

EEO Public File Report
For
Alabama Broadcasting Partners
Stations WAKA(TV), Selma, Alabama and WBMM(TV), Tuskegee, Alabama
AND
WNCF(TV), Montgomery, Alabama
Licensed to Channel 32 Montgomery, LLC and SSA'd with
Alabama Broadcasting Partners

This EEO Public File Report
Covers the Period
December 1, 2018 through November 30, 2019

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WAKA and WBMM's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending November 30, 2019, the station filled the following full-time vacancies:

News Anchor
Creative Services Director
General Manager
Executive Producer
Anchor/Reporter
Sports Reporter/Photographer
News Assistant
Assistant News Director

The station interviewed a total of 23 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source Total Number of Interviewees Referred

Source	Number
Alabama Broadcasters Association	
app.joinhandshake.com	1
Indeed.com	
LinkedIn.com	1
Lowndes County DHR Employment	
Medialine.com	
Monster.com	
TVJobs.com	4
Ziprecruiter.com	
WAKA Internship	
Internal Job Posting	2
Employee Referral	8
Job Fairs	
Alabamaneews.net website	7

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, Address, contact person and telephone number;
- < The recruitment source that referred the hire for each full-time agency;
- < The total number of person interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used In connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Job Title of Vacancy: News Anchor

Date Vacancy Opened: 4/27/2018

Date Vacancy Filled: 1/7/2019

Recruitment Source that Referred the Hiree: tvjobs.com

Total Number of persons Interviewed for the vacancy: 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association app.joinhandshake.com (including Alabama A&M, Alabama State University, The University of West Alabama and Tuskegee University	2180 Parkway Lake Drive, Birmingham, AL 35244	Lesa Rice	205-979-1670		No
Employee Referrals	Internet website for college students and alumni			1	No
CollectiveTalent.com	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
Monster.com	www.collectivetalent.com	Michael Bille	813-494-4555		No
TVJobs.com	www.monster.com				No
WAKA Internship Program	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177	2	No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No
Job Fairs	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
alabamaneews.net website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888	1	No

Job Title of Vacancy:

Creative Services Director

Recruitment Source that Referred the Hiree:

Employee Referral

Date Vacancy Opened:

5/2/2018

Total Number of persons

8

Date Vacancy Filled:

1/11/2019

Interviewed for the vacancy:

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association	2180 Parkway Lake Drive, Birmingham, AL 35244	Lesa Rice	205-979-1670		No
app.joinhandshake.com (including Alabama A&M, Alabama State University, The University of West Alabama and Tuskegee University)					
Employee Referrals	Internet website for college students and alumni				No
Indeed.com	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	2	No
Medialine.com	www.indeed.com				No
Monster.com	www.medialine.com				No
TVJobs.com	www.monster.com				No
WAKA Internship Program	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177	1	No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No
Job Fairs	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
alabamaneews.net website		Laura Ross	334-271-8888		No
		Laura Ross	334-271-8888	4	No

Job Title of Vacancy:

General Manager

Recruitment Source that

Date Vacancy Opened:

1/17/2019

Referred the Hiree:

Employee Referral

Date Vacancy Filled:

3/25/2019

Total Number of persons
Interviewed for the vacancy:

3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association	2180 Parkway Lake Drive, Birmingham, AL 35244	Lesa Rice	205-979-1670		No
LinkedIn.com	www.linkedin.com			1	No
Ziprecruiter.com	www.ziprecruiter.com				No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177		No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	2	No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
Job Fairs		Laura Ross	334-271-8888		No
alabamaneews.net website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No

Job Title of Vacancy:

Executive Producer

Recruitment Source that

Date Vacancy Opened:

1/28/2019

Referred the Hiree:

Internal Job Posting

Date Vacancy Filled:

3/11/2019

Total Number of persons
Interviewed for the vacancy:

1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association	2180 Parkway Lake Drive, Birmingham, AL 35244	Lesa Rice	205-979-1670		No
app.joinhandshake.com (including Alabama A&M, Alabama State University, The University of West Alabama and Tuskegee University)	Internet website for college students and alumni				No
Medialine.com	www.medialine.com				No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177		No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
Job Fairs		Laura Ross	334-271-8888		No
alabamaneeds.net website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No

Job Title of Vacancy:

Anchor / Reporter

Recruitment Source that

Date Vacancy Opened:

1/28/2019

Referred the Hiree:

Alabamaneews.net
website

Date Vacancy Filled:

4/29/2019

Total Number of persons
Interviewed for the vacancy:

