

ALABAMA MEDIA, LLC

DOTHAN, AL

(WECB-FM, WBBK-FM, WESP-FM, WJRL-FM and W299BX)

EEO Public File Report

As of December 1, 2019, per the requirements of the Federal Communications Commission (FCC), this and the following pages comprise the Public File Report for Alabama Media, LLC., for the period from December 1, 2018 through November 30, 2019 in the employment location of 285 North Foster St, 8th Floor, Dothan, AL 39303.

In Dothan, AL, Alabama Media, LLC. is the Licensee of WECB-FM, Headland, AL (Facility ID# 10666); WBBK-FM, Blakely, GA (Facility ID# 41207); WESP-FM, Dothan, AL (Facility ID# 6891); WJRL-FM, Slocumb, AL (Facility ID# 60591); and W299BX, Dothan, AL (Facility ID#141166).

This report consists of the following schedules:

SCHEDULE A: A listing of positions filled from December 1, 2018 through November 30, 2019 and the recruitment sources utilized for each position, the number of candidates interviewed by recruitment source for each position and the recruitment source of each person hired.

SCHEDULE B: A summary of the recruitment sources of those people interviewed in the Reporting Period and the number of people interviewed by recruitment source.

SCHEDULE C: List of recruitment sources.

SCHEDULE D: A description of the outreach efforts during the Reporting Period.

Alabama Media, LLC. is an equal opportunity employer.

December 1, 2019

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EEO Public File Report-SCHEDULE B

For the Following Stations: (WECB-FM, WBBK-FM, WESP-FM, WJRL-FM, and W299BX)

December 1, 2019

Period: This report covers the period from December 1, 2018 through November 30, 2019.

The following table summarizes the total number of job interviews during the reporting period and the referral sources for those interviewees:

Interview Source	Number of interviewees referred
14	4
20	3
Total job interviews	7

EEO PUBLIC FILE REPORT – SCHEDULE C

For the following stations: WBBK-FM; WECB-FM; WESP-FM; WJRL-FM and W299BX
List of recruitment sources for 2019

1. Wallace Community College Attn: Lisa Dobbs Route 6, Box 62 Dothan, AL 36303 (334) 556-2208 ldobbs@wallace.edu	2. Auburn University Attn: Jay Skipworth (334) 844-4744 Jbs003@auburn.edu
3. Troy State University Attn: Lauren Cole PO Box 8368 Dothan, AL 36301 (334) 670-3216 lscole@troy.edu http://trojan.troy.edu/careerservices	4. Alabama State Employment Office Attn: Carl White 1950 Reeves St., Suite 1 Dothan, AL 36303
5. NAACP Dothan Wiregrass Branch #5025 PO Box 683 Dothan, AL 36302 dothannaacp@gmail.com	6. The University of Alabama Attn: Diane Teague PO Box 870293 Tuscaloosa, AL 35487
7. Alabama Broadcasters Association 1316 Alford Ave, Suite 201 Birmingham, AL 35226	8. Alabama State University Attn: Kathryn Williams PO Box 271 Montgomery, AL 36101
9. Family Service Center Attn: Career Center 301 W. LaFayette St., Suite 2B Dothan, AL 36301	10. The Dothan Eagle Attn: Grace Holland PO Box 280 Dothan, AL 36302
11. Alabama A&M University Career Development Center 101 Patton Hall Normal, AL 35762	12. Enterprise Ozark Community College Attn: Career Center 600 Plaza Drive Enterprise, AL 36330
13. Websites	14. Employee Referrals
15. All Access	16. DothanHelpWanted.com
17. On-Air Job Recruitments Ads	18. Walk-ins
19. Internal Promotions	20. Insideradio.com

ALABAMA MEDIA, LLC

EEO PUBLIC FILE REPORT

For the following stations: **WECB-FM, WBBK-FM, WESP-FM, WJRL-FM, and W299BX**

SCHEDULE D

Outreach Efforts as of November 30, 2019

The period covered by this report is December 1, 2018 through November 30, 2019. The above stations have been able to establish the following outreach activities during this time period.

1. Job Fair

On February 13, 2019, Alabama Media, LLC. along with 40 other employers participated in the 2019 Valentine's Day Career Fair. Chris Mendez (traffic manager), Marcus Paige (Program Director), and Nikki Ardis (Traffic Manager) attended the job fair. Adults and students were greeted at the booth and introduced to a career path in radio. A few of the topics covered were broadcasting, sales management, traffic and programming. It was a successful event.

2. Job Fair

On July 31, 2019, Alabama Media, LLC. along with 50 other employers participated in the 2019 Ft. Rucker Wiregrass Area Job Fair. Cheryl Floyd (Account Executive) and Nikki Ardis (Traffic Manager) attended the job fair. A few of the topics covered were broadcasting, sales management, traffic and programming. It was a successful event.

3. Job Fair

On October 9, 2019, Alabama Media, LLC along with 75 employers participated in Troy University's Fall Campus Career Fair. Cheryl Floyd (Account Executive) and Nikki Ardis (Traffic Manager) attended the job fair. A few of the topics covered were broadcasting, sales management, traffic and programming. It was a successful event.

4. Aspire to Inspire

Alabama Media, LLC. Continues its participation in the "Aspire to Inspire" mentoring program. This program was established in 2015 by Cloverdale Elementary School and is designed to provide good mentors to fifth grade boys. Marcus Kage (Program Director – WBBK) continued his involvement with this worthwhile program from January 2019 through May 2019. Marcus worked closely with preparing the young boys for their future by introducing them to possible career paths in the radio industry as well as helping them develop life skills.

Exigent Circumstances For Hiring of Advertising Executive
Period from December 1, 2018 through November 30, 2019

Alabama Media, LLC was not advertising for a sales executive, when the employee was hired. The employee approached Alabama Media, LLC applying for a job in sales. Alabama Media, LLC was aware of her background and experience in sales from her association with a local television station. Even though Alabama Media, LLC was not hiring, her background and expertise in marketing and advertising for television made her a good fit for our radio sales team.

Alabama Media, LLC is aware of the FCC rules and regulations regarding the advertising of job openings and the process of new hire paperwork and tries to follow all rules when possible.

Alabama Media, LLC is an equal opportunity employer.