

WCKA

EEO Public File Report

September 31, 2010 – October 1, 2011

I. VACANCY LIST

Job Title	Recruitment Source
Account Executive	On Air Announcements
Account Executive	State Job Service
On Air Announcer	Walk in Referral
On Air Announcer	Walk in Referral

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II MASTER RECRUITMENT LIST

Alabama Association of Broadcasters

2180 Parkway Lake Drive

Hoover Alabama 35244

(205) 982-5001

We post open positions with the Alabama Association of Broadcasters Job Bank and visit the job bank in searching for applicants.

Jacksonville State University

Career Services

700 Pelham Road North

Jacksonville, Alabama 36265

We work continually with the University Career Services office in seeking candidates for job openings or possible internship possibilities. The station has in the past utilized broadcast students at the university to fill positions working around their class schedule.

Boys to Men Empowerment Seminar

Jacksonville State University

March 29, 2011

Station participated in the program presented for minority students seeking to enter the broadcast field. The station received positive feedback with several students inquiring about potential openings in their field of study. The Seminar included representatives from several interests including government service, law enforcement, retail marketing and engineering.

Alabama Career Service Center

c/o Sonny Miller

1731 Coleman Road

Anniston, Alabama 36207

The station maintains a listing with the state career service regarding openings and encourages minority candidates to apply. Mr. Miller also works closely will attempting to locate jobs for discharged military veterans. The station maintains a consistent listing of job availabilities strongly encouraging minority candidates to apply.

Alabama 810 Website

The station maintains a constant presence on our website outlining our employment policy as well as listing all openings encouraging all interested to apply.

On Air Announcements

The station broadcasts announcements of all openings always emphasizing that we are an equal opportunity employer which hires without regard to race, sex, religion or national origin.

Word Of Mouth

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Outreach Efforts

Alabama 810 LLC (WCKA) is an Equal Employment Opportunity employer, conducting fair hiring practices regardless of sex, race or national origin. We advertise all job openings available to appropriate area organizations to insure access to opportunities for all minorities. It is our company's mission to hire the person(s) we deem most qualified for any position available within our organization based solely on experience, skills and the person's ability to contribute to the overall company framework. It is our goal to widely publicize job openings. We post information on our station website to encourage qualified community organizations to contact us to request job notices. After this review of the EEO program, we have renewed our commitment to review our master recruitment source list to use a broad assortment of recruitment sources for job vacancies. For additional information on the outreach efforts by our stations, see the attached EEO Public Filed Reports.

