

# EEO PUBLIC FILE REPORT

WBHK/WBHJ/WAGG/WPSB/WZZK/WBPT/WNCB

DECEMBER 1, 2006 – November 30, 2007

## 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 WZZK	01/09/07	02/28/07	Employee Referral	3	1
				WZZK/WNCB/WBPT Website	1	
2	Accounts Receivable Clerk WZZK/WBPT//WNCB	01/11/07	06/10/07	Birmingham News	10	1
				WZZK/WNCB/WBPT Website	2	
3	Account Manager WBHJ	01/31/07	03/05/07	Employee Referral	5	1
				Sierra Marketing	1	
4	Account Manager WBHK	03/19/07	04/16/07	Birmingham News	2	
				Employee Referral	2	1
				WBHK/WBHJ/WAGG Website	1	
5 & 6	(2) Account Manager WZZK	05/01/07	07/15/07	Client Referral	1	
				WZZK/WNCB/WBPT Website	6	1
				Walk-In	2	1
				Birmingham News	1	
7, 8, 9	(3) Account Manager WBHK	6/29/07	7/16/07	Employee Referral	3	2
				Birmingham News	2	
				WBHK Website	1	1

<b>Full-Time Position</b>	<b>Position Title</b>	<b>Date Open</b>	<b>Date Filled</b>	<b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
10	Account Manager WZZK	07/14/07	10/15/07	WZZK/WNCB/WBPT Job Fair	3	1
11	On Air Announcer WBHK	07/17/07	08/27/07	Employee Referral	1	1
				Cox Career Network	4	
12	Receptionist WBHK/WBHJ/WAGG	6/22/07	8/27/07	Savela Temp Agency	1	1
				Auburn University	3	
				Birmingham News	5	
				Alabama State Employment Office	1	
				Birmingham Ad Club	2	
13	Receptionist WBHK/WBHJ/WAGG	9/27/07	10/1/07	Cox Radio In-House Posting	1	1
				WBHK/WBHJ/WAGG Website	2	
14	Morning Show Co-Host WBHJ	8/6/07	10/22/07	ABA Website	1	
				WBHK/WBHJ/WAGG Website	5	
				Jitterbugs Remote	23	
				Employee Referral	3	1
				Internal Posting	1	
15	Receptionist WZZK/WBPT/WNCB	10/19/07	11/15/07	Birmingham News	1	1
				Miles College Recruitment Letter	1	
				WZZK/WBPT/WNCB Website	1	
				AL.com	3	

**\*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	<b>1</b>	
2	Ala. Broadcasters Assoc. 1316 Alford Ave. Ste. 201 Birmingham, AL 35226-3128	Cindi McGee (205) 979-1690		
3	UAB Career Center BEC-303 1530 3 <sup>rd</sup> Ave. South Birmingham, AL 35294-1150	Michael Lebeau (205) 934-9202		
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		

<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interviewed</b>	<b>Entitled to Notification</b>
8	Miles College P.O. Box 3800 Birmingham, AL 35208	Darlene Mitchell (205) 929-1405	<b>1</b>	
9	Auburn University 303 Martin Hall Auburn, AL 36849-5139	Shirley Smith (334) 844-4744 Auburn.edu/career	<b>3</b>	
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	<b>2</b>	
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		

<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interviewed</b>	<b>Entitled to Notification</b>
16	The Birmingham News/AL.com Classified Dept.	Classified Dept. (205) 325-3216	<b>24</b>	
17	Bessemer State Technical College US Highway 11 Bessemer, AL 35022	Debra Ingram (205) 428-6391		
18	Savela Temp Agency 3595 Grandview Pkwy. Birmingham, AL 35243	Linda Bolte 205-444-0080	<b>1</b>	
19	Employee Referral/Internal Posting		<b>19</b>	
20	WZZK/WNCB/WBPT Website		<b>10</b>	
21	WBHK/WBHG/WAGG Website		<b>9</b>	
22	Sierra Marketing (sales positions only)	Debbie Carter	<b>1</b>	
23	Radio & Records Magazine (programming positions only)			
24	Alabama State Employment Office	joblink@alabama.gov	<b>1</b>	
25	Cox Career Network	Cox website	<b>4</b>	
26	Client Referral		<b>1</b>	
27	Walk Ins		<b>2</b>	
28	Job Fairs		<b>3</b>	
29	Jitterbugs Remote (promotion event)	Mary K Schmitt (205) 322-2987	<b>23</b>	

**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	02/22/07	WBHJ/WBHK/WAGG UAB Bartow Arena Birmingham, AL	Career Fair for those interested in radio sales and accounting.	Interviewed individuals, collected resumes, discussed career opportunities	Grant Larsen, DCS Paul Bankston, DSM
2	03/15/07	WBHJ/WBHK/WAGG University of Alabama Minority Journalism Workshop Birmingham, AL	Hosted career fair to target school minority students interested in broadcasting and journalism.	Department Heads conducted a day long seminar for students	Kori White, PM David R. DuBose, VP Mary K Schmitt, PD Mickey Johnson, PD
3	06/15/07	WBHJ/WBHK/WAGG Alabama Broadcaster's Assoc. Birmingham, AL	Broadcast scholarship program -- awarded 12 scholarships to college students in the state.	Reviewed applicants, schedules individual winner	David R. DuBose, VP
4	08/27/07	WZZK/WNCB/WBPT/WBHK/ WBHJ/WAGG Job Fair at the Cahaba Grand Conference Center.	Hosted Career Fair for those interested in a job in radio.	Interviewed individuals, collected resumes, discussed career opportunities	Ray Nelson, GM, David Walls GSM, Meredith Hollingsworth CSI
5	09/18/07	WBHJ/WBHK/WAGG UAB Bartow Arena Birmingham, AL	Career Fair for those interested in news, sales, and receptionist.	Interviewed individuals, collected resumes, discussed career opportunities	Grant Larsen, DCS

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6	09/28/07	WBHJ/WBHK/WAGG Bethune Cookman University Senior Career Advancement Fair	Career Fair for those interested in radio.	Interviewed individuals, collected resumes, discussed career opportunities	Mary K. Schmitt, PD
7	11/02/07	WBHJ/WBHK/WAGG University of Alabama Career Fair, Ferguson Center Tuscaloosa, AL	Career Fair for those interested in radio, news, marketing & sales.	Interviewed individuals, collected resumes, discussed career opportunities	Paul Bankston, DSM Young Dil, On Air Personality