

# ANNUAL EEO PUBLIC FILE REPORT

December 1, 2014 – November 30, 2015

NCA, Inc.

The purpose of the EEO Public File Report (“Report”) is to comply with § 73.2080(c) (6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WRSA-FM

The information contained in this Report covers the time period beginning December 1, 2014 and ending November 30, 2015 (the “Applicable Period”). The FCC’s Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to § 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to § 73.2080(c) (2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “Interviewed” whether he or she was interviewed in person, over the phone or via email.

## SOURCES

| #  | SOURCE                               | CONTACT                        | ADDRESS  | PHONE          |
|----|--------------------------------------|--------------------------------|--|----------------|
| 1  | Alabama A & M University             | Angel Lee-Anthony              | 4900 Meridian Street, N<br>Huntsville, AL 35810  | (256) 372-8220 |
| 2  | Alabama State University             | Letitia Smith                  | 915 South Jackson Street<br>Montgomery, AL 36195 | (334) 229-4140 |
| 3  | Athens State University              | Saralyn Mitchell               | 300 N. Beaty Street<br>Athens, AL 35611          | (256) 233-8146 |
| 4  | Calhoun Community College            | Nancy Sartin                   | 6520 US Hwy 31, N.<br>Tanner, AL 35671           | (256) 306-2907 |
| 5  | Drake State Technical                | Tomeka Cross                   | 3421 Meridian Street<br>Huntsville, AL 35811     | (256) 551-3110 |
| 6  | Huntsville Educational TV            | Keith Ward                     | 706 Read Drive<br>Huntsville, AL 35801           | (256) 428-7860 |
| 7  | NE Alabama Community College         | Sherry Whitten                 | Post Office Box 159<br>Rainsville, AL 35986      | (256) 638-4418 |
| 8  | Oakwood University                   | Sonia Paul                     | 7000 Adventist Blvd.<br>Huntsville, AL 35811     | (256) 726-7134 |
| 9  | University of Alabama Huntsville     | Kellee Crawford                | Madison Hall, Ste. 111<br>Huntsville, AL 35899   | (256) 824-6741 |
| 10 | University of North Alabama          | Catherine White                | 1 Harrison Plaza<br>Florence, AL 35632           | (256) 765-4291 |
| 11 | National Association of Broadcasters | Nate Mann                      | 1771 N. Street, NW<br>Washington, DC 20036       | (202) 429-5498 |
| 12 | Alabama Broadcaster's Association    | Lesia Rice                     | 2180 Parkway Lake<br>Hoover, AL 35244            | (205) 982-5001 |
| 13 | WRSA Lite 96.9 Station Website       | John Malone<br>Nathan Cholevik | 8402 Mem Parkway SW,<br>Huntsville, AL 35802     | (256) 885-9797 |

## INITIATIVES

The Employment Unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule § 73.2080(c)(2) during the reporting period:

- Participated in the Military Job Fair on Redstone Arsenal on October 7, 2015.
- Supplied employment information to the sources listed above
- Training for hiring managers on EEO practices.

## JOB VACANCIES

1. No positions available or filled during this period

## FULL-TIME POSITION(S) FILLED BY EMPLOYMENT UNIT

| <b>Full-Time<br/>Position/Job Title</b> | <b>Date Filled</b> | <b># Persons<br/>Interviewed</b> | <b>Sources* Used<br/># Per Source</b> | <b>Hiree Referral<br/>Source</b> |
|---|--------------------|----------------------------------|---------------------------------------|----------------------------------|
|   |                    |                                  |                                       |                                  |
|   |                    |                                  |                                       |                                  |
|   |                    |                                  |                                       |                                  |
|   |                    |                                  |                                       |                                  |

\* See Sources list provided on page 2.