

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period December 1, 2018– December 1, 2019

- 1) **Employment Unit:** WNSP- FM
- 2) **Unit Members (Stations and Communities of License):** WNSP-FM  
Bay Minette, Alabama
- 3) **EEO Contact Information for Unit Member:**

Mailing address

1100 Dauphin Street, Suite E  
Mobile, AL 36604

Telephone number

251-438-5460

Contact person:

Jane Hamilton

E-mail address:

[Jane@wnsp.com](mailto:Jane@wnsp.com)

- 4) **All full-time vacancies filled by WNSP-FM:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>	<b>Open/Filled Dates</b>
1. Sales Rep	Friend referral	12/01/2018 - 02/01/2019
2. Sales Rep	Job Expo	05/01/2019 – 06/30/2019
3. Promotion Director	Sports Talent Agency of America	06/01/2019 – 08/15/2019
4. Board – op	Internship Program at WNSP	05/01/2019 – 05/30/2019

## Master List of Recruitment Sources

Number	Source	Contact Person	Email/Phone For Contact Person	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasters Association	Sharon Tinsley, Exec. Director 2180 Parkway Lake Dr. Hoover, AL 35244	<a href="mailto:stinsley@al-ba.com">stinsley@al-ba.com</a> <a href="http://www.al-ba.com">www.al-ba.com</a> 205-982-5001	NO	0
2	WNSP/WZEW Internal Job Posting to Current Employees	JANE HAMILTON 1100 DAUPHIN ST. MOBILE, AL	<a href="mailto:JANE@WNSP.COM">JANE@WNSP.COM</a> 251-438-5460	NO	0
3	WNSP/WZEW INTERNSHIP PROGRAM	GENE MURRELL	<a href="mailto:GENE@WNSP.COM">GENE@WNSP.COM</a>	YES	1
4	WNSP/WZEW Call Signs	1100 DAUPHIN ST. MOBILE, AL	Email for Traffic Person	NO	0
5	University of Mobile College Student Success Center	Brenda Davis 5735 College Parkway Mobile, AL. 36613-2842	<a href="mailto:BDavis@umobile.edu">BDavis@umobile.edu</a> <a href="mailto:Success@umobile.edu">Success@umobile.edu</a> 251-442-2877 / 251- 675-5990	NO	0
6	BISHOP STATE COMM COLL	MR. JORDAN 414 Stanton Street Mobile, AL 36606	<a href="mailto:MSimis@bishop.edu">MSimis@bishop.edu</a> 251-405-7000	NO	0
7					
8	FAULKNER UNIVERSITY	Mr. Fred Hughes 3943 Airport Blvd Mobile, AL. 36608	<a href="mailto:Fhughes@Faulkner.edu">Fhughes@Faulkner.edu</a> <a href="http://www.faulkner.edu">u</a> Phone 251-380-9090 / Fax 251-380-9066	NO	0
9	MOBILE AREA CHAMBER OF COMMERCE	PUBLIC RELATIONS	P.O. BOX 2187 MOBILE, AL 36652	NO	0
10	PRESS REGISTER	CLASSIFIEDS	<a href="http://www.al.com/press-register">www.al.com/press- register</a>	NO	0
11	University of South Alabama – Career Service	Rhonda Arnold – Meisler Hall Suite #21 Mobile, AL. 36688	<a href="mailto:RARNOLD@USOUTH.ORG">RARNOLD@USOUTH.ORG</a> 251-460-6188 / Fax 251-460-6091	NO	0

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## Master List of Recruitment Sources

Number	Source Physical Address	Contact Person	Email/Phone For Contact Person	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Springhill College – Career Services 4000 Dauphin St. Mobile, Al 36606	Public Relations Mr. Luttman	Phone 251-460-2187 / Fax 251-460-2185	NO	0
13	Alabama Career Center – Employment John Russell – Service 515 Springhill Plaza Court Mobile, AL. 36608	John Russell - Phone	251-461-4449 / Fax 251-461-4443 John.Russell@ALCC.A abama.gov	NO	0
14	Word-of-Mouth Referral			YES	1
15	On-Air Announcements			NO	10
16	Internal Transfer / Promotion			NO	0
17	South Alabama Regional Business Expo – Job Fair			NO	0
18	Indeed.com			NO	8
19	Facebook, www.facebook.com			NO	0
20	Monster, www.monster.com			NO	0
21	Zip Recruiter, www.ziprecruiter.com			NO	0
22	Mobile Chamber Business Expo	Meg Moreland	251-438-5460	YES	4
23	Sports Talent Agency Of America	Tim Camp	251-438-5460	YES	10

TOTAL INTERVIEWEES OVER REPORTING PERIOD: 34

DOT COM PLUS, LLC

WNSP FM & WZEW FM

Long-term Recruitment Initiatives

December 1, 2018 through November 30, 2019

Internship Program – Continuation of an extensive on-going licensee internship program. The opportunity for an internship with WNSP FM and WZEW FM is offered to all students enrolled in an institution of higher learning. Occasionally, the stations will make an exception and allow individuals who are not enrolled in an institution of higher learning. The stations submitted internship information to the local colleges in and near Mobile County. The internships available and filled in 2018 included internships in the areas of communication, news and public affairs, support services, radio and production. As of this report, WNSP and WZEW have 4 interns working on-site and 6 others worked this past year. The intern pool included both male and female applicants. Upon approval of a student's respective institution of higher learning, a student intern may receive credit for the internship. A midterm and final evaluation has been created by the stations to forward to the intern's respective institution of higher learning, should one be required.

