

# 2008 ANNUAL EEO PUBLIC FILE REPORT

## Qantum of Auburn License Company, LLC

Stations: WKKR(FM), Opelika, AL  
WTLM (AM), Opelika, AL  
WMXA(FM), Opelika, AL  
WZMG(AM), Opelika, AL  
WCJM(FM), West Point, GA  
WPLV(AM), West Point, GA

Reporting Period: December 1, 2007-Nov. 30, 2008

No. of Full-time Employees: More than 10

Small Market Exemption No

During the Reporting Period, a total of 7 full time positions were filled. The information required by FCC Rule 73.2080(c) (6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c) (2):

*Hosted at least one job fair.* November 20, 2008 at Qantum Station at 915 Veterans Parkway, Opelika, AL 36801. Advertised on radio stations.

*Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities*

April 17, 2008. Wright Mill Road Elementary Career Day

April 25, 2008 Career Day. Cary Woods Elementary School. Discussed Careers in radio with 3rd Graders.

May 24, 2008 Career Day at Cary Woods. Timothy Rodgers (WMXA) and Van Riggs (WKKR).

July 2008. Boy Scout Tour to earn merit badge.

September 2008. Station Presentation to Opelika Parks and Rec Day camp Senior Citizens concerning how radio uses airtime to promote community works

October 21, 2008 Job Shadowing Program. Opelika Chamber of Commerce. High School Seniors in community to learn about potential career paths.

*Established an internship program* In the year 2008, there were a total of 5 interns from

*designed to assist members of the community to acquire skills needed for broadcast employment.*

Auburn University. The interns worked an average of 15 hours a week in programming, sales, and business departments. Academic credits are given to Interns.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

We are posted on Auburn University, Columbus State University, and Southern Union College's Web Sites as well as the radio stations individual websites.

*Established **training programs** designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

Sales Account Executives attended The Sales Summit presented by the Auburn ISP Network on 12/4/2007.

*Established a **mentoring** program for station personnel.*

Employees are assigned to a new person that is hired, to make sure that each learns procedure and has a working knowledge of radio.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

Qantum's Auburn-Opelika Market Manager attended a group-wide manager's meeting on 5/2008 at which Qantum market managers were instructed in FCC EEO Compliance issues by Qantum's FCC Counsel.

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### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
12/14/2007	Account Executive (Drew)	Networking
12/26/2007	Receptionist (Monica)	Networking
02/12/2008	Account Executive (Diana)	Opelika-Auburn News
02/25/2008	Receptionist (Amy)	Opelika-Auburn News
4/15/2008	Receptionist (Susanne)	Opelika-Auburn News
05/12/2008	Account Executive (Jena)	Station Website
8/15/2008	Account Executive (Kim)	Opelika-Auburn News

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### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 75

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred

AuburnOpelikaHelpWanted.Com	17
Opelika Chamber Job Fair	0
Alabama Career Fair	0
Opelika-Auburn News	49
Auburn University	1
Southern Union State Community College	0
Referral	6
Station Website	2

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### RECRUITING SOURCES USED

Job Title of Position: Account Executive

Date of Hire: 12/14/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal Referral via Networking	N	915 Veterans Parkway, Opelika, AL 36801	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656
Radio Commercial	N	915 Veterans Parkway, Opelika, AL 36801	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656
Station Website	N	915 Veterans Parkway, Opelika, AL 36801	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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### RECRUITING SOURCES USED

Job Title of Position: Receptionist

Date of Hire: 12/26/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal Referral via Networking	N	915 Veterans Parkway Opelika, AL 36801	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656
Radio Commercial	N	915 Veterans Parkway Opelika, AL 36801	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656
Station Website	N	915 Veterans Parkway, Opelika, AL 36801	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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**RECRUITING SOURCES USED**

Job Title of Position: Account Executive

Date of Hire: 2/12/2008

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
RegionalHelpWanted.com	N	1 Civic Plaza Suite 506 Poughkeepsie, NY 12601	Dale Mudder	1-800-365-8630
Opelika/Auburn News	N	3305 Pepperell Parkway, Opelika, AL	James Rainey	James. <a href="mailto:rainey@oanews.com">rainey@oanews.com</a> 334-745-3300
Radio Commercial	N	915 Veterans Parkway Opelika, AL 36801	John Bodiford	334-745-4656 <a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a>

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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**RECRUITING SOURCES USED**

Job Title of Position: Receptionist

Date of Hire: 2/25/2008

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
RegionalHelpWanted	N	1 Civic Plaza Suite 506 Poughkeepsie, NY 12601	Dale Mudder	1-800-365-8630
Station Website	N	915 Veterans Parkway Opelika AL	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656
Opelika Auburn News	N	3305 Pepperell Parkway, Opelika, AL	Sherry 334-737-2524	James. <a href="mailto:rainey@oanews.com">rainey@oanews.com</a> 334-745-3300

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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**RECRUITING SOURCES USED**

Job Title of Position:            Receptionist                            Date of Hire: 4-15-2008

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
RegionalHelpWanted	N	1 Civic Plaza Suite 506 Poughkeepsie, NY 12601	Dale Mudder	1-800-365-8630
Station Website	N	915 Veterans Parkway Opelika AL	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656
Opelika Auburn News	N	3305 Pepperell Parkway, Opelika, AL	Sherry 334-737-2524	<a href="mailto:sstriblin@oanow.com">sstriblin@oanow.com</a> 334-745-3300

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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**RECRUITING SOURCES USED**

Job Title of Position:            Account Executive                            Date of Hire: 5-12-2008

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
RegionalHelpWanted	N	1 Civic Plaza Suite 506 Poughkeepsie, NY 12601	Dale Mudder	1-800-365-8630
Station Website	N	915 Veterans Parkway Opelika AL	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656
Opelika Auburn News	N	3305 Pepperell Parkway, Opelika, AL	Sherry 334-737-2524	<a href="mailto:sstriblin@oanow.com">sstriblin@oanow.com</a> 334-745-3300

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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RECRUITING SOURCES USED

Job Title of Position:

Account Executive

Date of Hire: 8-15-2008

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
RegionalHelpWanted	N	1 Civic Plaza Suite 506 Poughkeepsie, NY 12601	Dale Mudder	1-800-365-8630
Station Website	N	915 Veterans Parkway Opelika AL	John Bodiford	<a href="mailto:John.bodiford@qantumofauburn.com">John.bodiford@qantumofauburn.com</a> 334-745-4656
Opelika Auburn News	N	3305 Pepperell Parkway, Opelika, AL	Sherry 334-737-2524	<a href="mailto:sstriblin@oanow.com">sstriblin@oanow.com</a> 334-745-3300

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.