

**WAPI(AM), WJOX(AM), WJOX-FM, WJQX(FM),  
 WUHT(FM), and WZRR(FM)  
 EEO PUBLIC FILE REPORT  
 December 1, 2020 – November 30, 2021<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	23-32	25
Account Executive	23-24, 26-33	23
Market Manager	19, 23-24, 26-32	19
Account Executive	23-24, 26-33	23
On-Air Host	23-24, 26-72	23
Continuity Director	23-24, 26-33	23
Account Executive	23-24, 26-33	23
Receptionist	23-24, 26-72	23
Account Executive	23-24, 26-33	23
Account Executive	23-33	25
Producer	23-24, 26-72	23
Program Director	23-73	73
Program Director	23-73	73
On-Air Host	23-73	73

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<sup>1</sup> This Report provides recruitment data collected from November 22, 2020 through November 30, 2021.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>AWARE</b> 3600 8 <sup>th</sup> Avenue South, Suite 200 Birmingham, AL 35222 Contact: Peggy A. Clarke <a href="mailto:pmpac@bellsouth.net">pmpac@bellsouth.net</a> Phone; 205.251.4773 Fax: 205.251.0298	No	0
2	<b>Alabama State Employment Services</b> 3440 3 <sup>rd</sup> Avenue South Birmingham, AL 35222 Contact: Barbara Thompson Phone: 205.254.1300 Fax: 205.254.1387	No	0
3	<b>Alabama Department of Rehabilitation Services</b> 3830 Ridgeway Drive Birmingham, AL 35229 Contact: Cynthia Nelson Phone: 800.441.7609 Fax: 205.220.0486	No	0
4	<b>Alabama State Department of Education Adult Vocation Rehab</b> P. O. Box 19880 Birmingham, AL 35219 Attn.: Debbie Clemons Phone: 205290.4550 Fax: 205.290.4560	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	<b>NAACP</b> P. O. Box 1268 Birmingham, AL 35203 Contact: Hezekiah Jackson answer.hjacks@hotmail.com Phone: 205.516.9806 Fax: 205.320.1448	No	0
6	<b>Miles College</b> Placement Office 5500 Myron Massey Boulevard Fairfield, AL 35221 Contact: Darlene Mitchell Phone: 205 929.1000 Fax: 205.929.1614	No	0
7	<b>Tuskegee University</b> Career Development and Placement Services Center Carnegie Hall, 3 <sup>rd</sup> Floor Tuskegee, AL 36088 Contact: Phyllis Stringer <a href="mailto:sstringer@tuskegee.edu">sstringer@tuskegee.edu</a> Phone: 334.727.8255 Fax: 334.727.8258	No	0
8	<b>Firehouse Ministries</b> 1501 3 <sup>rd</sup> Avenue N Birmingham, AL 35203 Contact: Anita Yarbrough Phone: 205.252.9571 Fax: 205.252.9578	No	0
9	<b>Aletheia House (United Way)</b> 2717 Ensley Avenue Birmingham, AL 35218 Contact: Leanne Portera/Michelle Figureroa Phone: 205.781.0190 Fax: 205.324.6502	No	0
10	<b>The Arc of Central Alabama</b> 6001 Crestwood Boulevard Birmingham, AL 35212 Contact: Norman Williams Phone: 205.323.6383 Fax: 205.933.0280	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Alabama Broadcasters Association</b> 2180 Parkway Lake Drive Hoover, AL 35244 Contact: Cindi McGee Phone: 205.982.5001 Fax: 205.982.0015	No	0
12	<b>City of Lights</b> T. S. Boyd Community Center 23 Austin Circle Dora, AL 35062 Contact: Pastor Massey Phone: 205.648.3257 Fax: 205.6486021	No	0
13	<b>Alabama Job Link/Alabama Career Center</b> 3440 3 <sup>rd</sup> Avenue South Birmingham., AL 35222 Contact: Yvette Fields <a href="mailto:Birmingham.ESO@diralabama.gov">Birmingham.ESO@diralabama.gov</a> Phone: 205.254.1300 Fax: 205.254.1387	No	0
14	<b>University of Alabama Career Services</b> 1400 University Boulevard, Sutie 516 Birmingham, AL 35294 Contact: Todd String <a href="mailto:tdstring@uab.edu">tdstring@uab.edu</a> Phone: 205.934.4324	No	0
15	<b>University of Alabama Job Placement Office</b> P. O. Box 870293 Tuscaloosa, AL 35487 Contact: Evelyn Hendon Phone: 205.348.5848 Fax: 205.348.5852	No	0
16	<b>Jefferson State Job Placement Office</b> 2601 Carson Road Birmingham, AL 35215 Contact: Nancy Beauchamp <a href="mailto:nbeau@jeffstateonline.com">nbeau@jeffstateonline.com</a> Phone: 205.856.8588 Fax: 205.856.6033	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	<b>Bevill State Community College</b> 1411 Indiana Avenue Jasper, AL 35501 Contact: Robeana Green Phone: 205.387.0511 Fax: 205.387.5191	No	0
18	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
19	<b>Word-of-Mouth Referral</b>	No	6
20	<b>Walk-In/Self-Referral</b>	No	1
21	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
22	<b>Job Fairs(s)/Open Houses</b> ( <i>see Section III</i> )	No	0
23	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US">www.cumulusmedia.jobs.net/en-US</a>	No	26
24	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	No	8
25	<b>LinkedIn Website</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	9
26	<b>Adzuna Website</b> <a href="https://adzuna.com">https://adzuna.com</a>	No	0
27	<b>Glassdoor Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
28	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com">www.jobisjob.com</a>	No	0
29	<b>MyJobHelper Website</b> <a href="https://myjobhelper.com">https://myjobhelper.com</a>	No	0
30	<b>Oodle Website</b> <a href="http://www.oodle.com">www.oodle.com</a>	No	0
31	<b>Internal Posting</b>	No	3
32	<b>The Job Spider Website</b> <a href="http://www.jobspider.com">www.jobspider.com</a>	No	0
33	<b>Trovit Website</b> <a href="http://www.trovit.com">www.trovit.com</a>	No	0
34	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	No	0
