

EEO PUBLIC FILE REPORT
FOR
WBHM(FM)

This EEO Public File Report
Covers the Period Ending
November 30, 2005

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: 205-934-2606.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ *N/A*

Recruitment Source that Referred the Hiree: _____

Date Vacancy Opened: _____

Total Number of Persons Interviewed for the Vacancy: _____

Date Vacancy Filled: _____

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?

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	During the period WBHM used 5 UAB Broadcast Students and 3 high school communication 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.
EEO	Staff Training	All staff hired between Dec. 1, 2004 and Nov. 30, 2005 and employee Philip Habeeb attended diversity training workshops, sponsored by the licensee. All workshops included on-line elements and a minimum of four hours classroom training. WBHM Producer and Afternoon Host Rosemary Pennington spent two weeks traveling Germany as part of a journalist exchange in June. During that time she represented WBHM during meetings with officials from the European Union, NATO, the German government and the American Embassy in Berlin, Germany. She also spent an afternoon with students at Humboldt University, talking with them about public broadcasting in the United States and answering questions about the American news media.

EEO	Mentoring	<p>WBHM News Director, Tanya Ott, under the auspices of The Public Radio News Directors Incorporated, provided training to WBHM news and production personnel and various personnel who attended the Public Radio News Director's Annual Conference in Chicago in July 2005. The mentoring program is designed to improve news skills, including interview techniques, writing and production skills.</p> <p>WBHM Program Director, Michael Krall spoke to those attending the Public Radio News Directors Talk Show Conference in May of 2005. He discussed the qualities which make a good promo, with audio examples, as well as ideas of how to best promote programming off air. Various station news personnel, including hosts, reporters and producers from throughout the country attended this conference.</p>
EEO	Job Listings	<p>Although there were no job openings during the period in question, all upper level jobs are listed through various web sites and print organs of CPB, NPR, The Alabama Broadcasters Assoc. and UAB. WBHM lists all job openings on it locally hosted web site.</p>
EEO	Job/Career Fairs	<p>Program Director, Michael Krall and News Director Tanya Ott represented WBHM at an all-day licensee sponsored Spring Career Fair on Tuesday, February 24, 2005.</p> <p>Development Director Mary Hendley and General Manager Mike Morgan represented WBHM at the 2005 Fall Career Fair, sponsored by the station's licensee. The Fall Career Fair took place on September 22, 2005.</p> <p>Business/Financial Manager Ernest Williams spoke to a UAB Fundamentals of Broadcasting Class on March 1, 2005. Mr. Williams was a member of a panel of broadcasters who discussed revenue and expense activities of a typical public radio station. There was a question and answer period after the panel discussion.</p>

EEO	Outreach	<p>WBHM staff, including all upper level management members manned a booth at the Magic City Art Connection Art Fair in Birmingham's Linn Park, held April 22, 23 & 24, 2005.</p> <p>WBHM staff, including all upper level management members manned a booth at the City Stages Music Festival in downtown Birmingham, held June 15, 16 & 17, 2005.</p> <p>Development Director Mary Hendley manned at booth at the Blue Hole Arts Festival on November 5 & 6, 2005 in Blount County.</p>