

STAGE DOOR DEVELOPMENT, INC WRJM-FM 93.7

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program, which includes the following elements:

II. RESPONSIBILITY FOR IMPLEMENTATION

H. Jack Mizell will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees.

- (a) We will utilize an employment application form. The form will state to all job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies;
- (b) We will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against;
- and (c) we will make on-air announcements, post on web site all vacancies seeking job applicants, and publish same in all station newsletters.

We will utilize the following list of recruitment sources to ensure that information concerning each full time vacancy is widely disseminated all consistent with the requirements of 47 C.F.R. Section 73.2080:

- a. Alabama Employment Services 600 E. Andrews Ave, Ozark 774-9386
- b. Troy State University School of Journalism 983-6556
- c. Auburn University School of Journalism
- d. Alabama Broadcasters Association 205-979-1690
- e. Any advertisement deemed necessary for publication in local newspapers.
- f. Wrjm.com