

**WZRR-FM, WUHT-FM, WJOX-FM, WJOX-AM, WJQX-FM, WAPI-AM**  
**EEO PUBLIC FILE REPORT**  
**November 22, 2019 – November 21, 2020<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
Digital Sales Manager	19-28	26

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<sup>1</sup> This Report provides recruitment data collected from November [22], 2018 through November 21, 2019. *[If you started your data reporting on another date during the 10-day grace period at the end of November 2018, please substitute the correct date for the one in brackets.]*

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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	AWARE 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	Alabama State Employment Services 3440 3 <sup>rd</sup> Ave South Birmingham, AL 35222 Contact: Barbara Thompson Phone: 205.254.1300 Fax: 205-254-13878	No	0
3	Alabama Department of Rehabilitation Services 3830 Ridgeway Drive Birmingham, AL 35229 Contact: Cynthia Nelson Phone: 800.441.7609 Fax: 205.220.0486	No	0
4	AL State Dept of Education Adult Vocation Rehab P.O. Box 19880 Birmingham, AL 35219 Attn: Debbie Clemons Phone: 205.290.4550 Fax: 205.290-4560	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	NAACP P.O. Box 1268 Birmingham, AL 35203 Contact: Hezekiah Jackson Phone: 205.516.9806 Fax: 205.320.1448	No	0
6	Miles College Placement Office 5500 Myron Massey Blvd Fairfield, AL 35221 Contact: Darlene Mitchell Phone: 205.929.1000 Fax: 205.99.1614	No	0
7	Tuskegee University 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	Firehouse Ministries 1501 3 <sup>rd</sup> Ave N Birmingham, AL 35203 Contact: Anita Yarbrough Phone: 205.252.9571 Fax: 205.252.9578	No	0
9	Aletheia House (United Way) 2717 Ensley Avenue Birmingham, AL 35218 Contact: Leanne Portera/Michelle Figureroa Phone: 205.781-0190 Fax: 205.324.6502	No	0
10	The Arc of Central Alabama 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	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, AL 35244 Contact: Cindi McGee Phone: 205.982.5001 Fax: 205.982.0015	No	0
12	City of Lights T.S. Boyd Community Center 23 Austin Circle Dora, AL 35062 Contact: Pastor Massey Phone: 205.648.3257 Fax: 205.648.6021	No	0
13	Alabama Job Link/Alabama Career Center 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	University of Alabama Career Services 1400 University Blvd, Ste. 516 Birmingham, AL 35294 Contact: Todd String <a href="mailto:tdstring@uab.edu">tdstring@uab.edu</a> Phone: 205.934.4324	No	0
15	University of Alabama Job Placement Office P.O. Box 870293 Tuscaloosa, AL 35487 Contact: Evelyn Hendon Phone: 205.348.5848 Fax: 205.348.5852	No	0
16	Jefferson State Job Placement Office 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	Bevill State Community College Sumiton, Jasper, Fayette, Phil Campbell, Hamilton 1411 Indiana Avenue Jasper, AL 35501 Contact: Robeana Green Phone: 205.387.0511 Fax: 205.387.5191	No	0
18	Station Website Postings ( <i>one or more SEU stations</i> )	No	0
19	Employee Referral	No	0
20	Word-of-Mouth Referral	No	0
21	Walk-in/Self Referral	No	0
22	On-Air Announcements ( <i>one or more SEU stations</i> )	No	0
23	Inside Radio Website <a href="http://www.insideradion.com">www.insideradion.com</a>	No	0
24	Indeed Website <a href="http://www.indeed.com">www.indeed.com</a>	No	1
25	Zip Recruiter Website <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a> (internet-based job board with secondary postings to multiple on-line job banks)	No	0
26	Cumulus Job Board Cumulus.hrmdirect.com	No	1
27	Job Fair(s)/Open House(s)	No	0
28	Glassdoor <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
29	Simply Hired <a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>2</b>

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**III. RECRUITMENT INITIATIVES**

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1		
2		
3		
4		

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