

EEO PUBLIC FILE REPORT

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

NOVEMBER 30, 2015

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 Executive	10/14/14	01/5/15	SummitMedia Websites	1	1
				Employee Referral	2	
				Radio Advertisement	2	
2	Director of Accounting	01/2/15	03/02/15	Recruiter	3	1
3 & 4	Account Executives (2)	06/29/15	08/17/15	Radio Advertisement	1	
				SummitMedia Websites	2	2
				Employee Referral	1	
				Client Referral	1	
5	Account Executive	06/29/15	08/31/15	Radio Advertisement	1	
				SummitMedia Website	2	
				Employee Referral	1	1
				Client Referral	1	
6	Account Executive	08/3/15	08/31/15	Radio Advertisement	2	1
				SummitMedia Website	1	
				Employee Referral	1	
7	Continuity Director	08/4/15	10/12/15	Radio Advertisement	1	
				SummitMedia Website	3	1
				ABA Website	1	
				Birmingham Times Advertisement	1	

				In House Candidate	1	
8 & 9	Account Executives (2)	09/14/15	10/19/15	Radio Advertisement	3	2
				SummitMedia Website	3	
10	WZZK Program Director	08/1/15	10/28/15	All Access	1	1
				Radio Advertisement	1	
				SummitMedia Website	1	
11	Staff Accountant	07/5/15	10/12/15	Radio Advertisement	2	
				SummitMedia Website	3	
				Birmingham Times	1	
				UAB Website	1	1
				ABA Website	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	2	
3	UAB Career Center BEC-303 1530 3 rd Ave. South Birmingham, AL 35294-1150	Michael Lebeau (205) 934-9202	1	
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 rd 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		
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	2	
19	WZZK/WBPT/WNCB/WBHK/WBHI/WAGG On Air Advertising		13	
20	SummitMedia Social Media Sites			
21	SummitMedia Websites		16	
22	Inside Radio Advertisement			
23	All Access/All About Country Trade Sheet		1	
24	Employee Referrals		5	
25	Job Fair			
26	Internal Candidates		1	
27	Media Partner/Vendor Referral		2	
28	Recruiter		3	

**Long Term Recruitment Initiatives
Implemented During Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	08/25/15	University of Alabama at Birmingham Job Fair	Job Fair for those interested in a career in Radio.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	David Walls, DOS
2	09/22/15	University of Alabama Career Fair	Career Fair for those interested in a career in Radio.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	David Walls, DOS
3	2014-2015	Internship Program	Unscheduled interns observe radio programming and promotions activities under the supervision of the Program Director.	Interviewed individuals interested in the internship, instituted the program.	Dwight Crossfield PD
4	11/9/15	Miles College Telecommunications Management Career Fair	Brought Miles College communication majors and those interested in majoring in communications into the station for a discussion on a career in radio, interviews and a tour of the studios as well as a question and answer session.	We designed, coordinated with Miles College and executed the entire program.	John Olsen Operations Manager
5	11/17/15	Jack and Jill Middle School Career Fair	Brought in middle school students interested in radio to discuss radio careers, tour the facility and answered questions.	Designed, coordinated and executed the program.	John Olsen Operation Manager
6	03/06/15	Avondale Elementary School Career Fair 2015	Went to Avondale Elementary School to discuss radio and careers in radio. Question and answer session.	Participated and informed audience about careers in radio.	On Air Personality and DeAnna Reed Promotions Manager

7	03/26/15	Barrett Elementary School Career Day	Went to Avondale Elementary School to discuss radio and careers in radio. Question and answer session.	Participated and informed audience about careers in radio.	On Air personality and DeAnna Reed Promotions Manager
8	05/18/15	Inglenook K-8 Career Fair	Went to Inglenook School to discuss radio and careers in radio. Question and answer session.	Participated and informed audience about careers in radio.	On Air Personality and DeAnna Reed Promotions Manager.
9	2014-2015	Training Program	Training for employees to enable them to qualify for higher level positions	Provided training to Sales Employees interested in future management positions on responsibilities of other departments and role of managers	General manager