

ANNUAL EEO PUBLIC FILE REPORT

December 1, 2022 – November 30, 2023

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, 2022 and ending November 30, 2023 (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. No open positions at this time.

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

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	Lesa 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
July 24 – 28, 2023	ABA Virtual Job Fair	Virtual job fair by the Alabama Broadcasters Association	Received resumes via email	All departments



Nathan Cholevik, GM/GSM
NCA, Inc.
8402 Memorial Parkway, SW
Huntsville, AL 35802

RE: Alabama Broadcasters Virtual Job Fair Participation, July 24, 2023

August 2, 2023

Dear Nathan Cholevik, GM/GSM,

Thank you for participating in the Alabama Broadcasters Virtual Job Fair the week of July 24, 2023. Your hiring agent of record was Nathan Cholevik, GM/GSM and the station that participated was Mix 96.9 WRSA-FM.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Sharon Tinsley
President
Alabama Broadcasters Association
2180 Parkway Lake Dr.
Hoover, AL 35244



Alabama Broadcasters Virtual Job Fair July 24-28, 2023

Day	Number of visits	Pages	Hits	Bandwidth
24-Jul-23	142	1,771	7,359	1.11 GB
25-Jul-23	143	923	5,784	1003.17 MB
26-Jul-23	146	899	4,954	547.75 MB
27-Jul-23	111	729	3,380	475.05 MB
28-Jul-23	94	628	4,201	591.08 MB
TOTALS	636	4,950	25,678	3.73 GB
DAILY AVERAGE	127.2	990	5135.6	745.41MB

Unique visitors - Under this column you will see the number of unique IP addresses that have accessed your website. This number can be associated with the different people that have browsed your website.

Pages - This field shows the number of different pages that were opened on your website from your visitors.

Hits - Under this label you will see the number of accessed files that were recorded for your pages. For example, if your index.php file includes four other documents, when the index file is accessed, it will generate a total of 5 hits.

Bandwidth - This statistic provides you with information on how much data each visitor downloads on average.



**Alabama Broadcasters Virtual Job Fair
July 24-28, 2023**

Registrant Name	Phone	Interest	Source	Resume	Entry Date
Renita Evans	(334) 663-9667	Management-Administration	105.7	RESUME	7/25/2023
I'sha Davis	(334) 314-3622	Creative, Digital Media, Newsroom, On Air, Other, Promotions, Sales	97.9		7/24/2023
Austin Self	(256) 293-6670	Sales	KISS 96.1	RESUME	7/24/2023
Latoya Pruitt	(256) 589-1637	Sales	97.9 Jamz	RESUME	7/26/2023
Fabian Macias	(334) 440-4371	Sales	WRBZ 96.6	RESUME	7/26/2023



RENITA EVANS

reunite1066@msn.com | 334-663-9667 | Montgomery, AL 36117

Summary

Over 25 years of customer service experience, as well as experience as an account specialist\team lead, account management, reservations, labor scheduling, quality control, and billing. Highly organized, accurate, and professional, strong analytic and problem solving skills. Ability to work well with others and function as a team player. Enthusiasm to work, with ability to adapt to change and to learn quickly.

Skills

- Client relations
- Contract negotiation
- Purchase agreements
- Legal document preparation
- Conflict resolution
- Team leadership
- Data entry, email, fax
- MS Word, Excel, Outlook, MS Office Suite and Power Point

Experience

Baptist Medical Center | Montgomery,, AL
Staffing Coordinator
03/2023 - Current

- Coordinated and planned work shift schedules according to availability.
- Assisted payroll teams by reporting employee hours and calculating correct compensation.
- Kept track of timekeeping responsibilities and employee time off requests when completing schedules.
- Maintained availability of professional talent needed to meet business objectives.
- Assisted in new hire process by calling and scheduling appointments with candidates, filling out required paperwork and preparing manuals.
- Worked with human resources teams to align staffing decisions with regulatory standards.
- Provided support during new employee interviews and orientations.

CareNet HealthCare | San Antonio, TX
Care Coordinator
09/2022 - 03/2023

- takes inbounds calls for the nurse triage advise line
- collect/update defined demographics
- does physician referrals
- Strong attention to detail
- faxes messages to clients and schedules appointments
- Accurately input data and maintain patient databases
- Verification of patient insurance information
- assign a priority level and transfer calls to a nurse, doctor's office or 911.
- Understand and analyze health plan benefits
- Strong multi-task abilities, computer, and medical terminology skills

American Home Shield Corporation | La Grange, GA
Authorization Specialist

- Input communication with applicants into computer system
- Explained eligibility details and affordability options to customers with kindness and respect.