## **INTERNSHIP PROGRAM**

**FALL, SPRING AND SUMMER**

**WNSP FM, WZEW FM, THE CRAB FM & THE SOUL FM**

**Dot Com Plus, LLC** offers an extensive internship program that is geared to prepare students to have a working knowledge in all day to day aspects of a local radio station by providing instruction, resources, and tools to grow and succeed. Our program is primarily for the benefit of Intern to obtain educational experience and gain practical work experience. We develop and inspire our interns through hands on projects, gaining experience from industry professionals, promoting personal and career development and boosting their skill set for the real world. Our interns are participating in the internship program with the express understanding that the Intern will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

**Many of our interns have been hired by Dot Com Plus as part time and full time employees.**

EEO PUBLIC FILE REPORT December 1, 2018 – November 30,  
2019

III. RECRUITMENT INITIATIVES

1. Eastern Shore Business Expo: April 23, 2019

Eastern Shore Business Expo is Baldwin County's premier business event showcasing regional companies. This was held at the Fairhope Civic Center, and attended by 4 members of the WNSP & WZEWs Sales staff, the Sales Manager, and the Promotions Director. The Sales Manager collected several job apps, and spoke to many potential applicants. This event was advertised on WNSP, WZEW, and the Crab.

2. South Alabama Jobs Fair: May 9, 2019

This event was held at the Mobile Greater Gulf State Fair Grounds. The Sales Manager, Promotions Director and five of the Account Executives participated in this event and presented information about careers in radio advertising and job openings. They spoke to interested attendees and resumes were accepted. WNSP and WZEW advertised this event on all of the stations.

**3. Mobile Business Expo: August 22, 2019**

This event was held at the Mobile Civic Center and was attended by the Sales Manager, five Account Executives and the Promotions Director. The Promotion Director and Sales staff distributed information about careers in radio advertising and board - op opportunities. The Sales manager collected resumes and made appointments with perspective attendees. This event was advertised on WNSP, WZEW, the Crab, and the Soul.

**4. University of South Alabama Communication Department Career Day: November 7, 2019**

WNSP & WZEWs Promotions Director attended and taught 3 separate classes about radio advertising and promotions as a career. He distributed information and answered questions.

**5. Mobile Area Council Boy Scouts of America**

Each year WNSP and WZEW are visited by many Cub Scout troops from the Mobile area. Each troop has a designated station employee that takes them on a tour of the stations, and explains how the stations work and connect to the towers. Occasionally, the troops are put on the air during a live show as special visitors.



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1100 Dauphin Street - Suite E Mobile, AL 36604

251-438-5460 - Phone  
251-438-5462 - Fax

December 1, 2018

TO WHOME IT MAY CONCERN:

Radio Stations WNXP and WZEW are equal opportunity employers. From time to time, we have job openings at our stations which require a variety of skills and talents. We encourage members of the minority groups and women to apply for these positions. We are seeking your help in referring minorities and women to us.

We are currently accepting applications/resumes' for the following position:

1. Full-time Sales Representative

Qualifications:

- A. Highly motivated
- B. Broadcast experience preferred
- C. Organized individual with 3 years of outside sales experience
- D. College education preferred
- E. Creative, good computer skills
- F. Reliable transportation

This is a full-time position available immediately. Interested parties should send resume, including cover letter to:

MEG MORELAND  
SALES MANAGER  
WNXP/WZEW  
1100 DAUPHIN ST. - SUITE E  
MOBILE, AL 36604

If preferred, information may be faxed to 251-438-5462. If desired, an applicant may also stop by our office, located at 1100 Dauphin Street, to complete an application for referral.

Sincerely,

MEG MORELAND  
Sales Manager



1100 Dauphin Street - Suite E Mobile, AL 36604

251-438-5460 - Phone  
251-438-5462 - Fax

August 19, 2019

TO WHOM IT MAY CONCERN:

Radio Stations WNSP and WZEW are equal opportunity employers. From time to time, we have job openings at our stations which require a variety of skills and talents. We encourage members of minority groups and women to apply for these positions. We are seeking your help in referring minorities and women to us.

We are currently accepting applications/resumes' for the following position:

1. Full-time Programming Director

Qualifications:

- A. Highly motivated
- B. Solid background in radio broadcasting
- C. Organized individual with proven management skills
- D. College education preferred
- E. Creative, good computer skills
- F. Wide range of on-air experience

This is a full-time position available immediately. Interested parties should send resume', including cover letter to:

KEN JOHNSON  
GENERAL MANAGER  
WNSP/WZEW  
1100 DAUPHIN ST. - SUITE E  
MOBILE, AL 36604  
[ken@wnsp.com](mailto:ken@wnsp.com)

If preferred, information may be faxed to 251-438-5462. If desired, an applicant may also stop by our office, located at 1100 Dauphin Street, to complete an application for referral.

Sincerely,

Kenneth S. Johnson  
General Manager



Jane Hamilton <jane@dotcom1.net>

## alent search WNSP

message

im Camp <tim@dotcom1.net>

o: Jane Hamilton <jane@dotcom1.net>

WNSP-FM in Mobile AL is looking for an Afternoon Host and Program Director for immediate consideration for our all sports FM in this SEC sports centric market.

WNSP-FM was the very first All sports FM station in the country and has a 25 year history of being the sports leader in the Mobile area. All interested parties should send an air check and resume to [timc@wnsp.com](mailto:timc@wnsp.com).

WNSP-FM is an Equal Opportunity Employer.

Thu, Dec 5, 2019 at 10:13 A