK	8/01/2008	10/06/08	On-air Solicit	2	1
				Cox Career Network	3	
				Employee Referral	1	

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<b>WZZK/WBPT/WNCB</b>						
6	On Air Announcer	01/23/08	03/17/08	Industry Publication	10	1
				WZZK/WNCB/WBPT Website	1	
				Employee Referral	2	
7	Account Manager	2/21/08	4/16/08	WZZK/WNCB/WBPT Job Fair	4	1
				WZZK/WNCB/WBPT Website	2	
				WZZK/WNCB/WBPT Radio Advertisements	1	
8 & 9	(2) Account Managers	04/01/08	07/21/08	WZZK/WNCB/WBPT Website	3	2
				Birmingham News	3	
				Former Employee Referral	1	
10	Account Manager	04/01/08	08/11/08	WZZK/WNCB/WBPT Website	3	1
				Birmingham News	3	
				Former Employee Referral	1	
11	Promotions Assistant	03/26/08	08/12/08	Industry Publication	1	
				WZZK/WNCB/WBPT Website	2	
12	Account Manager	08/1/08	09/22/08	Birmingham News	1	
				WZZK/WNCB/WBPT Website	2	1
				Walk – In	1	

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
<b>WZZK/WBPT/WNCB</b>						
<i>-continued-</i>						
13	Director of Customer Service	07/25/08	10/6/08	Employee Referral	1	1
				WZZK/WNCB/WBPT Website	1	
				Birmingham News	1	
14	Sales Assistant	08/08/08	10/03/08	WZZK/WNCB/WBPT Radio Advertisements	2	1
15	Account Manager	09/15/08	10/20/08	Client Referral	2	1
				WZZK/WNCB/WBPT Radio Advertisements	2	

**\*The Attached List of Recruitment Sources were contacted for the above openings**

<b>Information Regarding Recruitment Sources for All Full-Time Vacancies</b>				
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interviewed</b>	<b>Entitled to Notification</b>
	<u>JOB RECRUITMENT LETTERS</u>			
1	Alabama A&M P.O. Box 305 Normal, AL 35896	Louis Thompson (256) 372-5000		No
2	Ala. Broadcasters Assoc. Job Bank 2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley (205) 982-5001		No
3	Alabama State University 5500 Myron Massey Blvd. Birmingham, AL 35205	Beverly Rudolph (205) 925-2753		No
4	Atlanta NAACP 970 Martin Luther King, Jr. Dr. SW, Suite 203 Atlanta, GA 30314	Charles L. White, Jr. (404) 688-8868		No
5	Auburn University 303 Martin Hall Auburn, AL 36849-5139	Shirley Smith (334) 844-4744 Auburn.edu/career		No
6	Bessemer Housing Authority 1515 Fairfax Avenue Bessemer, AL 35020	Nikita Warren (205) 481-3964		No

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	<u>JOB RECRUITMENT LETTERS</u>			
7	Bessemer State Technical College US Highway 11 Bessemer, AL 35022	Debra Ingram (205) 428-6391		No
8	Birmingham Ad Club P.O. Box 530416 Birmingham, AL 35253	Alana Stephenson (205) 877-9856		No
9	Birmingham Southern Box A-10, 900 Arkadelphia Birmingham, AL 35254	Jane Seigel (205) 226-4600		No
10	Birmingham Urban League 1229 3 <sup>rd</sup> Avenue North Birmingham, AL 35203	Rosa Sims (205) 326-0162		No
11	Faulkner University 2200 Riverchase Center, St. 501 Birmingham, AL 35244	John Bowen (205) 879-5588		No
12	Jacksonville State University 700 Pelham Road North Jacksonville, AL 36265	Janet White (256) 782-5400		No
13	Jefferson State Community College 3601 Carson Road Birmingham, AL 35215	Nancy Beauchamp (205) 853-1200		No
14	Lawson State Community College 3060 Wilson Road Birmingham, AL 35221	Carl Davis (205) 925-2515		No

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
<u>JOB RECRUITMENT LETTERS</u>				
15	Miles College P.O. Box 3800 Birmingham, AL 35208	C. Darlene Mitchell (205) 929-1405		No
16	NAB Employment Clearinghouse 1771 N. Street, N.W. Washington, DC 20036	Alex Shitz-Sanchez (202) 429-5438		No
17	National Urban League 120 Wall Street New York, NY 10005	Yolanda Richardson (212) 558-5300		No
18	Savela Temp Agency 3595 Grandview Pkwy. Birmingham, AL 35243	Linda Bolte (205) 444-0080		No
19	Southern Christian Leadership Confer. 320 Auburn Avenue Atlanta, GA 30303	E. Day (404) 522-1420		No
20	Stillman College P.O. Box 1430 Tuscaloosa, AL 35403	Jacqueline Currie (205) 349-4240		No
21	Talladega College 627 W. Battle Street Talladega, AL 35160	Brenda Rhoden (256) 362-0206		No
22	Tuskegee University Carnegie Hall, 3 <sup>rd</sup> Floor Tuskegee, AL 36088	Barbara Williams (334) 727-7000		No

