

WQAH (FM)  
EEO PUBLIC FILE REPORT

December 1, 2015 TO November 30, 2016

JOB VACANCY LISTING

Job Title	Recruitment Sources	RS Referring Hiree
Sales Executive	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16	2, 3, 4, 14

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## MASTER RECRUITMENT SOURCE LIST

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION	NUMBER OF INTERVIEWS REFERRED BY RS
1	WQAH Website	Y	0
2	The Decatur Daily 201 First Avenue SE Decatur AL 35609 256-353-4612 256-340-2366 (Fax)	Y	1
3	Monster Online Job Placement	Y	2
4	Big Country 105.7 WQAH's Facebook Page	Y	1
5	Alabama Dept of Industrial Relations 1819 Bassett Avenue SE Decatur AL 35601 256-355-0142 256-355-0174 (Fax)	Y	0
6	Alabama A & M University Career Placement Office 4900 Meridian Street Normal AL 35762 256-372-5000 256-372-5689	Y	0
7	Athens State University Career Placement Office 300 North Beaty Street Athens AL 35611 256-233-8100	Y	0
8	Calhoun Community College Career Placement Office PO Box 2216 Decatur AL 35609 256-306-2500	Y	0
9	Calhoun Community College Career Placement Office Decatur Campus 6250 US Hwy 31 N Tanner AL 35671 256-306-2500	Y	0
10	Calhoun Community College Career Placement Office	Y	0

	Huntsville Campus 102 Wynn Drive NW Huntsville AL 35805 256-306-2500		
11	University Of Alabama in Huntsville Career Placement Office 301 Sparkman Drive Huntsville AL 35899 256-824-1000 256-824-6039	Y	0
12	Wallace State Community College Barbara Atchley Career Placement Office PO Box 2000 801 Main Street NW Hanceville AL 35077 256-352-8000	Y	0
13	Alabama Broadcasters Association Job Link Cindy McGee 2180 Parkway Lake Drive Hoover AL 35244 205-982-5001 205-982-0015 (Fax)	Y	0
14	On-Air Announcements	Y	1
15	Word Of Mouth Referrals	Y	0
16	Internal Posting	Y	0

**TOTAL INTERVIEWEES OVER REPORTING PERIOD**

**5**

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## RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION
1	02-03-16 Workforce Expo at Calhoun Community College - Decatur	WQAH participated in a workforce expo at Calhoun Community College Decatur. The Expo was attended by over 1500 students. Event was attended by Keith Abercrombie, Ron Abercrombie, and Steadman Livingston.
2	Provision of Training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination	Prior to recruitment process, managers are trained on fair hiring procedures and employment ad and interview questions are reviewed to comply with EEO and Abercrombie Broadcasting FM Inc guidelines.
3	11/16/16 WQAH Career Fair	WQAH held a Career Fair at its studios/offices on November 16 <sup>th</sup> , 2016 10AM-2PM. This event was open to the public. Refreshments were made available. Participants were able to tour the radio station, observe a live broadcast, observe the sales department and production department.
4	11/23/16 Alabama Broadcasters Education Foundation Award Scholarship	WQAH donated to the scholarship program of the Alabama Broadcasters Association directed toward students interested in pursuing a career in broadcasting.

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This report covers full-time vacancy recruitment data for the period December 1, 2015 to November 30, 2016.

1. Employment Unit: Abercrombie Broadcasting FM, Inc (“ABFM”).

2. Unit Members (Stations and Communities of License):

WQAH-FM, Addison, AL (Facility ID 48737)

3. EEO Contact Information for Unit Member:

Mailing Address: Abercrombie Broadcasting FM, Inc PO Box 1048 Hartselle AL 35640	Telephone Number: (256) 612-7168 Contact Person/Title: Keith Abercrombie E-mail Address: keithradio1057@gmail.com
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