

**EEO PUBLIC FILE REPORT**

**FOR**

**WBHM(FM)**

This EEO Public File Report  
Covers the Period Ending  
November 30, 2017

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

*Recruitment Activity Summary  
December 1, 2016-November 30, 2017*

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, 2017, there were no full time job vacancies.

2. Total Interviewees for Full-Time Vacancies

No Interviews.

3. Recruitment Sources

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

<b>Recruitment Source</b>	<b>Total Number of Referrals</b>
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> )	0
WBHM 90.3 FM/WSGN 91.5 FM On-Air Broadcasts	0
FaceBook WBHM Page	0
Employee Referral	0
<b><u>ALL OTHER NON-UAB/WBHM</u></b>	<b><u>ALL OTHER NON-UAB/WBHM</u></b>
Corporation for Public Broadcasting (CPB) Jobline <a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	0
allaccess.com	0
www.linkedin.com	

Twitter/Reddit/other	0
Current Magazine (trade publication) <a href="http://www.current.org">www.current.org</a> (Paid)	0
INDEED <a href="http://www.indeed.com">www.indeed.com</a> (Unpaid- scraped from UAB Jobline)	0
Poynter (Paid)	
National Association of Black Journalists (Paid)	0
Columbia University Grad School of Journalism (Paid)	0
Journalism Jobs.com (Paid)	
Livingston and Associates (Paid)	0
Industry Listserv Announcement - Pubradio	0
Salaryexpert.com	0
Public Media Business Association (PMBA)	0
National Educational Telecommunications Association (NETA)	0
AL.COM/Birmingham News	0
Asian American Journalist Association (Paid)	0
Public Radio News Directors Incorporated (PRNDI)	0
Journalism Next (Paid)	0
Greater Public	0
Other Newspaper/ Other E newsletters	0
Other Individuals who referred	0

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 47CFR 73.2080 2 during the time period covered by this report.

\* \* \* \* \*

If you have questions concerning this Report, contact: Chuck Holmes, General Manager  
WBHM Radio, 650 11<sup>th</sup> Street South, Birmingham, Alabama 35294, 205-934- 2606.

**EXHIBIT A**

**FULL-TIME VACANCY EEO  
INFORMATION**

**There were no Job Postings in 2017**

## EXHIBIT B

### MENU OPTION ACTIVITIES

Station WBHM has engaged in the following outreach activities during the period covered by this Report covering 47CFR 73.2080.

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
EEO / Training	Staff Training	Staff are encouraged to enroll in workshops and training programs administered by the licensee, University of Alabama at Birmingham. These workshops include HR training, FSLA Training, Manager skills training and Performance Appraisal methods and application. Workshops include online elements and classroom training. Classes attended by: Chuck Holmes, Michael Krall, Audrey Atkins and Darrell McCalla
EEO / Training	Staff Training	March 8, 2017 Full staff participated in pre-session online assignments and behavioral profiles and a daylong group training workshop administered and facilitated by the University of Alabama at Birmingham. The workshop "retreat" assessed workplace needs and goals and concentrated on personal development, team-building, goal-setting, and strategies for success.
EEO / Training	Staff Training To enhance staff skills and enable further advancement	August 14 - 17, PRPD in Washington, DC. Attended various seminars with content related to programming issues across the US. WBHM Program Director Michael Krall
EEO / Training	Staff Training To enhance staff skills and enable further advancement	April 15-17, 2017 Public Radio in Mid-America Conference (PRIMA), New Orleans, LA Attended by WBHM GM Chuck Holmes

EEO / Training	Staff Training To enhance staff skills and enable further advancement	April 19-26, 2017 (NAB) National Association for Broadcasting Annual Meeting, Las Vegas, NV and (PREC)Public Radio Engineering Conference, Nautel User Group, SBE Ennis Foundation Seminars in conjunction with NAB Attended by WBHM's Darrell McCalla, WBHM Chief Operator
EEO / Training	Staff Training To enhance staff skills and enable further advancement	September 15-17, 2017 Public Radio Regional Organizations (PRRO) Annual Conference, St. Paul, MN Attended by WBHM GM Chuck Holmes
EEO / Training	Staff Training To enhance staff skills and enable further advancement	June 21-24,2017 (PRNDI Conference) Public Radio News Directors Inc. Attended by Esther Ciammachilli, Host/Reporter and Gigi Douban WBHM News Director
EEO / Training	Staff Training To enhance staff skills and enable further advancement	ABA Conference--- August 16-17, 2017 Alabama Broadcasters Association Annual Meeting, Birmingham, AL Attended by WBHM's Chuck Holmes, GM and Darrell McCalla, Chief Operator
EEO / Training	Staff Training To enhance staff skills and enable further advancement	September 17-20, 2016 Attended by Program Director, Michael Krall.
EEO/Outreach	Outreach, Recruitment, Training and Internship Program	<ul style="list-style-type: none"> <li>• March 23, 2017 Half-day session with New Horizons, a seniors group, to engage on issues relevant to retirees in Birmingham and convey WBHM's role in the community and as a source of news and information. Attended by WBHM GM Chuck Holmes.</li> <li>• April/28-30 Tent at Magic City Art Connection to share station information and meet members/listeners. Attended by various WBHM Staff and Junior Board members,</li> <li>• May 4, 2017 Session with employees of Children's Hospital of Alabama to engage on issues relevant to Birmingham and convey WBHM's role in the community and as a source of news and information. Attended by WBHM GM Chuck Holmes</li> <li>• June 10, 2017 Scott Simon/Weekend Edition live at The Lyric. Public Event with all WBHM Staff</li> <li>• June 21, 2017 Address and q-and-a session with Homewood-Mountain Brook Kiwanis Club to engage on issues relevant to Birmingham and convey WBHM's role in the community and as a source of news and information. Attended by</li> </ul>