1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association	2180 Parkway Lake Drive, Birmingham, AL 35244	Lesa Rice	205-979-1670		No
app.joinhandshake.com (including Alabama A&M, Alabama State University, The University of West Alabama and Tuskegee University)	Internet website for college students and alumni				No
Medialine.com	www.medialine.com	Rich Everitt	706.364.7564		No
Lowndes County DHR Employment	382 AL-97, Hayneville, AL 36040	Gladys Johnson	334548.2807		Yes
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177		No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
Job Fairs		Laura Ross	334-271-8888		No
Alabamaneews.net website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888	1	No

Job Title of Vacancy:

Sports Reporter/Photographer

Recruitment Source that

Referred the Hiree:

tvjobs.com

Date Vacancy Opened:

1/28/2019

Total Number of persons

Date Vacancy Filled:

5/29/2019

Interviewed for the vacancy:

2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association	2180 Parkway Lake Drive, Birmingham, AL 35244	Lesa Rice	205-979-1670		No
app.joinhandshake.com (including Alabama A&M, Alabama State University, The University of West Alabama and Tuskegee University)	Internet website for college students and alumni				No
Medialine.com	www.medialine.com				No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177	1	No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
Job Fairs		Laura Ross	334-271-8888		No
alabamaneews.net website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No

Job Title of Vacancy:

News Assistant

Recruitment Source that

Date Vacancy Opened:

2/27/2019

Referred the Hiree:

Employee Referral

Total Number of persons

2

Date Vacancy Filled:

4/25/2019

Interviewed for the vacancy:

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association	2180 Parkway Lake Drive, Birmingham, AL 35244	Lesa Rice	205-979-1670		No
Lowndes County DHR Employment	382 AL-97, Hayneville, AL 36040	Gladys Johnson	334-548-2807		Yes
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177		No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	2	No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
Job Fairs		Laura Ross	334-271-8888		No
alabamaneeds.net website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No

Job Title of Vacancy:

Assistant News Director / News Anchor

Recruitment Source that

Referred the Hiree: AlabamaneWS.net website

Date Vacancy Opened:

3/26/2019

Total Number of persons

2

Date Vacancy Filled:

6/11/2019

Interviewed for the vacancy:

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association	2180 Parkway Lake Drive, Birmingham, AL 35244	Lesa Rice	205-979-1670		No
Medialine.com	www.medialine.com	Rih Everitt	706-364-7564		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92062	Mark Holloway	760-754-8177		No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888		No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888		No
Job Fairs		Laura Ross	334-271-8888		No
alabamaneWS.net website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Laura Ross	334-271-8888	1	No

Stations WAKA/WBMM have engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Job Fairs #1	Glenn Halbrooks and Jeff Sanders attending a Job Fair at Auburn University on March 5.
	Ryan Stinnett, Meteorologist and Shane Butler, Chief Meteorologist spoke at a career fair at Montgomery Optimist club on February 9.
	Alabama News Network was a partner with Alabama Department of Labor for the Selma Regional Job Fair on Thursday, October 17 at Selma University to support The Governor's Office on Minority Affairs. Several Managers from the Station were in attendance for the Job Fair.
WAKA Internship Program #5	This year several interns from various accredited colleges and universities participated in our Student Internship Program. Students from Auburn University Montgomery, Alabama State University, Troy University and Auburn Montgomery participated.
Job Banks #12	Job vacancies are posted on Alabama Broadcasters Association Job Bank on their website.
	Notice of upper level job openings were sent to historically black and female universities including Alabama A&M, Alabama State University, The University of West Alabama and Tuskegee University.
Training #8	Employees of various WAKA Departments are cross-trained in a variety of positions within the departments. Employees are trained on equipment by a designated instructor within the department and on occasion are placed on the schedule to work that particular role. This may qualify participants for higher level positions.
	Ben Lang Meteorologist attended the National Weather Service Tropical Season Workshop on May 1. This was a gathering of meteorologists who hold a workshop detailing and discussing changes to Hurricane forecasting, new products, the tropical season outlook and how to help each other communicate during tropical weather threats.

