

**EEO PUBLIC FILE REPORT**

**FOR**

**WBHM(FM)**

This EEO Public File Report  
Covers the Period Ending  
November 30, 2014

**Equal Employment Opportunity Public File Report  
WBHM(FM)**

*Recruitment Activity Summary  
December 1, 2013-November 30, 2014*

This EEO Public File Report is filed in the public inspection files for Station WBHM(FM) pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies

During the period ending on November 30, 2014, there were no full time job vacancies filled. We do plan to conduct recruitment and hiring in the coming year.

2. Total Interviewees for Full-Time Vacancies

During the period ending on November 30, 2014, there were no full time job vacancies filled and no interviews of candidates.

3. Recruitment Sources

The following are the recruitment sources collected for use in the event of a recruitment opportunity. We will revise and add to the list as appropriate.

Recruitment Source	Total Number of Referrals
University of Alabama at Birmingham Human Resources (via <a href="http://www.wbhm.org">www.wbhm.org</a> and <a href="http://www.uab.edu">www.uab.edu</a> )	
WBHM 90.3 FM/WSGN 91.5 FM On-Air Broadcasts	
<a href="http://www.linkedin.com">www.linkedin.com</a> paid and unpaid advertisement	
Employee Referral	
ALL OTHER NON-UAB/WBHM Sites:	
Corporation for Public Broadcasting (CPB) Jobline <a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	
Alabama Broadcasters Association Job Bank <a href="http://www.al-ba.com/jobbank.html">www.al-ba.com/jobbank.html</a>	

Current Magazine (trade publication) <a href="http://www.current.org">www.current.org</a>	
Directed from <a href="http://www.indeed.com">www.indeed.com</a>	
Other Newspaper	
Miles College	
Samford University	
Gadsden State Community College	
Jefferson State Community College	
Birmingham Southern University	
Wallace State Community College	

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- \* The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- \* The recruitment source that referred the hiree for each full-time vacancy;
- \* The total number of persons interviewed for each full-time vacancy; and,
- \* The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*

If you have questions concerning this Report, contact: Scott Hanley, General Manager  
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# EXHIBIT A

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy: N/A**

**Recruitment Source that Referred the Hire:**

**Date Vacancy Opened: N/A**

**Total Number of Persons Interviewed for the Vacancy: N/A**

**Date Vacancy Filled: N/A**

### Recruitment Sources Used to Fill the Vacancy

[illegible]

## EXHIBIT B

### MENU OPTION ACTIVITIES

Station WBHM has engaged in the following outreach activities during the period covered by this Report:

Activity Classification	Type of Activity	Brief Description
EEO	Staff Training	Staff are encouraged to enroll in workshops and training programs administered by the licensee, University of Alabama at Birmingham. These workshops include diversity training and manager training. Workshops include online elements and classroom training.
EEO	Mentoring	Chief Engineer Darrell McCalla trained an intern in operation and engineering practices. This was then hired as a part-time student employee student. Upon graduation, the individual has been retained as a part time employee in operations and radio traffic by WBHM.
EEO / Outreach	Staff Training To enhance staff skills and enable further advancement	Third Coast Radio Festival Chicago IL November 4-6, 2014 Radio production, storytelling and Journalism training. Attended by Producer/Announcers Andrew Yeager and Sarah Delia
EEO	Job/Career Fairs	UAB Part Time Job Fair March 11, 2014 10 am – 2 pm. UAB Campus Recreation Center. This event is for employers and organizations interested in seeking students for part-time, campus and work study positions. WBHM hired one part time worker from this event.  Attended by WBHM Marketing Manager Audrey Atkins and Office Manager/Associate Theresa Kidd
EEO	Staff Training To enhance staff skills and enable further advancement	Public Media Development and Marketing Conference, hosted by Greater Public Denver, Colorado July 10-12, 2014. Training on fundraising and community outreach for public media professionals.  Attended by WBHM Marketing Manager Audrey Atkins, Membership Manager William Dahlberg and General Manager Scott Hanley

EEO	Staff Training To enhance staff skills and enable further advancement	National Association for Broadcasting Annual Meeting, Las Vegas, NV and Public Radio Engineering Conference, April 9-14, 2014  Attended by WBHM's Darrell McCalla, WBHM Chief Operator
EEO	Staff Training To enhance staff skills and enable further advancement	Public Radio News Directors Conference June 18-21, 2014  News Director Rachel Lindley
EEO	Staff Training To enhance staff skills and enable further advancement	ABA Conference--- August 16-17, 2014 Alabama Broadcasters Association Annual Meeting, Birmingham, AL  Attended by WBHM's Darrell McCalla, Chief Operator
EEO	Job/Career Fairs	UAB Part Time Job Fair August 28, 2014 10 am – 2 pm. UAB Campus Recreation Center. This event is for employers and organizations interested in seeking students for part-time, campus and work study positions. WBHM did not hire any part time workers from this event.  Attended by WBHM Marketing Manager Audrey Atkins and Office Manager/Associate Theresa Kidd
EEO	Staff Training To enhance staff skills and enable further advancement	Public Radio Programming Conference Portland, OR September 17-20, 2014 Attended by Program Director, Michael Krall.
EEO	Outreach, Recruitment and Training	WBHM Internship and Student Employment WBHM actively recruits area high school and college students for positions in business affairs, journalism, marketing, and development. During this period, 8 people participated in regular station activities which have led to valuable media experience and, in some cases, paid position.
EEO	Staff Training to enhance staff skills and enable further advancement	January 28-30, 2014 At WBHM  WBHM Hosted training for its own staff and stations from Alabama and Georgia in membership and development software by the software company Allegiance.  WBHM Attendees – Membership Manager Will Dahlberg, Office Manager Theresa Kidd.