EEO/Outreach	Outreach, Recruitment, Training and Internship Program	<p>WBHM GM Chuck Holmes</p> <ul style="list-style-type: none"> <li>• August 17, 2017</li> </ul> <p>Tent at Pepper Place Farmers Market to share station information and meet members/listeners. Attended by various WBHM Staff and Junior Board members,</p> <ul style="list-style-type: none"> <li>• August 24, 2017</li> </ul> <p>Listening party at the Birmingham Civil Rights Institute in conjunction with The Birmingham Chapter of The Links, Inc. Chuck Holmes, Audrey Atkins, Dan Carsen, Andrew Yeager, Will Dahlberg, Gigi Douban, Sherrel Stewart, Diana Beattie</p> <ul style="list-style-type: none"> <li>• September 7-8, 2017</li> </ul> <p>Leadership Birmingham two-day retreat of Birmingham-area business and community leaders to discuss community issues and the future. Attended by WBHM GM Chuck Holmes</p> <ul style="list-style-type: none"> <li>• September 22, 2017</li> </ul> <p>BBJ Women’s Summit – awards for influential women in Birmingham honored for their career and leadership accomplishments and contributions to the economy. The event included speakers, power sessions, and networking. Attended by :Gigi Douban(Emcee), WBHM News Director an Yin Ingram, Underwriting Associate</p> <ul style="list-style-type: none"> <li>• September 30, 2017</li> </ul> <p>The Whistle Stop Festival in Irondale-suburb of BHM. Attended by various staff and Board Members.</p> <ul style="list-style-type: none"> <li>• November 6, 2017</li> </ul> <p>Leadership Birmingham program day dedicated to government, including visits sessions with elected officials, policymakers and community activists. Birmingham-area business and community leaders discuss community issues and the future. Attended by WBHM GM Chuck Holmes</p> <ul style="list-style-type: none"> <li>• November 17, 2017</li> </ul> <p>Address and q-and-a session with Vestavia Hills Rotary Club to engage on issues relevant to Birmingham and convey WBHM’s role in the community and as a source of news and information. Attended by WBHM GM Chuck Holmes</p>
EEO/Outreach	Outreach, Recruitment, Training and Internship Program	<p>WBHM Internship and Student Employment</p> <p>WBHM actively recruits area high school and college students for positions in business affairs, journalism, marketing, and development. During this period, 4 people participated in regular station activities which have led to valuable media experience and, in some cases, paid positions.</p>

EEO/Outreach	Mentoring Training and Internship Program	<ul style="list-style-type: none"> <li>• March-May 2017 Hosted an NPR Kroc Fellow, Mentored by the WBHM News Director</li> <li>• June 19-20,2017 Mentored a new All Things Considered host at WWNO in New Orleans. Mentored by Esther Ciammachilli, WBHM ATC Host</li> </ul>
EEO/ Community Outreach	Outreach, Recruitment, Training	October 13, 2017 Partnership with Birmingham Education Foundation Evaluation of Student composed commentaries for air on WBHM. Reviewed by Michael Krall, PD- Gigi Douban, WBHM News Director and Esther Ciammachilli, WBHM ATC Host
EEO/ Community Outreach	Outreach to community by the WBHM News Team	August 17, 2017 Community News Engagement Lunch's in Birmingham. Attended by Various WBHM News Staff and A. Atkins, Marketing Manager
EEO/ Community Outreach	Job/Career Fairs	UAB Part Time Job Fair August 8, 2016 10 am – 2 pm. UAB Campus Recreation Center. This event was 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
EEO/Outreach	Job/Career Fairs	University of Alabama Birmingham (UAB) Student Life Day September 1, 2016 Booth manned by Will Dahlberg, Membership Manager and 1 of the WBHM Adult Interns
EEO/Outreach	Student Tours	2-4 Times a year Communications and Journalism classes receive guided tours of WBHM Studios with Department Heads describing what happens at a radio station. University's that have participated are UAB and Samford University. Tours conducted by: Gigi Douban, New Dir-Michael Krall, PD-Darrell McCalla, Sys Admin/CO

