ANNUAL EEO PUBLIC FILE REPORT

December 1, 2024 - November 30, 2025

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, 2024 and ending November 30, 2025 (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;
- 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/Marketing

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

100 LIGIG	interviewed	# PEI JOUICE	Jource

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	Е	Laura A. Allen careerdevelopmentcenter@athens.edu	300 N. Beaty Street Athens, AL 35611	(256) 233-8140
4	Calhoun Community College	Е	Kelli Morris Kelli.morris@calhoun.edu	Post Office Box 2216 Decatur, AL 35609	(256) 306-2993
5	Drake State Community & Technical College	Е	Paula Bingham Paula.bingham@drakestate.edu	3421 Meridian Street Huntsville, AL 35811	(256) 551-7274
7	NE Alabama Community College	Е	Sherry Whitten whittens@nacc.edu	Post Office Box 159 Rainsville, AL 35971	(256) 638-4418 F (256) 228-6861
8	Oakwood University	Ε	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 Irice@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	Е	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
November 3-7	ABA Virtual Job Fair	Virtual Job Fair	Received resumes through the website	All departments
November 12	UNA Job Fair	All majors career fair for students at University of North Alabama	On site representation from Sales/Admin	Sales/Creative



NCA, Inc. Huntsville 8402 Memorial Parkway SW Huntsville, AL 35802

RE: Participation in the Alabama Broadcasters Virtual Job Fair

November 10, 2025

Dear NCA, Inc.,

Thank you for participating in the Alabama Broadcasters Virtual Job Fair the week of November 3, 2025. Your hiring agent of record was Dick Windsor and the stations that participated were 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 Drive Hoover AL 35244



Alabama Broadcasters Virtual Job Fair November 3-7, 2025

Day	Number of visits	Pages	Hits	Bandwidth
3-Nov-25	337	1,003	5,359	206.53 MB
4-Nov-25	110	669	4,451	168.75 MB
5-Nov-25	117	672	3,868	132.47 MB
6-Nov-25	109	553	3,200	120.02 MB
7-Nov-25	63	390	2,065	87.19 MB
Totals	736	3287	18,943	715 MB
Daily Average	147.2	657.4	3,789	143 MB

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 November 3-7, 2025

Registrant	Phone	Interests	Source	Resume
Abby Rainville	978-530-7144	Mgmt/Admin	Linked in	RESUME
Andrew Beaumont	941-822-3149	Creative, Digital Media, Engineering, Mgmt/Admin, Newsroom, On Air, Production, Programming, Promotions, Sales	WBHM radio	RESUME
Zane Weirich	205-566-0964	Creative, On Air, Production	From a friend	



Re: Reminder: ABA Virtual Career Fair script in this email! Are you signed up for this free event Nov 3-7?

1 message

Abby Kay <abby@mix969huntsville.com>

To: Michelle Creacy <michelle@mix969huntsville.com>
Cc: Nate Cholevik <nate@mix969huntsville.com>

Thu, Oct 16, 2025 at 8:28 AM

Thanks!



Abby Kay Program Director Morning Show Host 256-885-9797

On Thu, Oct 16, 2025 at 7:54AM Michelle Creacy <michelle@mix969huntsville.com> wrote: We are signed up for this event...so here's the script they sent.

Michelle

----- Forwarded message -----

From: Alabama Broadcasters Association <stinsley-al-ba.com@shared1.ccsend.com>

Date: Thu, Oct 16, 2025 at 7:31 AM

Subject: Reminder: ABA Virtual Career Fair script in this email! Are you signed up for this free event Nov 3-7?

To: <michelle@mix969huntsville.com>



View as Webpage

If you want to participate in the ABA's FREE online Career Fair but haven't signed up yet, here are the steps:

Register to participate at BROADCASTERSVIRTUALJOBFAIR.COM.

(Your station may already have an account.)

Post your job openings there.

Send Sharon your station logos.

If you are participating in the ABA's virtual Career Fair, produce the following copy and personalize it to your station(s). Begin to air spots at least a week in advance of the November 3rd start date and run through November 7th.

Please produce this spot with your talent and personalize it for your station. We encourage your station to use this spot to promote the event PRIOR to the beginning of the job fair.

The Association does not require any documentation of this insertion. Thank you for airing these spots. The success for this virtual job fair will depend upon you promoting the event.

THE FOLLOWING SPOT IS APPROXIMATELY :60. LOOK FOR THE :30 BELOW IT.

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 ASSOCIATION VIRTUAL JOB FAIR BEGINNING NOVEMBER 3RD AND RUNNING THROUGH NOVEMBER 7TH AT BROADCASTERS VIRTUAL JOB FAIR DOT COM.

