

EEO PUBLIC FILE REPORT

FOR

WBHM(FM)

This EEO Public File Report
Covers the Period Ending
November 30, 2008

Equal Employment Opportunity Public File Report WBHM(FM)

*Recruitment Activity Summary
December 1, 2007-November 30, 2008*

This EEO Public File Report is filed in the public inspection files for Station WBHM(FM) pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies

During the period ending on November 30, 2006, the station filled the following full-time vacancies:

Job Title

Underwriting Associate
Membership Manager

2. Total Interviewees for Full-Time Vacancies

The station interviewed the following total number of people for all full-time vacancies during the period covered in this Report: 14.

3. Recruitment Sources

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees
1. Current Magazine	
6. WBHM.ORG	
7. UAB Jobline	
8. Word of Mouth/Self Initiated	

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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If you have questions concerning this Report, contact: Mike Morgan, General Manager WBHM, 650 11th Street South, Birmingham, Alabama 35294, 205-934-2606, Mike@wbhm.org.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Underwriting Associate
Recruitment Source that Referred the Hiree:	Word of Mouth/Self Initiated _
Date Vacancy Opened:	July 01, 2008
Total Number of Persons Interviewed for the Vacancy:	7
Date Vacancy Filled:	October 15, 2008

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
CURRENT MAGAZINE, Danielle Mungin 1612 K Street NW, Suite 704 Washington, DC 20006 202-463-7055 X36		No
WBHM.ORG, Patrick Dorriety 650 11 th Street South Birmingham, AL 35294 205-934-2606		No
UAB Office of Human Resource Management Ben Carr, 701 20th St. S., Birmingham, AL 35294. 205-934-5248	39	No
Word of Mouth/Self Initiated (Notification List of requested notifications)		Yes
PRADO Mary Hendley President 650 11 th Street South Birmingham, Alabama 35294 205-934-2606		No
PUBLIC RADIO DEVELOPMENT CONFERENCE		No
		No

Job Title of Vacancy:
Recruitment Source that Referred the Hiree:
Date Vacancy Opened:
Total Number of Persons Interviewed for the Vacancy:
Date Vacancy Filled:

Membership Manager
Word of Mouth/Self Initiated _
July 1, 2008
7
October 20, 2008

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
CURRENT MAGAZINE, Danielle Mungin 1612 K Street NW, Suite 704 Washington, DC 20006 202-463-7055 X36		No
WBHM.ORG, Patrick Dorriety 650 11 th Street South Birmingham, AL 35294 205-934-2606		No
UAB Office of Human Resource Management Ben Carr, 701 20th St. S., Birmingham, AL 35294. 205-934-5248	39	No
Word of Mouth/Self Initiated (Notification List of requested notifications)		Yes
Public Radio Development and Marketing Conference DEI, Doug Eichten, President, 401 N. 3rd St., Suite 370, Minneapolis, MN 55401		No
Association of Fundraising Professionals - Alabama Chapter website 1500 1st Avenue North, Suite A112, Birmingham, AL 35203. (205) 250-9020		No

EXHIBIT B

MENU OPTION ACTIVITIES

Station WBHM has engaged in the following outreach activities during the period covered by this Report:

Activity Classification	Type of Activity	Brief Description
EEO	Intern Program	<p>During the period WBHM used 4 UAB Communications students, 1 Presbyterian College student and 2 high school students to assist with program production, writing and web site production. These were competitive internships where all students were interviewed and were required to provide copies of past work. All students received on-site training to improve their skills in news writing, production values and on-air presentation. The students received class credit for their WBHM work, based on reports prepared by WBHM's News Director and/or WBHM's Program Director.</p>
EEO	Staff Training	<p>All staff are able to enroll in free workshops and training programs administered by the licensee. These workshop include diversity training and managers training, just to name a few. The majority of workshops include on-line elements and classroom training.</p>
EEO	Mentoring	<p>Under the auspices of the Public Radio News Directors Incorporated NewsWorks Program and the Morning Edition Grad School project, WBHM News Director Tanya Ott provided training to WBHM news and production personnel and as well as news personnel at more than two dozen stations across the country. She also provided one-on-one mentoring to journalists who attended the PRNDI Annual Conference. The mentoring program is designed to improve news skills, including interview techniques, writing and production skills.</p> <p>WBHM will continue its involvement in NPR's Local News Initiative HUB, as sponsor of the Southern region editing Pilot Project.</p>

		<p>Project leader, WBHM's News Director, Tanya Ott will plan a lessons learned conference for up to 40 news directors and reporters throughout the region and will coordinate strategic planning and follow-up for the project.</p> <p>Additionally, Tanya Ott delivered a lecture on interview technique to a UAB Mass Communications class.</p>
EEO	Job Listings	Two jobs were listed during the period as detailed in the Recruitment Activity Summary and Exhibit A of this Document.
EEO	Job/Career Fairs	<p>WBHM Management staff manned a Booth at the 2008 Spring Job Fair sponsored by the licensee, UAB on February 27, 2008. WBHM was represented by News Director Tanya Ott, Program Director Michael Krall, Business and Financial Manager Ernest Williams, Development Director Mary Hendley and General Manager Mike Morgan.</p> <p>WBHM Announcer/Producer Steve Chiotakis lectured to the Introduction to Mass Communications class at UAB. With the class of more than 50 students he discussed the ins and outs of broadcasting and, to a limited degree, about journalism. He talked about the history of radio, television and how electronic media is changing the way we gather and receive information. The group asked many questions about what it's like to be on the radio and what it takes to continue in broadcasting.</p>
EEO	Outreach	<p>On March 11, 2008 Business and Financial Manager Ernest Williams spoke to Professor June Mack's Fundamentals of Broadcasting Class at UAB. He was a member of a panel discussing the economics of radio with his remarks centering on the financial aspects of operating a public radio station.</p> <p>WBHM Announcer/Producer Steve Chiotakis delivered a lecture to the Introduction to Mass Communications class at UAB. He discussed his role as a program host and journalist with the students. He provided a general history of</p>

		<p>radio, television and how electronic media is changing the way we gather and receive information.</p> <p>WBHM staff manned a booth at the Magic City Art Connection Art Fair in Birmingham's Linn Park, held April 25, 26 & 27, 2008.</p> <p>WBHM staff manned a booth at the City Stages Music Festival in downtown Birmingham, held June 13, 14 & 15, 2008.</p> <p>WBHM staff manned a booth at the Moss Rock Festival at the Preserve in Hoover on November 1 & 2, 2008.</p>