



1551 Springhill Avenue
Mobile, AL 36604
251-432-5572
251-438-4044 Fax

ANNUAL EEO PUBLIC FILE REPORT

For the period beginning December 1, 2008 and ending November 30, 2009.

Preparer: Blair Manning

Signature: _____

Title: Business Manager

Date: December 10, 2009

Telephone: 251-432-5572 x118



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PART 1

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
WABB	AM	70656	Mobile	AL	
WABB	FM	70657	Mobile	AL	

Attached is information concerning the recruitment efforts undertaken by this employment unit to fill the full-time vacancies during the period covered by this report.

A total of 11 full-time job vacancies were filled by the employment unit.

A total of 89 persons were interviewed for all of the full-time vacancies.



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Part 2

Full Time Vacancy #1

Job Title: Account Executive
 Date Filled: December 1, 2008
 Total # of Interviewees: 7

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com *	1551 Springhill Avenue Mobile, AL 36604	Laura English	251-432-5572	4
Al.com	2901 2 nd Avenue South Suite 260 Birmingham, AL 35233	Marcy Maholovich	877-613-3356	3

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.



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Part 2

Full Time Vacancy #2

Job Title: Marketing & Promotions Director
 Date Filled: February 2, 2009
 Total # of Interviewees: 11

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com *	1551 Springhill Avenue Mobile, AL 36604	Stephanie Winans	251-432-5572	4
Craigslist	craigslist.com	Stephanie Winans	251-432-5572	5
Referral	1551 Springhill Avenue Mobile, AL 36604	Stephanie Winans	251-432-5572	2

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Part 2

Full Time Vacancy #3

Job Title: Account Executive
 Date Filled: February 16, 2009
 Total # of Interviewees: 8

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com *	1551 Springhill Avenue Mobile, AL 36604	Laura English	251-432-5572	4
Al.com	2901 2 nd Avenue South Suite 260 Birmingham, AL 35233	Marcy Maholovich	877-613-3356	4

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.



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Part 2

Full Time Vacancy #4

Job Title: Account Executive
 Date Filled: March 30, 2009
 Total # of Interviewees: 7

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com	1551 Springhill Avenue Mobile, AL 36604	Laura English	251-432-5572	5
Al.com	2901 2 nd Avenue South Suite 260 Birmingham, AL 35233	Marcy Maholovich	877-613-3356	2

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.



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Part 2

Full Time Vacancy #5

Job Title: DJ-On Air Talent - Nights
 Date Filled: April 6th, 2009
 Total # of Interviewees: 6

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com *	1551 Springhill Avenue Mobile, AL 36604	Chris Michaels	251-432-5572	5
Referral	1551 Springhill Avenue Mobile, AL 36604	Chris Michaels	251-432-5572	1

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.



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Part 2

Full Time Vacancy #6

Job Title: Morning Show Producer
 Date Filled: May 11, 2009
 Total # of Interviewees: 5

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com *	1551 Springhill Avenue Mobile, AL 36604	Chris Michaels	251-432-5572	3
WABB FM	1551 Springhill Avenue Mobile, AL 36604	Chris Michaels	251-432-5572	2

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.



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Part 2

Full Time Vacancy #7

Job Title: Account Executive
 Date Filled: May 14, 2009
 Total # of Interviewees: 10

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com *	1551 Springhill Avenue Mobile, AL 36604	Betsy Dittman	251-432-5572	7
Al.com	2901 2 nd Avenue South Suite 260 Birmingham, AL 35233	Marcy Maholovich	877-613-3356	3

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.



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Part 2

Full Time Vacancy #8

Job Title: Account Executive
Date Filled: May 27, 2009
Total # of Interviewees: 8

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com *	1551 Springhill Avenue Mobile, AL 36604	Laura English	251-432-5572	8

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Part 2

Full Time Vacancy #9

Job Title: General Sales Manager
 Date Filled: November 1, 2009
 Total # of Interviewees: 15

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
ALL Access.com *		Betsy Dittman	251-432-5572	4
Inside Radio.com *		Betsy Dittman	251-432-5572	4
Radioinfo.com		Betsy Dittman	251-432-5572	5
Wabb.com	1551 Springhill Avenue Mobile, AL 36604	Betsy Dittman	251-432-5572	2

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.



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Part 2

Full Time Vacancy #10

Job Title: Business Manager
 Date Filled: November 11, 2009
 Total # of Interviewees: 7

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com	1551 Springhill Avenue Mobile, AL 36604	Betsy Dittman	251-432-5572	2
Referral *	19 Midtown Park West Mobile, AL 36606	Judy Bell	251-476-4933	5

A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.



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Part 2

Full Time Vacancy #11

Job Title: Account Executive
 Date Filled: November 23, 2009
 Total # of Interviewees: 5

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u># of Interviewees Referred</u>
Wabb.com *	1551 Springhill Avenue Mobile, AL 36604	Cathy Kaufman	251-432-5572	4
Referral *	1551 Springhill Avenue Mobile, AL 36604	Neeke Barlar	251-432-5572	1

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Part 3

Activity #1

Activity: Internship Program
Date: On-Going
Preparer: Blair Manning
Host/Sponsor of Activity: N/A
Participating Station
Personnel: Program Director and Music Director

Description of activity and scope of station participation:

WABB has an ongoing internship program with the University of South Alabama and Springhill College. WABB had 1 participant during this reporting period under the supervision of the Program Directors. These interns received training in the programming, business and promotions aspects of the station.



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Part 3

Activity #2

Activity: Training Program – Employee Development
Date: On-Going
Preparer: Blair Manning
Host/Sponsor of Activity: N/A
Participating Station
Personnel: General Manager, Business Manager, Sales Manager and Program Director

Description of activity and scope of station participation:

WABB has an ongoing internal training program in which all department heads continuously train their subordinates in areas other than those for which they were specifically hired. The scope of this program is to teach skills necessary for both internal advancement and for advancement to higher-level jobs in other markets. During this reporting period, 1 marketing related vacancy was filled from within as a direct result of this type of internal training program.