

**WJOX (AM), WJOX (FM), WJQX (FM), WAPI (AM),  
WZRR (FM) and WUHT (FM)  
EEO PUBLIC FILE REPORT  
December 1, 2014 – November 30, 2015**

**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
Account Executive	17, 25, 27-33	25
Account Executive	17, 25, 27-33	30
Account Executive	17, 25, 27-33	29
Account Executive	17, 22, 25, 27-33	22
Account Executive	17, 25, 27-33	25
Account Executive	17, 25, 27-33	29
Account Executive	17, 25, 27-33	25
Program Director	22	22
Digital Coordinator	22	22
Key Account Manager	22	22

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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	<b>AWARE</b> 3600 8 <sup>th</sup> Avenue S., Suite 200 Birmingham, AL 35222 Contact: Peggy A. Clarke pmpac@bellsouth.net Phone: 251.4773 Fax: 251.0298	No	0
2	<b>Alabama State Employment Services</b> 3440 3 <sup>rd</sup> Avenue S. Birmingham, AL 35222 Contact: Barbara Thompson Phone: 254.1300 Fax: 254.13878	No	0
3	<b>Alabama Department of Rehabilitation Services</b> 3830 Ridgeway Drive Birmingham, AL 35259 Contact: Cynthia Nelson Phone: 1.800.441.7609 Fax: 220.0486	No	0
4	<b>State Department of Education Adult Vocation Rehab</b> P. O. Box 19880 Birmingham, AL 35219 Contact: Debbie Clemons Phone: 290.4550 Fax: 290.4560	No	0
5	<b>Alabama Broadcasters Association</b> 2180 Parkway Lake Drive Hoover, AL 35244 Contact: Cindi McGee Phone: 982.5001 Fax: 982.0015	No	0
6	<b>Trussville Career Center</b> 820 Watterson Curve Trussville, AL 35173 Contact: Charles Hammett <a href="mailto:Trussville.ESO@dir.alabama.gov">Trussville.ESO@dir.alabama.gov</a> Phone: 655.0395 Fax: 655.0486	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Alabaster Career Center</b> 109 Plaza Circle Alabaster, AL 35007 Contact: Greg Minor <a href="mailto:Alabaster.ESO@dir.alabama.gov">Alabaster.ESO@dir.alabama.gov</a> Phone: 663.2542 Fax: 664.9229	No	0
8	<b>Birmingham Career Center</b> 3440 3rd Avenue South Birmingham, AL 35222 Contact: Yvette Fields <a href="mailto:Birmingham.ESO@diralabama.gov">Birmingham.ESO@diralabama.gov</a> Phone: 254.1300 Fax: 254.1387	No	0
9	<b>Alabama Job Link/Alabama Career Center</b> 3440 3 <sup>rd</sup> Avenue South Birmingham, AL 35222 Contact: Yvette Fields <a href="mailto:joblink@alabama.gov">joblink@alabama.gov</a> Phone: 254.1300 Fax: 254.1387	No	0
10	<b>NAACP</b> P. O. Box 1268 Birmingham, AL 35203 Contact: Hezekiah Jackson Phone: 516.9806 Fax: 320.1448	No	0
11	<b>Miles College</b> Placement Office 5500 Myron Massey Boulevard Fairfield, AL 35221 Contact: Darlene Mitchell Phone: 929.1000 Fax: 929.1614	No	0
12	<b>Jacksonville State University</b> 700 Pelham Road North Jacksonville, AL 36265 Contact: Tawana Roberts Phone: 256.782.5475 Fax: 256.782.5484	No	0
13	<b>Virginia College at Birmingham</b> P. O. Box 19249 Birmingham, AL 35209 Contacts: Betty Sue Watts and Kim Dillard Phone: 802.1592	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Tuskegee University</b> Career Development & Placement Services Center Carnegie Hall, 3 <sup>rd</sup> Floor Tuskegee, AL 36088 Contact: Phyllis Stringer <a href="mailto:sstringer@tuskegee.edu">sstringer@tuskegee.edu</a> Phone: 334.727.8255 Fax: 334.727.8258	No	0
15	<b>Birmingham Urban League</b> P. O. Box 11269 Birmingham, AL 35202-1269 Contact: Rosa M. Sims <a href="mailto:burbanleag@aol.com">burbanleag@aol.com</a> Phone: 326.0162 Fax: 521.6951	No	0
16	<b>Walker College</b> 1411 Indiana Avenue Jasper, AL 35501 Contact: Robeana Green Phone: 205.387.0511 Fax: 205.387.51918	No	0
17	<b>University of Alabama Career Services</b> 1400 University Boulevard, Suite 516 Birmingham, AL 35294 Contact: Todd String <a href="mailto:tdstring@uad.edu">tdstring@uad.edu</a> Phone: 205.934.4324	No	2
18	<b>Jefferson State Job Placement Office</b> 2601 Carson Road Birmingham, AL 35215 Contact: Nancy Beauchamp <a href="mailto:nbeau@jeffstateonline.com">nbeau@jeffstateonline.com</a> Phone: 856.8588 Fax: 856.6033	No	0
19	<b>University of Alabama Job Placement Office</b> P. O. Box 870293 Tuscaloosa, AL 35487 Contact: Evelyn Hendon <a href="http://www.myinterfase.com/alabama/employer">www.myinterfase.com/alabama/employer</a> Phone: 205.348.5848 Fax: 205.348.5852	No	0
20	<b>University of Montevallo Career Center</b> Station 6262 Montevallo, AL 35115 Contact: Theresa Pritchett Phone: 665.6262 Fax: 665.6255	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Station Website Postings ( <i>one or more SEU stations</i> )	No	0
22	Employee Referral	No	4
23	Word-of Mouth Referral	No	8
24	Walk-In/Self-Referral	No	1
25	On-Air Announcements ( <i>one or more SEU stations</i> )	No	29
26	Inside Radio Website www.insideradio.com	No	0
27	Indeed Website www.indeed.com	No	15
28	Zip Recruiter Website www.ziprecruiter.com (Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)	No	54
29	Cumulus Job Board Cumulus.hrmdirect.com	No	14
30	Job Fair(s)/Open House(s) ( <i>see Section III</i> )	No	6
31	Glassdoor www.glassdoor.com	No	0
32	Linkup www.linkup.com	No	0
33	Simply Hired www.simplyhired.com	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			131

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**III. RECRUITMENT INITIATIVES**

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	Our SEU has a well-established internship program. During this reporting period, our SEU hosted eleven (11) student interns from the University of Alabama, the University of Alabama at Birmingham, University of Tennessee, University of South Alabama & Jefferson State Community College who were supervised by our Promotions and Program Directors. The interns learned about many aspects of broadcasting, including promotions, marketing, and advertising by working closely with SEU personnel in each department. The students were also able to seek career advice from station personnel.
2	Host Open House	On July 7, 2015, our SEU hosted an open house at our facilities in Birmingham, Alabama, to recruit Account Executives. Our Market Manager gave a presentation, which included a video about Cumulus Media Inc. as well as an explanation about the job responsibilities of an Account Executive. SEU participants included our Market and Sales Managers as well as our Account Executives. This event was promoted on one or more SEU stations.
3	Participate in Job Fair	On September 28 <sup>th</sup> 2015, our SEU participated in a job fair sponsored by New Rising Star Baptist Church. Our Sales Manager, Account Executive & a Sales Assistant provided attendees with information about our Account Executive positions as well as job opportunities and internships within the SEU.