Stations WAKA/WBMM have engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Training #8	Ellis Eskew, News Anchor took part in a Leadership Montgomery seminars and training.
K-12 School Visits / College #10	Chief Meteorologist Shane Butler and Meteorologist Ryan Stinnett held numerous school talks about weather at various schools throughout the year. In the first quarter, Stinnett visited Victory Christian Academy on Jan. 18. In the 3rd quarter, Stinnett held a weather talk at Coosda Baptist church Academy Days STEAMfest and had the ThunderTruck on display on 9/3 and did a talk with Victory Christian Academy on Sept. 13.
	Mandy McQueen, News Anchor/Reporter had the opportunity to speak at the Pike Road High School Television Production Class on October 23.
	Ryan Stinnett, Ben Lang, Darryl Hood and Glenn Halbrooks gave station tours to the following groups Lowndes Academy on 3/13/19, Flowers Elementary 3rd graders on 4/4 and 4/5, Trinity Presbyterian 3rd graders on 9/11, 9/12 and 9/13, and Wetumpka High School Journalism Class 11/20/2019.
	Jalea Brooks and Andrew James, Alabama News Rising Anchors spoke to a journalism class at Wetumpka High School on October 9.
	Glenn Halbrooks, News Director spoke to a Journalism class at Troy University on February 11.
	Glenn Halbrooks, News Director, attended Media Day at the University of Montevallo on February 21.
	Stinnett attended the Gear Up Alabama at the University of Montevallo Discovery Day as a panelist on October 16.
	Chief Meteorologist Shane Butler and Meteorologist Ben Lang attended the Montgomery Academy STEMfest on Nov. 2. The station had a booth and had the ThunderTruck on display.
	Michael Leverett, Sr. Account Executive spoke to students at the University of Alabama College of Communications and Information Science on November 19. This was sponsored by the Alabama Broadcasters Association.

Stations WAKA/WBMM have engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Other #16	Glenn Halbrooks, News Director and Steffanie Patterson, General Sales Manager represent the station at the Montgomery Rotary Club. Each attended weekly meetings and various events as a member of the Montgomery Rotary Club.
	Sam Stallings, Sr. Account Executive represents the station at the Montgomery Lions Club. She attended weekly meetings and various events as a member of the Montgomery Lions Club including the Lions Club Chili Cook-off with Ryan Stinnett.
	Steffanie Patterson, General Sales Manager, is a member of the King's Canvas Board and attends meetings as well as volunteers at Board events.
	Chris Searcy, Samantha Williams, Jalea Brooks, Andrew James all participated in the YMCA Sink-A-Palooza to raise funds for the YMCA in August.
	Darryl Hood, News Anchor, is a Board Member for the River Region United Way and participated in the Monthly Meetings and Presentations on behalf of United Way.
	Darryl Hood participated in the 'Real Men Wear Pink Campaign' from July through October, which was to raise awareness and raise money for the American Cancer Society.
	Several members of the CBS8 News Team attended the AP Awards luncheon in June. Our sports team won second prize for our weekly Sunday night "Overtime" sports show hosted by Darrell Puckett & Paris Tyburski. The sports team also won 3rd place for "Laceup" high school/college football show that airs on Friday nights during football season. Paris Tyburski won second place for Best Sports Anchor. Andrew James and Jerome Jones won 3rd place for "Gateway Park Armed Robbery". Tim Lennox won 3rd place for Best News Feature and the news team placed 3rd in Best Documentary category. Several news members were in attendance for the awards.

Stations WAKA/WBMM have engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Other #16	Several member of the news team, promotion dept., and sales dept. attended the Alabama Cattlemen's Assoc. Luncheon on Feb 21 to help kick off the Rodeo that Alabama News Network sponsored.
	Ben Lang Meteorologist attended Art Splash, sponsored by Alabama News Network on March 14. This yearly art exhibit is to raise money for student scholarships for the Montgomery Christian School.
	Samantha Williams was a Supporter at the Finish Line for the Joy to Life's Walk for Life Run on April 20.
	Darryl Hood attended the Kentucky Derby Fundraiser on May 6 on behalf of the station. Darryl Hood attended the River Region United Way Meeting on June 14th.
	Shane Butler, Ryan Stinnett, Ben Lang, Samantha Williams attended Weather Awareness Day at Newtopia Fun Park on June 27.
	Several members of the Alabama News Network attended the Stuff the Truck Tie & Doll event on August 24, which was to collect non-perishable food items for Montgomery Public School Backpack program for children who may otherwise go hungry.
	Alabama News Network held it's 5th Annual Tickled Pink Event to help raise funds and awareness for Breast Cancer on September 27 at the Montgomery Multi-Plex. Many vendors were on hand and participated in the event. Samantha Williams and Ellis Eskew were the Emcee's and many news talent were on hand to greet the public.
	Several members of the Alabama News Network team took part in the Prattville YMCA Cook Off on Saturday, October 19 to raise money for the local YMCA.
	Amanda Salazar, Digital Sales Manager spoke to a group of women at an event called "Promote Her" which is a network for women about the need for digital marketing on November 9.