

**GULF SOUTH COMMUNICATIONS, INC.  
DOTHAN, AL**

**EEO Public File Report**

For the following stations: WDJR-FM, WDBT-FM, WKMX-FM, and WTVY-FM

**Period:** This report covers the period from December 1, 2011 through November 30, 2012.

This report is comprised of Schedules A, B, C and D, which relate to certain aspects of the Station's EEO efforts.

This report consists of the following schedules:

**SCHEDULE A:** A listing of positions filled from December 1, 2011 through November 30, 2012 and the recruitment sources utilized for each position, the number of candidates interviewed by recruitment source for each position and the recruitment source of each person hired.

**SCHEDULE B:** A summary of the recruitment sources of those people interviewed in the Reporting Period and the number of people interviewed by recruitment source.

**SCHEDULE C:** List of recruitment sources.

**SCHEDULE D:** A description of the outreach efforts during the Reporting Period.

Gulf South Communications, Inc. is an equal opportunity employer.

EEO Public File Report-**SCHEDULE A**  
 For the Following Stations: (**WDJR-FM, WDBT-FM, WKMX-FM, WTVY-FM**)  
 December 1, 2012

**Period:** This report covers the period from December 1, 2011 through November 30, 2012.

**Vacancy-Specific Recruitment Information:**

During the period covered by this report, **WDJR, WDBT, WKMX, and WTVY** had nine vacancies for full-time positions at the station. The following table presents information on those positions and the recruitment sources used to fill those positions. As of this date, no organizations have requested that Stations provide them notification of job vacancies. Attached is a list of the station's recruitment source list.

<b>Job Title</b>	<b>Recruitment Sources Utilized</b>	<b>Recruitment Sources of Interviewees (Number of Interviewees)</b>	<b>Recruitment Source of Hiree</b>
ACCOUNT EXECUTIVE	See attached list of recruitment sources (Schedule C)	#25(9) #28(1)	#25
ACCOUNT EXECUTIVE	See attached list of recruitment sources (Schedule C)	#25(3)	#25
ACCOUNT EXECUTIVE	See attached list of recruitment sources (Schedule C)	#25(2)	#25
ACCOUNT EXECUTIVE	*exigent circumstances		
AM PROGRAM DIRECTOR	See attached list of recruitment sources (Schedule C)	#27(4)	#27
ACCOUNT EXECUTIVE	See attached list of recruitment sources (Schedule C)	#27(1)	#27
AM CO-HOST/PROMOTIONS	See attached list of recruitment sources (Schedule C)	#27(4)	#27
ASSISTANT TRAFFIC DIRECTOR	*exigent circumstances		
ACCOUNT EXECUTIVE	See attached list of recruitment sources (Schedule C)	25(3)	25

EEO Public File Report-**SCHEDULE B**  
For the Following Stations: (**WDJR-FM, WDBT-FM, WKMX-FM, and WTVY-FM**)

December 1, 2012

**Period:** This report covers the period from December 1, 2011 through November 30, 2012.

The following table summarizes the total number of job interviews during the reporting period and the referral sources for those interviewees:

<b>Interview Source</b>	<b>Number of interviewees referred</b>
25	17
27	9
28	1
Total job interviews	27

