

# ANNUAL EEO PUBLIC FILE REPORT

December 1, 2020 – November 30, 2021

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, 2020 and ending November 30, 2021 (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.

## JOB VACANCIES

1. Part-time Mid-day Host
2. Part-time Afternoon Host

## POSITION(S)/INTERNSHIPS FILLED BY EMPLOYMENT UNIT

Full-Time Position/ Job Title	Date Filled	# Persons Interviewed	Sources* Used # Per Source	Hiree Referral Source

Part-Time Position Job Title	Date Filled	# Persons Interviewed	Sources* Used # Per Source	Hiree Referral Source
Mid-day Host	9/8/2021	6	All Access/Radio Ink	All Access
Afternoon Host	9/20/2021	6	All Access/Radio Ink	All Access

Internships	Start Date	End Date	School	Position Interned

\*See Sources list provided.

## SOURCES

#	SOURCE		CONTACT	ADDRESS	PHONE
1	Alabama A & M University		Angel Lee-Anthony	4900 Meridian Street, N Huntsville, AL 35810	(256) 372-8220
2	Alabama State University		Letitia Smith	915 South Jackson Street Montgomery, AL 36195	(334) 229-4140
3	Athens State University	E	Laura A. Allen careerdevelopmentcenter@athens.edu	300 N. Beaty Street Athens, AL 35611	(256) 233-8140
4	Calhoun Community College	E	Kelli Morris Kelli.morris@calhoun.edu	Post Office Box 2216 Decatur, AL 35609	(256) 306-2993
5	Drake State Community & Technical College	E	Paula Bingham Paula.bingham@drakestate.edu	3421 Meridian Street Huntsville, AL 35811	(256) 551-7274
7	NE Alabama Community College	E	Sherry Whitten whittens@nacc.edu	Post Office Box 159 Rainsville, AL 35971	(256) 638-4418 F (256) 228-6861
8	Oakwood University	E	Jorge Batholomew bartholomew@oakwood.edu Verneice Wright - vewright@oakwood.edu	7000 Adventist Blvd. Huntsville, AL 35811	(256) 726-7134 F (256) 726-7139
9	University of Alabama Huntsville		Kellee Crawford	Madison Hall, Ste. 111 Huntsville, AL 35899	(256) 824-6741
10	University of North Alabama	E*	UNA Career Center Natalie Morrow – nmarrow@una.edu Career.una.edu/LionJobs (For Employers to register and post)	UNA Box 5066 Florence, AL 35632	(256) 765-4276 F (256) 765-4169
11	Jacksonville State University	E	JSU Career Services careerservices@jsu.edu	700 Pelham Rd N 107 Kennamer Hall Jacksonville, AL 36265	(256) 782-5482 F (256) 782-5484
13	Alabama Broadcaster's Association	E	Lesia Rice lrice@al-ba.com	2180 Parkway Lake Hoover, AL 35244	(205) 982-5001
14	WRSA Mix 96.9 Station Website		Nathan Cholevik Michelle Creacy	8402 Memorial Parkway Huntsville, AL 35802	(256) 885-9797
15	Recruit Military & DAV	E	Rob Mulvihill Robert.mulvihill@recruitmilitary.com	422 W Loveland Ave Loveland, Ohio 45140	(757) 965-5831
16	All Access		Allaccess.com	Online	Online
17	Radio Ink		Radioink.com	Online	Online

## 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:

DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
Ongoing	College Intern Program	Mix 96.9 has an ongoing relationship with local colleges to provide internship opportunities to qualified students	Host interns from local colleges for broadcasting experience and/or credit hours	All Departments
4/5-9/2021	Alabama Broadcasters Association Virtual Job Fair	This virtual job fair serves as a station's "supplemental effort" to educate the public about the positions available at our station, as well as providing general information about the kinds of careers that are available in broadcasting.	Mix 96.9 participated in the job fair, soliciting resumes for future open positions. Took in 17 resumes during the week.	Nathan Cholevik, Station Manager/ Sales Manager; Michelle Creacy, Webmaster, FCC Compliance

## ON-AIR JOB POSTING SCRIPTS

*Alabama Broadcasters Association Job Fair*

*April 5, 2021*

IF YOU THINK THE ONLY JOB AT A BROADCAST STATION IS IN FRONT OF A MICROPHONE, YOU'RE MISSING SOME GREAT OPPORTUNITIES! THE BROADCASTING INDUSTRY IN ALABAMA IS THRIVING AND OFFERS EXCITING CAREER OPPORTUNITIES IN MANY AREAS, INCLUDING ADVERTISING SALES, PROMOTIONS, NEWS, BUSINESS ADMINISTRATION, ENGINEERING AND MORE. LEARN ABOUT THESE CAREER OPPORTUNITIES BY VISITING THE ALABAMA BROADCASTERS VIRTUAL JOB FAIR BEGINNING APRIL FIFTH AND RUNNING THROUGH APRIL NINTH AT BROADCASTERSVIRTUALJOBFAIR.COM. THIS JOB FAIR WILL PROVIDE INFORMATION ABOUT JOBS AVAILABLE IN THE BROADCAST INDUSTRY AS WELL AS SPECIFIC POSITIONS HERE AT WRSA-FM MIX 96.9. YOU'LL HAVE THE OPPORTUNITY TO APPLY FOR GREAT JOBS ONLINE AND BEGIN YOUR CAREER IN ALABAMA' EXCITING BORADCAST INDUSTRY. MINORITIES AND WOMEN ARE STRONGLY ENCOURAGED TO VISIT US. STOP BY THE ALABAMA BORADCASTERS JOB FAIR BROUGHT TO YOU BY WRSA-FM AT WWW.BROADCASTERSVIRTUALJOBFAIR.COM.

*Middays in One of America's Best Cities*

*Ad ran: August – September 2021*

THIS MARKET IS REGULARLY NAMED ONE OF THE BEST PLACES TO LIVE AND WORK IN AMERICA (#1 ON US NEWS AND WORLD REPORT'S "BEST AFFORDABLE PLACES TO LIVE" FOR EXAMPLE). IT'S THE SILICON VALLEY OF THE SOUTH, AND IT'S GROWING LIKE CRAZY. IT'S HUNTSVILLE, ALABAMA, HOME TO A GREAT INDEPENDENT RADIO STATION THAT DOMINATES AC IN THE MARKET, WRSA MIX 96.9. MIX HAS A RARE OPENING FOR A MIDDAY HOST; IF YOU KNOW HOW TO CONVERSE WITH ADULT WOMEN AND HAVE MORE TO OFFER THAN JUST A VOICE, SEND YOUR AUDIO AND RESUME TO [BURNSRADIOJOBS@GMAIL.COM](mailto:BURNSRADIOJOBS@GMAIL.COM) RIGHT AWAY. EXPERIENCE ON AC, HOT AC, TOP 40, OR COUNTRY RADIO IN A TOP 150 MARKET PREFERRED. NO CALLS PLEASE.