

EEO PUBLIC FILE REPORT

WBHK-FM/WBHJ-FM/WAGG-FM/AM/WENN-AM/WZZK-FM/WPYA-FM/WBPT-FM

Reporting Period from December 1, 2018 through November 30, 2019

FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Account Executive	SummitMedia Websites	2	
		Employee Referral	1	1
2	Local Sales Manager	SummitMedia Websites	3	
		Linked In	4	
		Media Staffing Recruiter	5	1
3	Account Executive	Client Referral	1	
		Linked In	1	
		Zip Recruiter	3	1
		Indeed	1	
4	Account Executive	Client Referral	1	
		Linked In	1	
		Zip Recruiter	3	1
		Indeed	1	
5	Account Executive	Linked In	1	
		Zip Recruiter	1	1
		Employee Referral	4	

Full-Time Position	Position Title	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
6	Account Executive	Linked In	2	1
		Indeed	2	
		SummitMedia Radio Ad	1	
		Employee Referral	3	
		SummitMedia Websites	2	
7	Account Executive	Indeed.com	2	
		Job Fair	2	
		Employee Referral	3	
		SummitMedia Radio Ad	2	1
8	Promotions Manager	SummitMedia Website	1	
		Employee Referral	2	
		Client Referral	1	1
9	Account Executive	Indeed.com	3	
		Job Fair	1	1
10	Account Executive	Indeed.com	2	1
		SummitMedia Websites	3	
11	Business Manager	Robert Half Recruiter	6	1
		SummitMedia Websites	3	
		Indeed.com	2	
12	Account Executive	Linked In	2	
		Indeed	2	
		SummitMedia Radio Ad	1	
		Employee Referral	3	1
		SummitMedia Websites	2	

Full-Time Position	Position Title	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
13	Group National Sales Manager	Media Staffing Recruiter	3	1
14	Staff Accountant	Zip Recruiter.com	4	1
15	Staff Accountant	Zip Recruiter.com	4	1
16	Staff Accountant	Zip Recruiter.com	4	1
17	Staff Accountant	Robert Half Recruiter	5	1

***The Attached List of Recruitment Sources were contacted for the above openings**

Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Alabama State University 5500 Myron Massey Blvd. Birmingham, AL 35205	Beverly Rudolph (205) 925-2753		
2	Ala. Broadcasters Assoc. 1316 Alford Ave. Ste. 201 Birmingham, AL 35226-3128	Cindi McGee (205) 979-1690		
3	UAB Career Center BEC-303 1530 3 rd Ave. South Birmingham, AL 35294-1150	Michael Lebeau (205) 934-9202		
4	University of Alabama U&A Box 5066 Florence, AL. 35632	Genen Poppell (256) 765-4100		
5	Stillman College P.O. Box 1430 Tuscaloosa, AL 35403	Jacqueline Currie (205) 349-4240		
6	Alabama A&M P.O. Box 305 Normal, AL. 35896	Louis Thompson 256 372-5000		
7	Birmingham Southern Box A-10, 900 Arkadelphia Birmingham, AL 35254	Jane Seigel (205) 226-4600		

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
8	Lawson State Community College 3060 Wilson Road Birmingham, AL 35221	Carl Davis (205) 925-2515		
9	Auburn University 303 Martin Hall Auburn, AL 36849-5139	Shirley Smith (334) 844-4744 Auburn.edu/career		
10	University of Montevallo Station 6262 Montevallo, AL 35115	Linda Honeycutt (205) 665-6030		
11	Birmingham Urban League 1229 3 rd Avenue North Birmingham, AL 35203	Rosa Sims (205) 326-0162		
12	Faulkner University 2970 Lorna Road Birmingham, AL 35216-4506	John Bowen (205) 879-5588		
13	Birmingham Ad Club P.O. Box 530416 Birmingham, AL 35253	Alana Stephenson (205) 877-9856		
14	NAB Employment Clearinghouse 1771 N. Street, N.W. Washington, DC 20036	Alex Shitz-Sanchez (202) 429-5438		
15	National Urban League 120 Wall Street New York, NY 10005	Yolanda Richardson 212) 558-5300		

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
16	The Birmingham News Classified Dept.	Classified Dept. (205) 325-3216		
17	Bessemer State Technical College US Highway 11 Bessemer, AL 35022	Debra Ingram (205) 428-6391		
18	The Birmingham Times Classified Dept.	Fax #205-323-2294		
19	WZZK/WBPT/WNCB/WBHK/WBHJ/WAGG On Air Advertising		4	
20	SummitMedia Social Media Sites			
21	SummitMedia Websites		16	
22	Professional Recruiter		19	
23	Client Referral		3	
24	Employee Referrals		16	
25	Job Fairs/SummitMedia Hosted Job Fair		3	
26	Indeed.com		15	
27	Zip Recruiter.com		19	
28	Linked In		11	
	Total		106	

**Long Term Recruitment Initiatives
Implemented During Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	02/12/19	University of Alabama at Birmingham Career Fair	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights, and collected resumes.	John Walker GM
2	02/27/19	University of Alabama at Birmingham Communication Studies	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights and collected resumes.	Jon Walker GM
3	04/23/19	SummitMedia – Birmingham Job Fair	Hosted a Job Fair for potential job seekers looking for a career or more information on a career in radio.	Answered questions, provided insights, collected resumes and gave tours of the facilities.	John Walker GM
4	10/16/19	University of Alabama at Birmingham School of Communication/Broadcast Studies	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights, and collected resumes.	John Walker GM
5	11/13/19	Style Advertising Intern shadowing for a day	Advertising agency interns toured facility and shadowed sales employees for a day	Intern program where interns shadow radio station employees and learn about the business.	John Walker GM