

**WBHK(FM), WBHJ(FM), WAGG-FM/(AM), WENN(AM), WZZK-FM, WPYA(FM),
WBPT(FM)
EEO PUBLIC FILE REPORT
December 1, 2023 – November 30, 2024**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Program Director	2-5, 11-13, 15, 18-21	3
Account Executive/Marketing Strategy Lead	1-6, 11-13, 18, 22	2
Account Executive/Marketing Strategy Lead	1-6, 11-13, 18, 22	4
Account Executive/Marketing Strategy Lead	1-6, 11-13, 18, 22	5
VP of Programming	2-5, 12-17	17
On-Air Talent	2-3, 6, 12-17	13
On-Air Talent	2-3, 6, 12-17	17

**WBHK(FM), WBHJ(FM), WAGG-FM/(AM), WENN(AM), WZZK-FM, WPYA(FM),
WBPT(FM)
EEO PUBLIC FILE REPORT
December 1, 2023 – November 30, 2024**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed www.indeed.com	No	4
2	LinkedIn www.linkedin.com	No	7
3	SummitMedia Website www.summitmediacorp.com	No	2
4	Internal Job Board 2700 Corporate Dr., Ste 115 Birmingham, AL 35242	No	11
5	Employee Referral	No	5
6	Handshake 225 Bush St., 12th floor San Francisco, CA	No	3
7	Networking Referral	No	0
8	Media Staffing Network (MSN) www.mediastaffingnetwork.com 602-971-9382 Scottsdale Office 602-369-6765 Mobile	No	0
9	Walk-In Applicants	No	0
10	SummitMedia Facebook https://www.facebook.com/SummitMediaCorp/	No	0
11	Alabama Broadcasters Association www.al-ba.com 2180 Parkway Lake Dr. Hoover, AL 35244 (205) 982-5001	No	0
12	SummitMedia Direct Recruit	No	4
13	Word-of-Mouth Referral	No	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Radio-Online https://menu.radio-online.com/content/frontpage	No	1
15	RadioINSIGHT https://radioinsight.com/	No	4
16	Media Jobs Report www.mediajobsreoprt.com (352) 727-0084	No	0
17	Radio Ink 2263 NW 2nd Ave, Suite 27, Boca Raton, FL 33431 (561) 655-8788	No	2
18	National Alliance of State Broadcasters Associations (NASBA) www.careerpage.org (505) 881-4444	No	0
19	<i>Intentionally Omitted</i>	--	--
20	RAMP247.com 25876 The Old Road #254 Valencia, CA 91381 (661) 294-9408 kevin@RAMP247.com	No	0
21	Country Aircheck https://www.countryaircheck.com/job-board/job-listings/ 914 18th Ave. S. Second Floor Nashville, TN 37212 (615) 320-1450	No	2
22	Summit Career Fair (see Section III)	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			52

**WBHK(FM), WBHJ(FM), WAGG-FM/(AM), WENN(AM), WZZK-FM,
WPYA(FM), WBPT(FM)
EEO PUBLIC FILE REPORT
December 1, 2023 – November 30, 2024**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Virtual Career Fair	<p>On May 22, 2024, our SEU hosted a virtual career fair. The event was heavily promoted locally to colleges and business groups as well as through station websites and social media advertisements.</p> <p>Participants signed up and were scheduled for an interview on the day of the fair, either via phone or Zoom. An informational interview as well as four areas of interest were offered: sales, programming, promotions, and internships. Our hiring manager was available to interact with participants and was pleased with the interest shown in this event. All participants were offered the opportunity to apply to SummitMedia’s talent-bank for current and future job openings in our Birmingham market.</p>
2	Participate in Job Fair	<p>On April 17, 2024, our SEU participated in a career fair hosted by CareerEco focused on diversity recruiting. Perspective candidates were invited to participate in live group chats or to schedule a 15 minute interview on the day of the fair. Our hiring manager was available to interact with participants and conduct interviews, during which he? informed them about the various job openings at SummitMedia as well as in the Summit-Birmingham SEU, including positions in sales, programming, promotions, and our summer internship program. Our SEU was pleased with the interest shown in this event. Participants were offered the opportunity to apply via SummitMedia’s talent-bank for current and future openings.</p>