

EEO PUBLIC FILE REPORT

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

NOVEMBER 30, 2016

FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	General Manager – Birmingham	10/1/15	12/1/15	SummitMedia Websites	1	
				Inside Radio Advertisement	12	1
2	Order Entry Clerk	04/5/16	05/16/16	Internal Candidate	1	
				Linked In	1	
				UAB Job Board	1	1
				Employee Referral	1	
3	Account Executive	04/20/16	07/11/16	Employee Referral	2	
				SummitMedia Website	3	1
				SummitMedia Career Fair	1	
				Linked In	1	
4	Sales Support/Designer	04/05/16	05/31/16	Employee Referral	1	
				Linked In	1	1
				Employee Referral	1	
5	Account Executive	04/20/16	07/18/16	SummitMedia Website	2	1
				Employee Referral	5	
				Radio Advertisement	6	
6	WZZK ON Air Personality	06/27/16	07/28/16	All Access	7	
				SummitMedia Websites	3	

				Consultant	1	1
				RAMP Online Advertisement	2	
7	Promotions Manager	06/10/16	07/25/16	Radio Advertisement	1	1
				Radio Advertisement	1	
				All Access	3	
8	Account Executives (2)	04/20/16	09/09/16	Radio Advertisement	3	
				SummitMedia Website	3	2
				Employee Referrals	4	
9	Account Executives (3)	07/29/16	11/29/16	SummitMedia Website	3	2
				Job Fair	6	
				Employee Referral	4	
				Linked In	2	
10	WPYA Program Director	02/16/16	06/13/16	RAMP.COM	4	1
				All Access	2	
11	News Director	05/30/16	06/13/16	Internal Candidate	3	1
				ABA Website	1	
12	Accounting Clerk	03/23/16	05/2/16	Al.com/Birmingham News	3	
				Employee Referral	1	1
13	Accounts Payable Mgr	02/1/16	03/17/16	Recruiter	4	1
14	Accounting Manager	04/15/16	06/09/16	Recruiter	7	1

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	1	
3	UAB Career Center BEC-303 1530 3 rd Ave. South Birmingham, AL 35294-1150	Michael Lebeau (205) 934-9202	1	
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	3	
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/WBHI/WAGG On Air Advertising		11	
20	SummitMedia Social Media Sites		5	
21	SummitMedia Websites		15	
22	Inside Radio Advertisement		12	
23	All Access/RAMP.COM		18	
24	Employee Referrals		19	
25	Job Fairs/SummitMedia Hosted Job Fair		7	
26	Internal Candidates		4	
27	Media Partner/Vendor Referral		1	
28	Recruiter		11	

**Long Term Recruitment Initiatives
Implemented During Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	05/11/16	WBRC Job Fair	Job Fair for those interested in a career in Radio.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	James Gettys GSM
2	05/17/16	Birmingham Career Center Regional Job Fair	Career Fair for those interested in a career in Radio.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Darryl Grondines VP Finance, James Gettys GSM
3	03/24/16	University of Alabama Communication & Information Sciences Showcase	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights and collected resumes.	James Gettys GSM
4	2015-2016	Student Job Shadowing	Students interested in a career in radio shadow a program director.	Students shadow a SummitMedia Program Director and learn about a career in radio.	Nicole Prempeh PD WBHJ-FM
5	04/26/16	SummitMedia Hosted Job Fair	SummitMedia hosted a job fair for candidates interested in a career in radio	Answered questions from those interested in a career in radio. Gave a tour and a behind the scenes look at radio.	John Walker GM
6	02/16/16	Miles College – Career Day for Radio Production class	Job Fair for communication majors interested in a career in Radio.	Answered questions from those interested in a career in radio.	Ashley Daniels Promotions Manager WBHJ.
7	03/10/16	Career Fair – Hayes Middle School	Career Fair for those interested in a career in Radio.	Answered questions from those interested in a career in radio.	Ashley Daniels Promotions Manager WBHJ.
8	04/15/16	Music Career Day at UAB	Job Fair for communication majors interested in a career in Radio.	Answered questions from those interested in a career in radio.	Ashley Daniels Promotions Manager WBHJ.

9	05/11/16	GEAR UP College and Career Expo	Career Fair for those interested in a career in Radio	Answered questions from those interested in a career in radio.	Ashley Daniels Promotions Manager WBHJ.
10	09/30/16	College and Career Day – Washington Middle School	Career Fair for those interested in a career in Radio	Answered questions from those interested in a career in radio.	Ashley Daniels Promotions Manager WBHJ.