

WDRM(FM), WHOS(AM), WTAK-FM, WBHP(AM), WQRV(FM)
EEO PUBLIC FILE REPORT
December 1, 2013 – November 30, 2014¹

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
Outside Account Executive	9, 11, 13-15, 18, 22, 26-28	14

¹ This report was modified in November 2015 to address minor reporting issues.

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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	Alabama A&M Carolyn Lews, Director of Recruitment Services Alabama A & M University P.O. Box 997 Normal, AL 35762 Phone: 256-372-5690 Fax: 256-372-5689	N	0
2	Alabama Broadcasters Association Sharon Tinsley, Suite 201 2180 Parkway Lake Dr Hoover, AL 35244 Phone: 205-982-5001 Fax: 205-982-0015	N	0
3	AlabamaJobLink.com www.joblink.alabama.gov/ada	N	0
4	Alabama State University Mr. John Knight, Office of Communications Alabama State University P.O. Box 271 Montgomery, AL 36101 Phone: 334-229-4156 Fax: 334-229-4985	N	0
5	All Access 28955 pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: 310-457-6616 Fax: 310-457-8058 www.allaccess.com	N	0
6	Calhoun Community College Ms. Donna Presnell, Human Resources Calhoun Community College P.O. Box 2216 Decatur, AL 35609 Phone: 256-306-2500	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Columbia College Mr. Matthew Green, Industry Relations Coordinator 600 South Michigan, Ave Chicago, IL 60605 Phone: 573-875-8700	N	0
8	Community Action Agency- Decatur Ms. Barbara Carpenter 207 Commerce Cir SW Decatur, AL 35601 Phone:256-355-7953	N	0
9	DirectEmployers.org (<i>association distributing job postings to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
10	Fisk University Ms. Yolanda Lewis, Career Planning Fisk University 1000 17th Ave North, Box 4 Nashville, TN 37208	N	0
11	Glassdoor 1 Harbor Dr Ste 300 Sausalito, CA 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com	N	1
12	Huntsville Times 2317 S. Memorial Parkway Huntsville, AL 35801 Phone: 256-532-4000	N	0
13	Indeed 7501 N Capital of Texas Hwy Austin, TX 78731 Phone : 800-462-5842 Url : http://www.indeed.com	N	30
14	IHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, TX 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs	N	3
15	LinkedIn (Alabama Jobs) 11700 Central Parkway Jacksonville, FL 32224 Phone : 904-636-0507 Url: http://www.linkedin.com	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Oakwood College Ms. Cynthia Douglas, Career Services 7000 Adventist Blvd Huntsville, AL 35896 Phone: 800-824-5312	N	0
17	Samford University 800 Lakeshore Drive Birmingham, AL 35229 Phone: 205-726-2011	N	0
18	SimplyHired 2513 Charleston Rd #200 Mountain View, CA 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com	N	0
19	Speakin' Out News Ms. Jemeana Smothers, Recruitment Advertising P.O. Box 2826 Huntsville, AL 35804	N	0
20	Talledega College Mr. Donald Baylor, Director, Student Media Services 627 West Battle St. Talledega, AL 35610	N	0
21	Tuskegee University Mr. James Harris, Placement Director, Tuskegee Institute, Carnegie Hall, 3rd Floor Tuskegee, AL 36088 Phone:334-727-8146 Fax: 334-727-8258	N	0
22	Twitter 1355 Market St #900 San Francisco, CA 94103 Phone: 415-222-9670 Url: http://www.twitter.com	N	0
23	United Negro College Fund Ms. Jan Ross, Advisor, Birmingham Area Office 60 I 19th St N, Centennial Place 2nd Floor Birmingham, AL 35203 Phone:205-322-8623 Fax: 205-322-1741	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	University of Alabama- Huntsville Ms. Tammy Haney, Career Services, UC 212 Huntsville, AL 35899 Phone:256-824-6612 Fax: 256-824-6039	N	0
25	University of Alabama- Tuscaloosa Ms. Linnia Cline, The Job Center P.O. Box 870293 Tuscaloosa, AL 35487 Phone:205-348-5848 Fax: 205-348-5852	N	0
26	Walk-In/Self-Referral	N	0
27	Word-of-Mouth Referral	N	1
28	SEU Internship Program (<i>see Section III</i>)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1	Establishment of an intern program designed to assist members of the community	12/3/2013	Winter 2013: Our SEU hosted an intern from University of Alabama in Huntsville. The intern worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. During the internship, she shadowed the majority of the SEU staff, including our Operations Manager, Digital Content Director, On-Air Talent, and Sales Assistant. She participated in several activities, including sales calls, on-air broadcasts, and sales presentations. She also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.
2	Participation in an event sponsored by (or on behalf of) local organizations interested in broadcast employment issues	12/12/2013	Our SEU participated in the Tennessee Valley Advertising Federation monthly meeting. Station participants included our Market President, who sat on a panel and discussed the current state of the radio industry and career opportunities in radio. The audience included local advertising professionals and students.
3	Participation in a job fair	2/27/2014	Our SEU participated in a job fair at Alabama A&M University in Huntsville, AL. Station participants included our Sales Assistant, who discussed employment opportunities and collected applications to be reviewed by the Market President and Operations Manager.
4	Participation in broadcast-related scholarship program	3/1/2014	Our SEU participated in the 2014 Alabama Broadcasting Association's Scholarship Program. The Alabama Broadcasting Association awarded 12 scholarships to college juniors and seniors attending institutions of higher learning in the state of Alabama. The scholarships were available to Alabama residents pursuing broadcast related majors, and were meant to pave the way for promising future broadcasters. In 2014, a total of \$32,000 was awarded. Our SEU participated in this program by running on-air ads on all stations, free of charge, promoting the scholarship program and soliciting applications.

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation
5	Establishment of an intern program designed to assist members of the community	7/23/2013	Summer 2014: Our SEU hosted an intern from University of North Alabama. The intern worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. During the internship, she shadowed the majority of the SEU staff, including our Operations Manager, Digital Content Director, On-Air Talent, and Sales Assistant. She participated in several activities, including sales calls, on-air broadcasts, and sales presentations. She also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.
6	Participation in a job fair	9/10/2014	Our SEU participated in the University of Alabama Job Fair in Huntsville, AL. Station participants included our Sales Assistant, who discussed employment opportunities and distributed handouts.
7	Participation in a job fair	9/18/2014	Our SEU participated in a job fair at Alabama A&M University in Huntsville, AL. Station participants included our Sales Assistant, who discussed employment opportunities and distributed handouts.
8	Host an event sponsored by (or on behalf of) schools and colleges relating to broadcast careers	10/17/2014	Our SEU engaged a graduate student from the University of Alabama in Huntsville interested in careers in the broadcast industry. Our Market President and Director of Operations hosted the student at the station for a day, allowed the student to interview them at length about careers in broadcasting, and conducted a tour of the facilities. The student wrote a paper based on his experience and interviews.
9	Participation in an event sponsored by (or on behalf of) local organizations interested in broadcast employment issues	10/30/2014	Our SEU participated in the Decatur Ingalls Harbor Endless Opportunities event hosted by the Decatur Chamber of Commerce. Station participants included our WDRM Morning Show Team, WDRM Midday Host, WDRM Afternoon Host, Operations Manager, and Digital Content Director. The event was attended by approximately 1,400 eighth graders, who were able to visit with the professionals representing the student's top career choices. Students were able to ask questions and discuss radio and broadcasting careers with our SEU participants.