35	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	No	0
37	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	No	0
38	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	No	0
39	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	No	0
40	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	No	0
41	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	No	0
42	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	No	0
43	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	No	0
44	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	No	0
45	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	No	0
46	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	No	0
47	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	No	0
48	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	No	0
49	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	No	0
50	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	No	0
51	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	No	0
52	<b>DHR Jobs Program</b> 2001 12th Avenue North Birmingham, AL 35234 205-423-4351 <a href="mailto:melissa.mckinstry2@dhr.alabama.gov">melissa.mckinstry2@dhr.alabama.gov</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	<b>Dawson Family of Faith</b> 1114 Oxmoor Road Birmingham, AL 35209 205-871-7324 bill.johnston@dawsonchurch.org	No	0
54	<b>Career Transitions - Shades Mountain Baptist Church</b> 2017 Columbiana Road Birmingham, AL 35216 205-822-1670 ct.smbc@gmail.com	No	0
55	<b>Lawson State Community College One Stop Career Center</b> One-Stop Career Center 3060 Wilson Road SW Birmingham, AL 35221 205-929-6384 dhenry@lawsonstate.edu	No	0
56	<b>Lawson State Community College - Bessemer</b> One-Stop Career Center 1100 Ninth Avenue SW Bessemer, AL 35022 rjohnson-agee@lawsonstate.edu	No	0
57	<b>Alabama Business Leadership Network</b> 236 Goodwin Crest Drive Birmingham, AL 35209 leslie.dawson@rehab.alabama.gov	No	0
58	<b>Tuscaloosa VA Center</b> Veterans Center 3701 Loop East Road Tuscaloosa, AL 35404 205-554-2000 damon.stevenson@va.gov	No	0
59	<b>University of Alabama in Birmingham</b> 1530 3rd Avenue S Birmingham, AL 35233 205-934-8221 aclemon@uab.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	<b>United Way of Central Alabama, Inc.</b> 3600 8th Avenue South Birmingham, AL 35222 205-458-2021 tcalvert@uwca.org	No	0
61	<b>Hispanic Interest Coalition of Alabama</b> 260 F West Valley Avenue Birmingham, AL 35209 205-942-5505 info@hispanicinterest.org	No	0
62	<b>Camp Fire USA</b> 106 Oxmoor Road Birmingham, AL 35209 205-324-2434 sdozier@campfire-al.org	No	0
63	<b>Veterans Affairs, Dept. of VA Vocational Rehabilitation &amp; Employment</b> 950 22nd Street North Birmingham, AL 35203 205-731-0037 dell.mccaslin@va.gov	No	0
64	<b>Disability Rights &amp; Resources</b> 1418 6th Avenue N. Birmingham, AL 35203 dan.kessler@drradvocates.org	No	0
65	<b>Alabama Institute for the Deaf and Blind</b> 205 East South Street Talladega, AL 35160 256-761-3214 mascia.john@aidb.state.al.us	No	0
66	<b>UAB Disability Support Services</b> 9th Avenue Office Building Birmingham, AL 35224 asolomon@uab.edu	No	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
67	<b>Alabama Department of Rehabilitation Services</b> 236 Goodwin Crest Drive Homewood, AL 35209 334-293-7500 peggy.anderson@rehab.alabama.gov jaime.laird@rehab.alabama.gov h.hollingsworth@rehab.alabama.gov gloria.greer@rehab.alabama.gov	No	0
68	<b>Alabama Goodwill Industries</b> 2350 Green Springs Highway Birmingham, AL 35205 205-323-6331 vtolleyjobs@yahoo.com	No	0
69	<b>Talladega Career Center</b> One-Stop Career Center 1005 South Street Talladega, AL 35160 256-480-2109 Talladega@alcc.alabama.gov gwen.taylor@alcc.alabama.gov	No	0
70	<b>Cullman/Hanceville Career Center</b> One-Stop Career Center 801 Main Street Hanceville, AL 35077 256-734-4911 Cullman@alcc.alabama.gov Hanceville@alcc.alabama.gov	No	0
71	<b>Jefferson State Community College One Stop Career Center - Birmingham East</b> 2601 Carson Road Birmingham, AL 35215 205-856-8538 birmingham.careercenter@alcc.alabama.gov tlpayne@jeffstateonline.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
72	<b>Birmingham Career Center</b> One-Stop Career Center 3440 3rd Avenue South Birmingham, AL 35222 205-254-1300 kenneth.king@alcc.alabama.gov Greg.Chapman@alcc.alabama.gov tlpayne@jeffstateonline.com cheryl.williams@alcc.alabama.gov crystal.cowan@alcc.alabama.gov maurice.johnson@alcc.alabama.gov nicarde.sneed@alcc.alabama.gov charolette.garner@alcc.alabama.gov harold.walker@alcc.alabama.gov	No	0
73	<b>Internal Transfer/Promotion</b>	No	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			56

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 10, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
<b>3</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of November 2021, our Market and Business Managers completed a course prepared by Mineral entitled, “Harassment Prevention for US Managers,” which presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, the Managers were required to take a quiz following their completion of the tutorial.