

EEO PUBLIC FILE REPORT
FOR
WBHM(FM)

This EEO Public File Report
Covers the Period Ending
November 21, 2003*

*** Pursuant to the FCC's Public Notice, DA 03-1046, released March 31, 2003, this EEO Report only contains information concerning activities since March 10, 2003 the effective date of the new rules.**

Equal Employment Opportunity Public File Report WBHM(FM)

*Recruitment Activity Summary
March 10, 2003-November 21, 2003*

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 21, 2003, the station filled the following full-time vacancies:

Job Title

G136 Announcer/Producer

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: 8.

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	
2. Public Radio Internet ListServ	
3. Public Radio DACS System	
4. NPR Website Job Posting	
7. UAB Jobline	
8. Word of Mouth	
9. The Birmingham News/Post-Herald	
10. Assn of Independents in Radio ListServ	
11. Public Radio News Directors ListServ	

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: _____.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Announcer/Producer
Recruitment Source that Referred the Hiree:	4. NPR Website Job Posting
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Date Vacancy Opened:	3/14/2003
Total Number of Persons Interviewed for the Vacancy:	8
Date Vacancy Filled:	8/30/2003

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?
1. Current Magazine-Danielle Mungin 1612 K. Street N.W. Suite 704 Washington, DC 20006 - 202-463-7055		No
2. Public Radio ListServ (PUBRADIO) Jim Paluzzi, Boise State Radio 1910 University Drive Boise, Idaho 83725 -208-426-1984		No
3. Public Radio DACS system Lillian Aviles, NPR Distribution 635 Massachusetts Ave N.W. Washington DC 20001 - 800-235-1212		No
4. NPR Website Job Postings Dgatewood@npr.org 635 Massachusetts Ave N.W. Washington, DC 20001 800-513-2000		No
5. CPB Web Site posting webmaster@cpb.org 901 E. Street, N.W. Washington, DC 20004 202-783-1019		No.
7. UAB Jobline Mike Mathews, Office of Human Resource Mgt. AB 210 701 20th Street South Birmingham, AL 35294 205-975-9681		No
8. Word of Mouth/Self Initiated		No
9. The Birmingham News/Post-Herald 2200 Fourth Avenue North Birmingham, AL 35203 205-321-1411		No

10. Assn of Independents in Radio (AIR) ListServ Delores Brandon@airmedia.org 328 Flatbush Ave, PMB # 322 Brooklyn, NY 11238		No
11. Public Radio News Directors (PRNDI) ListServ Connie Walker walker@vilas.uwex.edu 821 University Avenue Madison, WI 53706 608-263-3378		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