09/2021 - 09/2022

- Explaining benefits process and which programs were available.
- Called customers to set up appointments and explain coverage.
- Kept detailed reports of client and account data, consistently updating database with latest information.
- Approving initial diagnosis of issues reported by customers
- Authorizing repair (or replacement) of systems or appliances covered by the plan
- Negotiating pricing with contractors
- Coordinating appropriate follow-up with customers or contractors to ensure issues are resolved satisfactorily
- Informing customers of non-covered claims and effectively explaining the reason why

American Home Shield Corporation |
LaGrange, GA
Real Estate Sales Associate
01/2018 - 09/2021

- Worked with clients to ensure understanding of home warranties and their processes.
- Maximized customer savings by effectively negotiating buyer and seller contracts for home warranties
- Provides administrative coordination of customer care, appointments, and factors associated with direct customer care.
- Numerous clerical responsibilities, but not limited to: typing, filing, data entry, scheduling appointments and ensuring the transfer of records from sales department to the authorizations department.
- Documenting customer information
- Processing orders for new services requested
- Provides the customer with consistent information according to established policies and procedures.

InterCall of West | West Point, GA
Account Specialist and Team Lead
06/1998 - 12/2017

- Listened to customer needs to identify and recommend optimal conference call selections.
- Handles problems in work assignments in accordance with instructions, policies, and previous training or past practices.
- Handles conflict and problems in dealing with customer constructively and appropriately.
- Uses computers to perform a wide variety of recordkeeping, correspondence, and tracking operations.
- Delegated daily tasks to team members to optimize group productivity.
- Trained new employees on conference calls and customer service positions to support team efficiency.
- Participating in team huddles and team meetings to serve as a mentor between customers and operations department to meet team and customer needs.

Education and Training

Faulkner University | Montgomery, AL
Master of Science in Management
05/2015

Faulkner University | Montgomery, AL
Bachelor of Science in Business Administration
05/2010

Fabian Macias

Montgomery, AL
Fabianmacias7@icloud.com
(334) 440-4371

EDUCATION

Bachelor of Marketing in Business Administration

Auburn University at Montgomery, Montgomery, AL, expected graduation May 2025

Major: Marketing

Overall GPA: 4.0 **Major GPA:** 4.0

EXPERIENCE

Floor Associate, Bed Bath & Beyond, Montgomery, Alabama, August 2020 – November 2021

- Assisted customers with merchandise sales and relayed their concerns to management to improve the customer experience.
- Facilitating the location of products to increase sales
- Maximized the rate at which merchandise was being put on display for more efficient sales

Intern, City of Montgomery Mayors Office, Montgomery, Alabama, July 2022 - August 2022

- Conveyed organizational skills to run the managing file system more officially
- Assisted the Senior Policy Advisor to the Mayor in developing and implementing programs to advance the city of Montgomery
- Accompanied and took notes for city employees throughout business and networking meetings

Graphic Designer/Production Line, Pike Road Signs and Graphics, Pike Road, Alabama July 2022-Present

- Created visually appealing designs that optimized the consumers needs
- Understanding of design principles such as color and word placement
- Run various production services at one time, maximizing company revenue

LEADERSHIP

Treasurer, FBLA (Future Business Leaders of America), January 2021 – May 2021

ACTIVITIES

Investment student club membership at Auburn University in Montgomery (AUM), September 2021 - present

Fc Birmingham Soccer Player, July 2022-February 2023

AIM (Auburn Internship Montgomery)- Fuel Alabama

- A networking opportunity within the city limits of Auburn, AL and Montgomery, AL that also included the chance to learn, serve, and socialize.

2023 FuelAL Summer Summit: The Shoals

- In partnership with Innovate Alabama, helps university students understand the range of opportunities available across Alabama by connecting them to communities and community employers.

HONORS/AWARDS

Dean's List: Freshman Year 2021

Certificate of Achievement: Phi Kappa Phi Honor Society recognition of GPA April 2022

Watson Robbins Taylor Endowed Scholarship 2023-2024

Henry D. and Hazel C. Cobb Endowed Scholarship 2023-2024

City of Montgomery, Alabama Certification of Appreciation – Mayor Steven L. Reed

SKILLS

Software: Microsoft Word, Excel, PowerPoint, Publisher

Languages: Spanish (fluent), English (fluent)

Adobe: Illustrator, Photoshop