

# EEO PUBLIC FILE REPORT

WBHK-FM/WBHJ-FM/WAGG-FM/AM/WENN-AM/WZZK-FM/WEZZ-FM/WBPT-FM

NOVEMBER 30, 2014

## 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	Accounts Payable Clerk	11/22/13	12/09/13	SummitMedia Websites	2	1
				Employee Referral	1	
2	WZZK Program Director	11/11/13	12/30/13	Employee Referral	2	
				All Access.com	6	1
				Internal Candidates	2	
				Consultant Referral	1	
3 & 4	Account Executives (2)	11/7/13	01/06/14	Radio Advertisement	7	1
				Internet	2	
				Media Partner	2	1
5	Account Executive	1/13/14	02/17/14	Radio Advertisement	1	
				SummitMedia Website	4	1
				Media Partner	1	
6 & 7	Accountants	01/16/14	03/10/14	Internet	4	1
				UAB Recruitment Letter	1	1
				SummitMedia Website	1	
8	News Director	03/27/14	04/7/14	Internal Candidates	2	
				Employee Referral	1	1
9	Account Executive	08/5/13	04/14/14	SummitMedia Websites	1	

				Internet	3	1
				Employee Referral	2	
10	Local Sales Manager	03/21/14	04/14/14	ABA Recruitment Letter	1	1
				Inside Radio Advertisement	3	
11	Receptionist	03/7/14	04/16/14	Internet	3	
				Miles Recruitment Letter	1	
				UAB Recruitment Letter	1	1
12	Account Executive	03/11/14	04/28/14	SummitMedia Websites	3	
				Employee Referral	2	1
				Radio Advertisement	1	
13	Account Executive	03/11/14	04/28/14	Career Fair	1	
				Employee Referrals	5	1
14	Account Executive	04/7/14	05/5/14	Career Fair	1	
				Employee Referral	5	1
15	Order Entry Clerk	03/7/14	05/5/14	Internet	3	
				Employee Referral	1	1
				Faulkner Recruitment Letter	1	
				Birmingham Times Ad	1	
16 & 17	Account Executive	03/11/14	05/12/14	Employee Referral	3	2
				Internet	2	
				SummitMedia Website	1	
				Inside Radio Ad	1	
				Radio Advertisement	1	
18	General Manager	04/1/14	05/13/14	Inside Radio	5	1
19	Account Executive	03/27/14	05/21/14	SummitMedia Website	2	1

				ABA recruitment Letter	1	
				Internet	1	
20	Account Executives (2)	04/8/14	06/6/14	Internet	6	1
				SummitMedia Website	8	1
				Birmingham Times	1	
				ABA Recruitment Letter	1	
21	WZZK DJ	09/1/14	10/6/14	All Access.com	5	1
22	Local sales Manager	05/1/14	07/1/14	SummitMedia Website	1	
				Employee Referral	1	1
23	Account Executive	09/2/14	10/1/14	SummitMedia Website	3	2
				Radio Advertisement	2	
				Employee Referral	2	
24 & 25	Account Executive (2)	08/18/14	10/13/14	Radio Advertisement	5	1
				SummitMedia Website	2	
				Employee Referral	6	1

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

## Information Regarding Recruitment Sources for 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	2	
4	University of Alabama U&A Box 5066 Florence, AL. 35632	Genen Poppell (256) 765-4100		
5	Stillman College P.O. Box 1430 Tuscaloosa, AL 35403	Jacqueline Currie (205) 349-4240		
6	Alabama A&M P.O. Box 305 Normal, AL. 35896	Louis Thompson 256 372-5000		
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	<b><u>1</u></b>	
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		
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>2</u>	
19	WZZK/WBPT/WNCB/WBHK/WBHI/WAGG On Air Advertising		17	
20	SummitMedia Social Media Sites		24	
21	SummitMedia Websites		28	
22	Inside Radio Advertisement		9	
23	All Access/All About Country Trade Sheet		11	
24	Employee Referrals		31	
25	Job Fair		2	
26	Internal Candidates		4	
27	Media Partner/Vendor Referral		4	
28	Miles College P.O. Box 3800 Birmingham, AL. 35208		1	

**Long Term Recruitment Initiatives  
Implemented During Year**

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	03/13/14	University of Alabama College of communications Spring Job Fair	Career Fair for those interested in a career in Radio.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Paul Bankston NSM.
2	February 2014	Alabama Broadcasters Association Scholarship Program	Past Presidents Annual Scholarship Committee	Ran PSA spots in order to recruit potential winners	On Air Recruitment
<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>