

# EEO PUBLIC FILE REPORT

WZZK/ WBPT/WNCB/WBHK/WBHI/WAGG/WENN

NOVEMBER 30, 2009

## 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
1	Account Manager	11/19/08	12/22/08	UAB College recruitment letter	1	
				Birmingham News	1	1
				Alabama Broadcaster Association	1	
				Employee Referral	1	
				AL.com	1	
2 & 3	(2) Account Manager	11/12/08	04/06/09	Birmingham News	3	1
				WZZK/WNCB/WBPT Internet	2	
				WZZK/WNCB/WBPT Radio Advertisements	3	
				Employee referral	4	1
				Alabama Broadcaster Association	2	
				Professional Recruiter	1	
				Al.com	1	
4	On Air Talent	07/15/09	11/02/09	Birmingham News	2	
				All Access Trade Sheet	11	
				All About Country Trade Sheet	4	1
				Music Row Magazine	1	
				WZZK/WNCB/WBPT Internet	1	
				Indeed.com	1	
5	Continuity Director	7/23/08	2/23/09	In house Candidates	2	



## Information Regarding Recruitment Sources for All Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Alabama State University 5500 Myron Massey Blvd. Birmingham, AL 35205	Beverly Rudolph (205) 925-2753		
2	Ala. Broadcasters Assoc. 1316 Alford Ave. Ste. 201 Birmingham, AL 35226-3128	Cindi McGee (205) 979-1690	3	
3	UAB Career Center BEC-303 1530 3 <sup>rd</sup> Ave. South Birmingham, AL 35294-1150	Michael Lebeau (205) 934-9202	1	
4	Bessemer Housing Authority 1515 Fairfax Avenue Bessemer, AL 35020	Family Self-Sufficiency Dept. (205) 481-3964		
5	Stillman College P.O. Box 1430 Tuscaloosa, AL 35403	Jacqueline Currie (205) 349-4240		
6	Jefferson Cty Center for Workforce Develop.	<a href="http://www.usworks.com">www.usworks.com</a>		
7	Birmingham Southern Box A-10, 900 Arkadelphia Birmingham, AL 35254	Jane Seigel (205) 226-4600		

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
8	Lawson State Community College 3060 Wilson Road Birmingham, AL 35221	Carl Davis (205) 925-2515		
9	Auburn University 303 Martin Hall Auburn, AL 36849-5139	Shirley Smith (334) 844-4744 Auburn.edu/career		
10	University of Montevallo Station 6262 Montevallo, AL 35115	Linda Honeycutt (205) 665-6030		
11	Birmingham Urban League 1229 3 <sup>rd</sup> Avenue North Birmingham, AL 35203	Rosa Sims (205) 326-0162		
12	Faulkner University 2970 Lorna Road Birmingham, AL 35216-4506	John Bowen (205) 879-5588		
13	Birmingham Ad Club P.O. Box 530416 Birmingham, AL 35253	Alana Stephenson (205) 877-9856		
14	NAB Employment Clearinghouse 1771 N. Street, N.W. Washington, DC 20036	Alex Shitz-Sanchez (202) 429-5438		
15	National Urban League 120 Wall Street New York, NY 10005	Yolanda Richardson 212) 558-5300		

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
16	The Birmingham News Classified Dept.	Classified Dept. (205) 325-3216	<u>6</u>	
17	Bessemer State Technical College US Highway 11 Bessemer, AL 35022	Debra Ingram (205) 428-6391		
18	The Birmingham Times Classified Dept.	Fax #205-323-2294	<u>1</u>	
19	WZZK/WBPT/WNCB On Air Advertising		<u>3</u>	
20	Word of Mouth/Internal Posting		7	
21	WZZK/WNCB/WBPT Website		3	
22	Sierra Marketing/Professional Recruiters	Debbie Carter/Todd Haney	1	
23	All Access/All About Country Trade Sheet		15	
24	Music Row Magazine		1	
25	Job Fair			
26	Indeed.com		<u>1</u>	
27	Al.Com		<u>3</u>	
28	Miles College P.O. Box 3800 Birmingham, AL. 35208	Darlene Mitchell 205 929 1405		


<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	April 6, 2009	Career Summit 2009 All seven station plus NBC 14 Birmingham, Alabama	Career Fair for those interested in a career in radio.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Ray Nelson GM, Paul Bankston DOS
2	November 2-3, 2009	UA Opportunities Fair – the blueprint – building for career and life success in sales. Tuscaloosa, Alabama	Career Fair for those interested in a career in Radio Sales.	Interviewed individuals, collected resumes, discussed career opportunities.	David Ellis GSM and Ray Nelson GM
3	November 6, 2009	Woodlawn High School Career Fair, Birmingham, Alabama	Discussed broadcast jobs with interested students.	Course Consulting	Chantel Mosley AE and David Ellis GSM
4	10/0809	University of Alabama school of communications career fair. Tuscaloosa, Alabama.	Meeting with the Board of Visitors and Students	Discussed career opportunities with Cox Radio.	David Dubose, GM
<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
5	March 2009	Alabama Broadcast Association Scholarships for Broadcast Students. Birmingham, Alabama.	Awarded scholarships to college level students interested in broadcasting as a major.	Reviewed applications and made selection of student award winners.	David Dubose, GM

6					