EEO Public File Report- **SCHEDULE C**

For the Following Stations: **(WDJR-FM, WDBT-FM, WKMX-FM, and WTVY-FM)**

List of Recruitment Sources

For period ended 11/30/12

**(1)** ALABAMA STATE EMPLOYMENT OFFICE  
1950 REEVES ST, SUITE 1  
DOTHAN, AL 36303  
Mr. Carl White

**(2)** NAACP REGIONAL  
970 MLK JR BLVD, SUITE 203  
ATLANTA, GA 30314  
DR. NELSON RIVERS

**(3)** CHIPLOA JR COLLEGE  
3094 INDIAN CIRCLE ROAD  
MARIANNA, FL 32446  
BETTY BOOME

**(4)** TROY UNIVERSITY  
P O BOX 8368  
DOTHAN, AL 36301  
ATTN: PAM WILLIAMSON

**(5)** FAMILY SERVICE CENTER  
301 W. LAFAYETTE ST. STE 2B  
DOTHAN, AL 36301  
ATTN: CAREER CENTER

**(6)** GREATER BEULAH BAPTIST CHURCH  
254 HEADLAND AVE  
DOTHAN, AL 36303  
ATTN: CAREER CENTER

**(7)** NAACP  
P O BOX 58  
FT. WALTON BEACH, FL 32548  
ATTN: GEORGE STAKLEY

**(8)** SWGA TECHNICAL COLLEGE  
15689 US HWY 19 NORTH  
THOMASVILLE, GA 31792

**(9)** THE DOTHAN EAGLE  
P O BOX 280  
DOTHAN, AL 36302  
ATTN: GRACE HOLLAND

**(10)** NATIONAL ASSOCIATION OF  
BLACK SALESPEOPLE  
503 S OAK PARK AVENUE  
OAK PARK, IL 60304

**(11)** FLORIDA A&M UNIVERSITY  
P O BOX 982  
TALLAHASSEE, FL 32301  
ATTN: DELORES DEAN

**(12)** LURLEEN B WALLACE COLLEGE  
P O BOX 1418  
ANDALUSIA, AL 36420

**(13)** NEW LIFE CHURCH  
964 PARK AVE  
DOTHAN, AL 36303  
ATTN: REV KEENER BATCHELOR

**(14)** JACKSON CITY APPLIED TECH  
2701 TECHNOLOGY CIRCLE  
MARIANNA, FL 32447  
ATTN: RANDY MCCREE

**(15)** UNIVERSITY OF ALABAMA  
P O BOX 870293  
TUSCALOOSA, AL 36303  
ATTN: DIANE TEAGUE

**(16)** ALABAMA BROADCASTERS ASSOCIATION  
1316 ALFORD AVE SUITE 201  
BIRMINGHAM, AL 35226

**(17)** JOB OMNI  
P O BOX 311954  
ENTERPRISE, AL 36331  
ATTN: KEITH BLAKENSHIP

**(18)** ALABAMA STATE UNIVERSITY  
P O BOX 271  
MONTGOMERY, AL 36101  
ATTN: KATHRYN WILLIAMS

**(19)** GULF COAST COMMUNITY COLLEGE  
5230 HIGHWAY 98  
PANAMA CITY, FL 32401

**(20)** WALLACE COMMUNITY COLLEGE  
ROUTE 6 BOX 62  
DOTHAN, AL 36303  
ATTN: LISA CLINGERMAN

**(21)** CHERRY ST AME  
308 N CHERRY ST  
DOTHAN, AL 36303  
ATTN: CAREER CENTER

**(22)** ALABAMA A& M UNIVERSITY  
P O BOX 997  
NORMAL, AL  
ATTN: CAREER CENTER

**(23)** ENTERPRISE OZARK COMMUNITY COLLEGE  
600 PLAZA DR  
ENTERPRISE, AL 36330

**(24)** WEBSITES **(25)** ON AIR ANNOUNCEMENTS

**(26)** WALK-INS **(27)** ALL ACCESS

**(28)** EMPLOYEE REFERRALS

EEO Public File Report

**SCHEDULE D**

For the Following Stations: (WDJR-FM, WDBT-FM, WKMX-FM, and WTVY-FM)

OUTREACH EFFORTS

As of December 1, 2012

The period covered by this report is December 1, 2011 through November 30, 2012. The above stations have been able to establish the following outreach activities during this time period:

**SCHOLARSHIP.** Each year, Gulf South Communications provides a \$500 scholarship to a student at Troy University in Dothan, the area's only four-year college. The requirements for applicants are that they are focusing on broadcasting, journalism, marketing or management as a primary field of study, and that they have a strong desire to pursue a career in broadcasting. Students meeting these criteria are encouraged to submit applications to the University. Advertisements are aired on all stations listed above for thirty days each spring. Additionally, information about the scholarship is posted on all station websites, bulletin boards at the University, and in the University's Financial Aid publication.

The 2012 scholarship was awarded to Brittany Staley. Ms. Staley graduated from Dale County High School in May 2012 with 3.57 GPA. Her hard-work and dedication in many extra-curricular activities make her a most note worthy candidate of this scholarship.

**INTERNSHIP.** Gulf South Communications also provides an internship program each summer in cooperation with various colleges and universities. Information concerning the internship is broadcast on each station and applications are reviewed closely to select a candidate who desires to pursue a career in business, marketing, or broadcasting. The 2012 internship was awarded to Kyle Hughes. Mr. Hughes graduated from Wallace Community College in the spring and plans on continuing his education as a Business Major at Troy University. As an intern Kyle was able to observe and actively participate in all aspects of a radio broadcasting business, including administrative tasks, in-studio production, and working directly with account executives. As a result of his experiences at the radio station Kyle continues to work as a part-time employee and has decided to pursue a career in broadcasting after graduation.