



(REFERENCE COPY - Not for submission)

# Broadcast Equal Employment Opportunity Program Report

FRN: **0006158893** | File Number: **0000091292** | Submit Date: **11/25/2019** | Call Sign: **WQSB** | Facility ID: **58945** | City: **ALBERTVILLE** | State: **AL**

Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **11/25/2019** | Filing Status: **Active**

General Information

| Section                 | Question   | Response  |
|-------------------------|--|---|
| Application Description | Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace. | WQSB(FM) -WAVU(AM), WKXX(FM) LICENSE RENEWAL EEO REPORT |
| Attachments             | Are attachments (other than associated schedules) being filed with this application?   | No  |

Licensee Information

Licensee Name, Type and Contact Information

| Applicant  | Address   | Phone                | Email                          | Applicant Type |
|--|---|----------------------|--------------------------------|----------------|
| <b>SAND MOUNTAIN BROADCASTING SERVICE, INC.</b><br>Doing Business As: SAND MOUNTAIN BROADCASTING SERVICE, INC. | Pat Courington<br>3760 U.S.<br>HIGHWAY 431<br>P.O. BOX 190<br>ALBERTVILLE,<br>AL 35950<br>United States | +1 (256)<br>878-8575 | PCOURINGTON@COURINGTON.<br>NET | COR            |

Contact Representatives

| Contact Name  | Address  | Phone                 | Email                  | Contact Type            |
|---|--|-----------------------|------------------------|-------------------------|
| M. SCOTT JOHNSON , ESQ .<br>LEGAL REPRESENTATIVE<br>FLETCHER, HEALD & HILDRETH, PLC | 1300 N. 17TH<br>STREET<br>11TH FLOOR<br>ARLINGTON, VA<br>22209<br>United States                      | +1 (703) 812-<br>0474 | JOHNSON@FHHLAW.<br>COM | Legal<br>Representative |
| Alex Mastin<br>General Manager<br>SAND MOUNTAIN BROADCASTING SERVICE, INC.          | Alex Mastin<br>3760 U.S.<br>HIGHWAY 431<br>P.O. BOX 190<br>ALBERTVILLE, AL<br>35950<br>United States | +1 (256) 878-<br>8575 | Alex@wqsb.com          | General<br>Manager      |

Common Stations

| Facility Identifier | Call Sign | City        | State | Time Brokerage Agreement |
|---------------------|-----------|-------------|-------|--------------------------|
| 58944               | WAVU      | ALBERTVILLE | AL    | No                       |
| 58945               | WQSB      | ALBERTVILLE | AL    | No                       |
| 957                 | WKXX      | ATTALLA     | AL    | No                       |

Program Report

| Section | Question | Response |
|---------|----------|----------|
|---------|----------|----------|

Questions

|                           |   |     |
|---------------------------|---|-----|
| Discrimination Complaints | Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? | Yes |
| Full-time Employees       | Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?  | No  |

Additional  
Program Report  
Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

| Name                  | Title     |
|-----------------------|-----------|
| PAT COURINGTON , JR . | PRESIDENT |

Certification

| Question   | Response                    |
|--|-----------------------------|
| The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay |                             |
| Certified Date   | 11/25/2019                  |
| Certified Title  | PRESIDENT                   |
| Authorized Party Name  | PAT<br>COURINGTON<br>, JR . |

Attachments

| File Name   | Uploaded By | Attachment Type | Description                                 | Upload Status                          |
|---|-------------|-----------------|---|--|
| <a href="#">2018 Annual EEO Report (01377156xB3D1E).pdf</a>                     | Applicant   | All Purpose     | 2018 Annual EEO Report                      | Done with Virus Scan and/or Conversion |
| <a href="#">2019 Annual Employment Report (01377155xB3D1E).pdf</a>              | Applicant   | All Purpose     | 2019 Annual EEO Report                      | Done with Virus Scan and/or Conversion |
| <a href="#">Narrative for EEO Report (01377621xB3D1E).docx</a>                  | Applicant   | All Purpose     | Resolved Employee Complaint                 | Done with Virus Scan and/or Conversion |
| <a href="#">Narrative Statement for Renewal EEO Report (01377157xB3D1E).pdf</a> | Applicant   | All Purpose     | Narrative Statement of Outreach Initiatives | Done with Virus Scan and/or Conversion |