

ANNUAL EEO PUBLIC FILE REPORT  
**WZDX**  
**December 1, 2014 through November 30, 2015**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WZDX

The information contained in this Report covers the time period beginning December 1, 2014 to and including November 30, 2015 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from December 1, 2014 through November 30, 2015

Station(s) Comprising the Station Employment Unit: WZDX

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Account Executive	2/2/2015	II	2	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH,II
2	Account Executive	2/9/2015	HH	2	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH,II
3	Digital Sales Manager	2/21/2015	HH	3	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH
4	General Manager	2/23/2015	HH	9	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH, II, JJ, KK
5	General Sales Manager	5/1/2015	HH	6	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH
6	Account Executive	6/8/2015	GG	6	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH
7	Account Executive	7/31/2015	EE	5	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH
8	Account Executive	8/10/2015	EE	5	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH
9	Creative Services Producer	8/17/2015	II	5	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH,II
10	Account Executive	9/4/2015	II	1	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH,II

11	Account Executive	11/16/2015	II	2	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH,II
12	Account Executive	11/30/2015	EE	3	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U,V,W,X,Y,Z, AA, BB,CC,DD,EE,FF,GG,HH

Total Number of Persons Interviewed During Applicable Period: 49

Appendix 2 to Annual EEO Public File Report

Covering the Period from December 1, 2014 through November 30, 2015

Station(s) Comprising the Station Employment Unit: WZDX

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Athens State University	Maureen Chemsak	300 North Beatty Athens, AL 35611	256-233-2100	N	0
B	Calhoun Community College	Pat Swinford	PO Box 2216 Decatur, AL 35609	256-306-2500	N	0
C	Oakwood College	Career Placement	Blake Center Room 109 Oakwood Road NW Huntsville, AL 35896	256-726-7134	N	0
D	Alabama A&M	James Powell	PO Box 157 Normal, AL 35762	256-372-5689 F	N	0
E	University of Alabama Huntsville	Career Services	301 Sparkman Drive Huntsville, AL 35899	256-824-1000	N	3
F	NAACP	Employment Opportunities	PO Box 3237 Huntsville, AL 35810-0237	256-585-1915	N	0
G	Virginia College	Charles Davis/Tina Hunt	2021 Drake Ave SW Huntsville, AL 35801	256-533-7387	N	0
H	North Alabama Skills Centers		2535 Sparkman Drive NW	256-851-8278 F only	N	0

I	Premier Professional System	Gene Perry	7000 Quest Circle Huntsville, AL 35806	256-971-2001	N	0
J	National Federation of Press Women		200 Little Falls Street, Ste 405 22046	800-780-2715	N	0
K	Wallace State College	Sue Spradlin	PO Box 2000 Hanceville, AL 35077		N	0
L	Alabama Broadcasters Association	Lesa Rice	2180 Parkway Lake Drive Hoover, AL 35244		Y	0
M	Media Line	Online	Medialine.com		N	0
N	Alabama State University	Career Services	PO Box 271 Montgomery, AL 36101-4493		N	0
O	Christian Women's Job Corp	Cindy Sherrell	600 Governors Drive SW Huntsville, AL 35801		N	0
P	Huntingdon College	Kelley Washburn	1500 East Fairview Avenue Montgomery, AL 36106	334-833-4515	Y	0
Q	Jacksonville State University	Career Services	700 Pelham Road N. Jacksonville, AL 36265	256-782-5781	N	0
R	University of Montevallo	Pat Ebrahimi	Station 6625 Montevallo, AL 35155	205-665-6625	N	0
S	University of South Alabama	Dr. Gerald Wilson	1000 University Commons Mobile, AL 36688	251-460-6101	N	0
T	Birmingham Southern College	Career Services	900 Arkadelphia Road Box 549010 Birmingham, AL 35254	205-226-4717	N	0
U	Samford University	Career Services	800 Lakeshore Dr. Birmingham, AL 35229	205-726-2011	N	0
V	J.F. Drake Technical College	R. Hamrick	3421 Meridian Street N. Huntsville, AL 35811	256-539-8161	N	0
W	University of North	Patricia Blum	UNA Box 5066 Florence,	256-765-4100	N	0

	Alabama		AL 35632-0001			
X	Huntsville Educational Television	Keith Ward	706 Read Drive Huntsville, AL 35801		N	0
Y	Florida Institute of Technology	Jack Marcris	Toftoy Hall Building 3495 Patton Hall Room 105A Redstone Arsenal, AL 35898	256-971-9354	N	0
Z	YMCA	Denise Wolk	1000 Weatherly Road SE Huntsville, AL 35810	256-880-8400	N	0
AA	Still Serving Veterans Organization	W. Koch	626 Clinton Avenue W #200 Huntsville, AL 35801	256-883-7035	Y	1
BB	TV Jobs.com	Mark Holloway	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N	4
CC	Alabama Career Center		<a href="http://www.joblink.alabama.gov">www.joblink.alabama.gov</a>	256-851-0537	N	0
DD	University of Alabama	Career services	3400 Ferguson Center Tuscaloosa, AL 35487	205-348-5848	N	0
EE	Indeed		<a href="http://www.indeed.com">www.indeed.com</a>		N	9
FF	Linked In		<a href="http://www.linkedin.com">www.linkedin.com</a>		N	2
GG	Station Website		<a href="http://www.rocketcitynow.com">www.rocketcitynow.com</a>		N	4
HH	Nexstar Broadcasting career site		<a href="http://www.nexstar.tv">www.nexstar.tv</a>		N	12
II	Employee Referral				N	9
JJ	Spots N' Dots				N	2
KK	Internal Source				N	3

Appendix 3 to Annual EEO Public File Report

Covering the Period from December 1, 2014 through November 30, 2015

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WZDX

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	The station's Creative Services Manager, Local Sales Manager, Production Manager, and Administrative Services Coordinator attended the Spring Career Fair at the University of Alabama in Huntsville in January 2015. The station's General Manager, Production Manager, and Administrative Services Coordinator attended the Fall Career Fair at the University of Alabama – Huntsville on September 10, 2015. The station's General Manager, Production Manager, and Administrative Services Coordinator attended the Fall Career Fair at Athens State University on October 15, 2015.
2	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	During the summer semester of 2015, the station hosted an intern from the University of Montevallo.