

## **WUFM EEO Public File Report**

**During the period from June 1, 2003 through May 31, 2004, Spirit Communications, Inc. filled the following fulltime vacancies:**

### **Program Director**

Recruitment sources used:

All Access; Jason Miller  
8955 Pacific Coast Highway Suite 210-5, Malibu CA; 310-457-6616

ProgramDirector.net  
Bob Thornton; Tulsa OK; 918-492-2660

Posting on radiou.com (WUFM station Website)  
Michael Buckingham; PO Box 1887, Westerville OH; 614-890-9977

OH & IL Centers For Broadcasting  
Gary James; 6703 Madison Ave, Cincinnati OH; 888-358-8669

Free Radio Tips  
Therese Romano; Nashville TN; 615-315-5470

HisAir.net  
Ted Kelly; PO Box 307, Duplessis LA; 225-744-3258

Position filled through:

Consolidated position into General Manager's existing responsibilities

### **Promotions Director**

Recruitment sources used:

Position filled by promotion of existing parttime staff member

Position filled through:

Position filled by promotion of existing parttime staff member

**A list and brief description of initiatives undertaken pursuant to Section 73.2080(c)2 during the preceding year:**

- Spirit Communications, Inc. affords equal employment opportunity to all qualified persons and refrains from discrimination in employment and related benefits on the basis of race, color, religion, national origin, etc.
- February, 2004: Station personnel including General Manager and Promotions Director participated in annual National Religious Broadcasters Job Fair, to interview and accept resumes from college students and graduates.
- Established an internship program, which actively works with area colleges and high school career-readiness programs. Students are given involvement in the areas of promotions, production, and business management.
- Established a training program for area individuals, affording them the opportunity to learn more about the broadcast field, including air talent work, promotions, programming, and production.
- Registered with the Ohio & Illinois Centers For Broadcasting to provide information on positions available, and to accept applications from students of the school on a regular basis.