

Posted On Line & Public File: 11/16/13

## **Annual Employment Report**

Employment Unit: WQSB WAVU WKXX Radio

Period Covered: 12/1/12 - 11/30/13

## **Outreach Efforts**

### **Career Fair**

Etowah County School System

Gadsden State, Gadsden, Alabama

Career fair

Date: 2/8/13

Staffed by: Shane Wilson WKXX Program Director. Discussed broadcast careers.

Approximately 300 students participated.

### **Job Fair**

2013 Alabama Broadcast Association

Virtual Job Fair

800-211-5189 2180 Parkway Lake Dr. Hoover, AL 35244

Date: 2/18/13 – 2/22/13

WQSB, WKXX, WAVU ran on-air announcements supporting this effort and received 32 resumes for prospective employees.

### **Job Fair**

Snead State Community College

(256) 840-4211 509 West Mann Av, Boaz, AL 35957

Career Expo

Date: 4/9/13

Staffed by: Tommy Lee, General Manager & Ted McCreless, Sales Manager

Received 4 resumes for prospective employees.

### **Job Fair**

Gadsden State Community College Career Services

(256) 49- 8224 PO Box 227, Gadsden, AL 35902

Spring Career Fair

Date: 4/17/13

Staffed by: Tommy Lee, General Manager & Ted McCreless, Sales Manager

Received 9 resumes for prospective employees.

**Career Day**

Geraldine School

13011 Alabama Highway 227, Geraldine, Alabama 35974 (256) 659-4497

School Career Day

Date: 4/26/13

Staffed by: Ted McCreless Sales Manager, Al Taylor News, and Mary Bailey Digital Director. Discussed broadcast careers, 103 students participated.

**Career Day Field Trip**

Albertville High School

Albertville, Alabama

Career Day Field Trip

Date: 5/7/13

Staffed by: Tommy Lee General manager, Ted McCreless Sales Manager, Dee Miller Promotions Director, and Mary Bailey Digital Director. Discussed broadcast careers, 22 students participated.

**Outreach Announcements**

Seventy announcements were aired on each station (WQSB, WAVU, WKXX) urging groups who might wish to be notified of employment opening at our company to ask for automatic notification of future positions. No responses were received.

Dates: July 8, 2013 and July 14, 2013

**Internship Program**

WQSB/WAVU: 2

Josh Scott            5/1/13 – 7/31/13 Wallace St. Community College, Hanceville

Erica Freeman        10/21/13 – 11/30/13 Boaz High School (Not school related)

**WKXX: ????????????**

Lauren Thomas      5/16/13 – 7/27/13 Auburn University

**Station Web Sites**

WQSB.com WKXX.com WAVUam.com

Each site contains a section explaining what type jobs are available in a broadcast station and how to apply. An additional area describes how to access our internship program, which is generally open to anyone age 16 or above. Available positions are also posted in this section as openings arise.

**Detail Report:** 5 Full-time positions (30 hours +) filled during this report period.

**Position #1**

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Date: Friday, February 15, 2013

**Position: WQSB Midday Air Shift**

Stations: WQSB WKXX WAVU Recruitment Plan for positions of 30+ hours.

Radio Schedule: **2/16/13 – 2/22/13** WQSB @ 35 spots.

Verification Filed Yes

Number of responses: 5

Alabama Broadcast Association Job Bank: **2/16/13 – 2/22/13**

Verification Filed Yes

Number of responses: 9

Gadsden St. Community College: **2/16/13 – 2/22/13**

Verification Filed Yes

Number of responses: 0

Alabama Broadcast Association Virtual Job Fair: **2/18/13 – 2/22/13**

Verification Filed Yes

Number of responses: 36

- Held concurrently with this application window.

Organizations Requesting Notification: None.

Schedule aired **7/12/12 – 7/31/12** seeking groups wishing contact.

Verification Filed Yes

WQSB WAVU WKXX Web Sites: **2/15/13 – 2/22/13**

Verification Filed Yes

Number of responses: 0

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Number of responses: 50

Number of interviews: 3

Program that referred person hired: Radio

Start Date: 3/4/13

**Recruitment Copy:**

WQSB Recruitment Ad

Dates: 2/16 - 2/22      Cart Number: 9426

WQSB is adding a new full time on-air personality to our lineup. Duties will include commercial production, live appearances and emcee work. Experience is required and your resume must be accompanied by samples of previous work. To request an interview, email your information to [barry@wqsb.com](mailto:barry@wqsb.com) or phone (256) 878-8575 weekdays between 9am and 11:00. WQSB is equal opportunity employer.

