

Recruitment Sources – Birmingham, AL Market

This Model EEO Program Report is being filed by SummitMedia in connection with several transfer of control applications (LMS File Nos. 0000140528, 0000140540, 0000140544, 0000140546, 0000140549, 0000140637, 0000140643) (collectively, the “Transfer of Control Applications”) for the following full-power broadcast stations (collectively, the “Stations”) located in the Birmingham, AL Market:

<u>Licensee</u>	<u>Station</u>	<u>Type</u>	<u>Community of Licensee</u>	<u>State</u>	<u>Facility ID No.</u>
SM-WAGG, LLC	WAGG	AM	Birmingham	AL	48717
SM-WBHJ, LLC	WBHJ	FM	Midfield	AL	730
SM-WBHK, LLC	WBHK	FM	Warrior	AL	65227
SM-WBPT, LLC	WBPT	FM	Homewood	AL	5355
SM-WENN, LLC	WENN	AM	Birmingham	AL	6411
SM-WZNN, LLC	WPYA	FM	Gardendale	AL	71417
SM-WZZK, LLC	WZZK-FM	FM	Birmingham	AL	48724

The Transfer of Control Applications were filed with respect to SummitMedia’s reorganization following the death of Jon S. Kelly, who was an attributable interest holder in the Stations (*See* CDBS File Nos. BTC-20201016AAH, BTCH-20201016AAI, BTCH-20201016AAK, BTCH-20201016AAL, BTC-20201016AAN, BTCH-20201016AAO, and BTCH-20201016AAQ).

The Stations are operated by SummitMedia as a combined employment unit.

Following the closing of the transaction proposed in the Transfer of Control Applications, SummitMedia proposes to continue utilizing the following recruitment sources as specified in the Stations’ most recent Annual EEO Public File Report (2019-2020):

- Alabama State University
- Ala. Broadcasters Assoc.
- UAB Career Center
- University of Alabama
- Stillman College
- Alabama A&M
- Birmingham Southern
- Lawson State Community College
- Auburn University
- University of Montevallo
- Birmingham Urban League
- Faulkner University
- Birmingham Ad Club

NAB Employment Clearinghouse
National Urban League
The Birmingham News
Bessemer State Technical College
The Birmingham Times
WZZK/WBPT/WNCB/WBHK/WBHI/WAGG On Air Advertising
SummitMedia Social Media Sites
SummitMedia Websites
Professional Recruiter – Robert Half
Miles College – Birmingham AL
Employee Referrals
Job Fairs/SummitMedia Hosted Job Fair
Indeed.com
Recruiter – VACO
All Access

SummitMedia believes that its continued usage of these recruitment sources will ensure broad dissemination of job openings at the Stations following the closing of the transaction proposed in the Transfer of Control Applications.