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	<u>JOB RECRUITMENT LETTERS</u>			
23	University of Alabama Communication and Information Sciences Box 870172 Tuscaloosa, AL 35487-0172 205-348-5520	Jim Oakley – Placement Director (205) 348-5520		No
24	University of North Alabama U&A Box 5066 Florence, AL 35632	Genenen Poppell (256) 765-1400		No
25	University of Montevallo Station 262 Montevallo, AL 35115	Linda Honeycutt (205) 655-6030		No
26	University of South Alabama 6420 Old Shell Road Mobile, AL 36688	Amy Yeend 251-460-6101		No
	<u>RECRUITMENT SOURCE WEBSITES</u>			
27	Alabama State Employment Office	<a href="mailto:joblink@alabama.gov">joblink@alabama.gov</a>		No
28	The Birmingham News/AL.com Classified Dept.	<a href="http://www.al.com/placead/">http://www.al.com/placead/</a>	8 – Position #8,9,10,11,12,13	No
29	The Birmingham Times	<a href="mailto:celdridge@birminghamtimes.com">celdridge@birminghamtimes.com</a>		No
30	Jefferson County Center for Workforce Development	<a href="http://www.usworks.com">www.usworks.com</a>		No
31	Sanford University Career Network	<a href="http://samford-csm.symplicity.com/employers">http://samford-csm.symplicity.com/employers</a>		Yes

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	<u>RECRUITMENT SOURCE WEBSITES</u>			
32	RBR/TVBR Website Registration	<a href="http://www.rbr.com/">http://www.rbr.com/</a>		No
33	UAB Career Services	<a href="http://uab-csm.symplicity.com/employers">http://uab-csm.symplicity.com/employers</a>		No
34	WBHK/WBHJ/WAGG Websites	WBHK- <a href="http://987kiss.com/">http://987kiss.com/</a> WBHJ- <a href="http://957jamz.com/">http://957jamz.com/</a> WAGG- <a href="http://610wagg.com/">http://610wagg.com/</a>		No
35	WZZK/WNCB/WBPT Website	WZZK- <a href="http://wzzk.com/">http://wzzk.com/</a> WNCB- <a href="http://newcountry973.com/">http://newcountry973.com/</a> WBPT- <a href="http://birminghamseagle.com/">http://birminghamseagle.com/</a>	<b>14</b> - #6,7,8,9,10,11,12,13	No
37	All Access	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	<b>10</b> - #6	No
38	All About Country	<a href="http://www.allaboutcountry.com">http://www.allaboutcountry.com</a>	<b>1</b> - #11	No
41	Sierra Marketing (sales positions only)	<a href="http://www.sierramarketing.com.au/">http://www.sierramarketing.com.au/</a>		No
42	Cox Career Network	<a href="http://coxradi.com">http://coxradi.com</a>	<b>7</b> - #3,4,5,	Yes
	<u>OTHER SOURCES</u>			
43	Internal Posting (Employee Bulletin Board)		<b>5</b> - #3	Yes
44	On-Air Solicitations		<b>11</b> - #2,4,5,7,14,15	No
45	Client / Third Party Referrals		<b>24</b> - #1,3,4,15	No
46	Employee Referrals		<b>9</b> - #2, 4,5,6,13	No
47	Former Employee Referrals		<b>2</b> - #8,10	No

<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interviewed</b>	<b>Entitled to Notification</b>
<u><b>OTHER SOURCES</b></u>				
48	Walk-Ins		<b>9</b> - #3,12	No
49	Career Fairs		<b>5</b> - #1,7	No

<b>Long Term Recruitment Initiatives Implemented During Year</b>					
<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	2/27/2008	WBHK/WBHI/WAGG/WPSB University of Alabama (UAB Career Fair) Tuscaloosa, AL	Career Fair for those interested in radio general course of education and related fields.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Paul Bankston, DSM
2	9/25/2008	WBHK/WBHI/WAGG/WPSB University of Alabama Tuscaloosa, AL	Communications Career Fair to find talented students for internships and entry-level positions.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Grant Larsen, Dir. Customer Care Carol Eason, Exec. Asst/HR
3	11/06/2008	WBHK, WBHI/WAGG/WPSB University of Alabama Board of Visitor's Annual Meeting	College of Communication Board of Visitor's University of Alabama	Networked with students, met w/ faculty and staff.	David DuBose, GM
4	1/15/08 #1	Birmingham Chamber of Commerce Annual Meeting Business After Hours At Ross Bridge – Birmingham, AL	Networking Event	Discussed job opportunities during networking event.	David DuBose, GM David Ellis, GSM
5	7/11/08	WBHI/WBHK/WAGG University of Alabama Minority Culture Journalism Workshop - Birmingham, AL	Hosted career fair to target school minority students interested in broadcasting and journalism.	Department Heads conducted a daylong seminar for students	Kori White, PD David R. DuBose, VP Mary K Schmitt, PD
6	On-Going	WBHI/WBHK/WAGG Alabama Broadcaster's Association Scholarship Fund Birmingham, AL	Broadcast scholarship program -- scholarships to college students in the state.	Reviewed applicants, schedules, individual winners	David R. DuBose, VP
7	On-Going	Miles College Internship Program Birmingham, AL	Students volunteer services to assist in the operation of any area of station activity.	Learns about station operations and procedures, and gains broadcasting experience.	Kori White, PD Mary K Schmitt, PD