### **Position #2**

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Date: Monday, September 16, 2013

**Position: WQSB WAVU WKXX Digital Director**

Note:

This full time position was filled with the promotion of K. Kyle to full time status.

Mr. Kyle was originally hired September 1, 2013 on a part time basis and was promoted to fill the full time position after the resignation of our previous Digital Director.

As he was hired after responding to our ongoing recruiting process and the necessity to immediately fill the position, no additional recruiting efforts were conducted for the filling of this position.

### **Position #3**

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Date: Friday, July 19, 2013

**Position: WKXX Receptionist & Sales Assistant**

Stations: WQSB WKXX WAVU Recruitment Plan for positions of 30+ hours.

Radio Schedule: 7/22/13 – 7/28/13 WQSB WAVU WKXX @ 35 spots each.

Verification Filed 7/31/13

Number of responses: 19

Alabama Broadcast Association Job Bank: 7/19/13 – 7/28/13

Verification Filed 7/19/13

Number of responses: 1

Gadsden St. Community College: 7/19/13 – 7/28/13

Verification Filed 7/19/13

Number of responses: 0

Etowah County Chamber Email & Jobs List: 7/19/13 – 7/28/13

Verification Filed 7/19/13

Number of responses: 9

Organizations Requesting Notification: None.

Schedule aired July 8, 2013 - July 14, 2013 seeking groups wishing contact.

Verification Filed N/A

WQSB WAVU WKXX Web Sites: 7/19/13 – 7/28/13

Verification Filed 7/19/13

Number of responses: 2

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Number of responses: 32

Number of phone / in person interviews: 6

Program that referred person hired: Gadsden & Etowah Chamber Website

Start Date: 10/1/13

**Recruitment Copy:**

WQSB WAVU WKXX Recruitment Ad

Dates: 7/22 - 7/28      Cart Number: 9276

Love people, working with computers and learning new skills? We're adding a full-time receptionist and sales assistant to our staff at the Mix-102.9 Studios in Rainbow City. This is a great entry level opportunity with ample on the job training. You must be good with customer service, be reliable, and be willing to represent the station in a friendly, professional manner. Interviews by appointment only. Email a brief resume to [manager@wkxx.com](mailto:manager@wkxx.com)... MIX-102.9, WQSB and Power 107.5 are equal opportunity employers.

**Position #4**

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Date: Monday, October 7, 2013

**Position: WQSB WAVU WKXX Assistant Traffic Director**

Note:

This full time position was filled with the promotion of V. Lang to full time.

Ms. Lang was originally hired May 17, 2011 on a part time basis and has worked with the company for the past two years and five months.

As she was hired after responding to our ongoing recruiting process no additional recruiting efforts were conducted for the filling of this position.

**Position #5**

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Date: Friday, October 25, 2013

**Position: WQSB WAVU WKXX Salesperson**

Stations: WQSB WKXX WAVU Recruitment Plan for positions of 30+ hours.

Radio Schedule: **10/26/13 – 10/31/13** WQSB WAVU WKXX @ 35 spots each.

Verification Filed Yes

Number of responses: 1

Alabama Broadcast Association Job Bank: **10/26/13 – 10/31/13**

Verification Filed Yes

Number of responses: ??

Gadsden St. Community College: **10/26/13 – 10/31/13**

Verification Filed Yes

Number of responses: ??

Etowah County Chamber Email & Jobs List: **10/26/13 – 10/31/13**

Verification Filed Yes

Number of responses: ??

Organizations Requesting Notification: None.

Schedule aired July 8, 2013 - July 14, 2013 seeking groups wishing contact.

Verification Filed N/A

WQSB WAVU WKXX Web Sites: **10/26/13 – 10/31/13**

Verification Filed Yes

Number of responses: ??

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Number of responses: 8

Number of phone / in person interviews: 4

Program that referred person hired: Radio

Start Date: 11/11/13

**Recruitment Copy:**

WQSB WAVU WKXX Recruitment Ad

Dates: 10/26 - 10/31 Cart Number: 9276

Looking for a challenging, rewarding opportunity? If you have a winning track record, are intensely competitive, and driven by an internal need for greater authority and responsibility, you may be the individual we are seeking. We are an aggressive,

demanding, performance oriented organization. If you thrive on challenge, possess high energy, are committed to hard work and want to be paid based upon performance call Sabrina to schedule an interview (256) 878-8575. WQSB, Power 107-5 and MIX-102.9 are equal opportunity employers.

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**Additional Annual Reporting Period Statistics**

Total full time positions filled: 5

Total full time position responses: 90

Total full time position interviews: 15

If you have questions concerning this report please contact Tommy Lee (General Manager) during business hours (256) 878-8575.