

EEO PUBLIC FILE REPORT

FOR

WBHM(FM)

This EEO Public File Report
Covers the Period Ending
November 30, 2009

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: None
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 student interns from Jefferson County International Baccalaureate Program (Shades Valley High School), the Altamont School, University of Alabama at Birmingham, Birmingham Southern College, University of Montevallo, Presbyterian College, Northwestern University, and DePaul University. 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 are able to enroll in free workshops and training programs administered by the licensee. These workshops include diversity training and managers training, just to name a few. The majority of workshops include on-line elements and classroom training.
EEO	Mentoring	News Director Tanya Ott was very active in three NPR local news initiatives (www.localnewsinitiative.org). She served as the journalism consultant on the Morning Edition Grad School project and the Morning Edition Grad School for Journalists (http://www.localnewsinitiative.org/megs.cfm), both of which assess the morning news programming of public radio stations across the country and provides training to newsrooms to improve their presentation of Morning Edition. Ott also served as project leader for NPR's Southern Region Editing/Reporting Pilot Project

		<p>(www.localnewsinitiative.org/hubs.cfm). The goal of the project was to assess and improve the quality of journalism produced by public radio stations in 14 southern states. Ott's work included planning two regional conferences, developing/implementing a story quality assessment program and overseeing an 18-month mentoring program.</p> <p>Ott also served as a journalism trainer for the PRNDI NewsWorks program, served on the UAB Communications Studies Advisory Board and was a presenter/trainer at the 2009 UAB Communications Studies and PRNDI workshops.</p>
EEO	Job Listings	No jobs were listed during the reporting period.
EEO	Job/Career Fairs	<p>WBHM representatives attended the UAB Spring Career Fair, at the UAB University Center, on Thursday, February 19, 2009.</p> <p>WBHM representatives attended the UAB Fall Career Fair, Thursday, September 24, 2009 at the UAB Campus Recreation Center 10:00 am - 3:00 pm</p> <p>WBHM Management staff manned a Booth at Spring and Fall Career Fairs sponsored by the licensee, UAB. WBHM was represented by, Program Director Michael Krall, Business and Financial Manager Ernest Williams, Development Director Mary Hendley and General Manager Mike Morgan.</p> <p>In Sept. 2009 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>

EEO	Outreach	<p>Another important outreach/education effort is our internship program. Each semester WBHM's news and development departments give training and hands-on experience to high school and college students considering careers in broadcasting. 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. In 2009 we hosted interns from Jefferson County International Baccalaureate Program (Shades Valley High School), the Altamont School, University of Alabama at Birmingham, Birmingham Southern College, University of Montevallo, Presbyterian College, Northwestern University, and DePaul University.</p> <p>WBHM News Director Tanya Ott delivered a lecture to the Interviewing Techniques class at UAB. She discussed the process of researching, preparing for and actually interviewing news sources.</p> <p>WBHM News Director Tanya Ott delivered a lecture and lead a group discussion on story visioning for a UAB graduate course on Public Health Narrative Journalism. This session included discussions of story selection, story visioning, interviewing, and writing.</p>