

# ANNUAL EEO PUBLIC FILE REPORT

December 1, 2023 – November 30, 2024

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, 2023 and ending November 30, 2024 (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

Sales Manager  
Bookkeeper/Accounts Payable

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

Full-Time Position/ Job Title	Date Filled	# Persons Interviewed	Sources* Used # Per Source	Hiree Referral Source
Sales Manager	8/7/2024	1	Referral	Client
Bookkeeping/AcctsPayable	6/10/2024	1	Referral	Client

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
March 6, 2024	Calhoun Job Fair	In person/on-site job fair	Received resumes at the event	All departments