

2005 ANNUAL EEO PUBLIC FILE REPORT

Qantum of Auburn License Company, LLC

Station(s): WKKR(FM), Auburn, AL
WTLM (AM), Opelika, AL
WMXA(FM), Opelika, AL
WZMG(AM), Pepperell, AL
WCJM(FM), West Point, GA
WPLV(AM), West Point, GA

Community(is) of License:

Reporting Period: 2005

No. of Full-time Employees: More than 10
Small Market Exemption:

During the Reporting Period, a total of 14 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):

<i>Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.</i>	2 representatives attended the Montgomery Job Fair in October 2005. Jim Powell and Dave Nahley.
<i>Hosted at least one job fair.</i>	Hosted Job Fair held August 22, 2005
<i>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>	Co-sponsored the Opelika Chamber of Commerce Job Fair August 22, 2005. Women, handicapped, and minorities participated. (700 attended)
<i>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.</i>	Participated in Career Days at Jeter Primary School in Opelika, Drake Middle School in Auburn, the Lee County School System, Auburn University Career Day... Kiwanis Radio Day held in October 2005, Rotary Club Radio Day November 2005

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The Employment Unit has an internship program, which has been maintained since 1994. In the year 2005, there were a total of 8 interns from Auburn University and 1 intern from Columbus State University.

*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.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

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

Each salesperson has been enrolled in the RMP Program offered by RAB. Senior reps are enrolled in the CRMC Program.

*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.

*Participated in at least 4 **events or programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

April 2005 – Tige Rogers –Lee Scott Academy – Radio as a Career

September 2005 Jim Powell, Beulah Elementary-Why Choose Radio as a Career?

October 2005 – Jim Powell –Morris Mill Intermediate School- Opelika – Why Choose Radio as a Career?

December 2005 –Tige Rogers – Drake Middle School Auburn 'Radio as a Career'

Richard Lagrand, Career Day at Morris Mill Intermediate School in Opelika. Steve Smoot participated in a "fishing Rodeo" at West Point Lake all personnel helped with the event.

Keep Opelika Beautiful – All personnel participated

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting*

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

All management personnel are enrolled in the RAB Development Series CRMC, and CRME. Personal Relations Course offered to interested personnel.

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
02/16/05	Sales	Intern Program
02/28/05	Market Manager	RegionalHelpWanted.Com
03/11/05	Business Manager	Friend
03/15/05	Sales	Intern Program
04/25/05	Sales	Jim Powell
05/10/05	Program Director (WKKR)	Internal Promotion
07/05/05	Sales	Auburn University
07/18/05	Sales	Radio Ad
08/02/05	Sales	Dave Nahley
08/11/05	Programming (WCJM)	Intern Program
09/15/05	Program Director (WKKR)	Internal Promotion

09/19/05	Sales	Friend
11/11/05	Programming/Production	Intern Program
11/16/05	Sales	Auburn University

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 80

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
AuburnOpelikaHelpWanted.Com	30
Opelika Chamber Job Fair	10
Alabama Career Fair	20
Opelika-Auburn News	5
Auburn University	10
Southern Union State Community College	5

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 2/16/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Intern Program	Y	217 Tichenor Hall	J Emmett Winn, PHD	winnjoh@auburn.edu 334-844-2761

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

RECRUITING SOURCES USED

Job Title of Position: Market Manager

Date of Hire: 2/28/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
RegionalHelpWanted. Com	Y	1 Civic Plaza Suite 506 Poughkeepsie, NY 12601		1-800-365-8630

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

RECRUITING SOURCES USED

Job Title of Position: Business Manager

Date of Hire: 3/11/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Friend	N	819 Lee Rd. 174, Opelika, Al	Jim Powell	Jpo1067803@aol.com

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

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 3/15/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Intern Program	Y	217 Tichenor Hall,Auburn, Al	J. Emmett Winn, Phd	winnjoh@auburn.edu

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

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 4/25/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Jim Powell	N	819 Lee Road, 174 Opelika, Al	Jim Powell	334-704- 0331/jpo1067803@AOL.cOM

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

RECRUITING SOURCES USED

Job Title of Position: Program Director

Date of Hire: 5/10/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal Promotion	Y	915 Veterans Pkway, Opelika Al	Jim Powell	745-4656 / jim.powell@qantumofauburn.com

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

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 7/05/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Auburn University	Y	217 Tichenor Hall, Auburn,Al	J.Emmett Winn,Phd	334-844-2761

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

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 7/18/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Radio Ad	N	915 Veterans Pkway	Jim Powell	334-745-4656

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

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 8/02/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Dave Nahley		915 Veterans Pkway	Jim Powell	334-745-4656

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

RECRUITING SOURCES USED

Job Title of Position: Programming – WCJM

Date of Hire: 8/11/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Intern Program	Y	4225 University Ave, Columbus, Ga	Mark Sprat	706-568-2001

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

RECRUITING SOURCES USED

Job Title of Position: Program Director - WKKR

Date of Hire: 9/15/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal Promotion	N	915 Veterans Parkway	Jim Powell	334-745-4656

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

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 9/19/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Friend	N	915 Veterans Pkway	Dave Nahley	706-464-1994

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

RECRUITING SOURCES USED

Job Title of Position: Programming/Production

Date of Hire: 11/11/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal Promotion	Y	819 Lee Road 174, Opelika, Al	Jim Powell	334-745-4656

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

RECRUITING SOURCES USED

Job Title of Position: Sales

Date of Hire: 11/16/05

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Auburn University	Y	217 Tichenor Hall	J. Emmett Winn PHD	334-844-2761

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