THIS JOB FAIR WILL PROVIDE INFORMATION ABOUT JOBS AVAILABLE IN THE BROADCAST INDUSTRY AS WELL AS SPECIFIC POSITIONS HERE AT (CALL LETTERS OR CORPORATE NAME).

YOU'LL HAVE THE OPPORTUNITY TO APPLY FOR GREAT JOBS ONLINE AND BEGIN YOUR CAREER IN ALABAMA'S EXCITING BROADCAST INDUSTRY. MINORITIES AND WOMEN ARE STRONGLY ENCOURAGED TO VISIT US.

STOP BY THE ALABAMA BROADCASTERS ASSOCIATION JOB FAIR BROUGHT TO YOU BY (CALL LETTERS) AT BROADCASTERS VIRTUAL JOB FAIR DOT COM.

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IF YOU THINK THE ONLY JOB AT A BROADCAST STATION IS IN FRONT OF A MICROPHONE, YOU'RE MISSING SOME GREAT CAREER

OPPORTUNITIES... INCLUDING ADVERTISING SALES, PROMOTIONS, NEWS, BUSINESS ADMINISTRATION, ENGINEERING AND MORE.

LEARN ABOUT THESE BROADCAST CAREERS BY VISITING THE ALABAMA BROADCASTERS ASSOCIATION'S VIRTUAL JOB FAIR *NOVEMBER 3RD* THROUGH **NOVEMBER 7TH** AT **BROADCASTERS VIRTUAL JOB FAIR DOT COM**.

YOU'LL FIND INFORMATION ABOUT GREAT JOBS ACROSS THE STATE, AS WELL AS SPECIFIC POSITIONS HERE AT (*CALL LETTERS OR CORPORATE NAME*). AND YOU'LL BE ABLE TO APPLY ONLINE AT **BROADCASTERS** VIRTUAL JOB FAIR DOT COM.

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Form Truck Linning

Simple Titles Strom

STORY TO BE A STORY

Alabama Broadcasters Association | 2180 Parkway Lake Drive | Hoover, AL 35244 US

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Try email marketing for free today!

Michelle Creacy WRSA-FM Creative/Web/Social/Digital Media (256) 885-9797 ext. 100

"Integrity is the essence of everything successful." - R. Buckminister Fuller



Thu, Nov 13, 2025 at 2:10 PM



Fwd: ABA Job Fair

1 message

Paul Tranquillo <tranqpj2@gmail.com>

To: Michelle Creacy <michelle@mix969huntsville.com>

Cc: Abby Kay <abby@mix969huntsville.com>

Resending

----- Forwarded message -----

From: Abby Kay <abby@mix969huntsville.com>

Date: Fri, Oct 17, 2025, 12:51 PM

Subject: ABA Job Fair

To: Paul Tranquillo <tranqpj2@gmail.com>

Cc: Michelle Creacy <michelle@mix969huntsville.com>, Nate Adams <nate@mix969huntsville.com>, Bill Taylor

<bill@mix969huntsville.com>

Pauly T.....Can you cut this script and add it to the What's up promo cart. **Starts Oct 27** and runs through 11/7. This is something we have to do to stay compliant. And is required to start a week before the event start.

IF YOU THINK THE ONLY JOB AT A BROADCAST STATION IS IN FRONT OF A MICROPHONE, YOU'RE MISSING SOME GREAT CAREER OPPORTUNITIES... INCLUDING ADVERTISING SALES, PROMOTIONS, NEWS, BUSINESS ADMINISTRATION, ENGINEERING AND MORE.

LEARN ABOUT THESE BROADCAST CAREERS BY VISITING THE ALABAMA BROADCASTERS ASSOCIATION'S VIRTUAL JOB FAIR *NOVEMBER 3RD* THROUGH **NOVEMBER**7TH AT BROADCASTERS VIRTUAL JOB FAIR DOT COM.

Thanks Paul T!



Abby Kay Program Director Morning Show Host 256-885-9797

Objective:

I hope to be successful as well as functional in the future, and important in some way in the area, and am looking to be a friendly part of the Birmingham area. Along the way I'm hoping to have workplaces where I can feel useful and can have an impact and value on my life. I am growing up as an adult and a 24 year old, and wanting to work hard and make a good and strong reputation for my work, as well as a stable income. I'm getting good knowledge on the occupations I've worked and the area of Alabama we're in.

Work Experience:

Siesta Dunes Condominiums
 Security Guard
 Midnight Pass Rd, 34235 Sarasota FI

Keep a Level of Respect and Respectability, Responsible for Large Amounts of People and a Large Property, Keeping Track of What's Happening, Interacting with People and Large Staff, Handling Many Problematic Situations, Know Rules and Procedures to Follow and Enforce, Taking On Multiple Shifts, Working Late Holiday Hours, Working Through Heat of Summer.

Daily 10am to 8pm January 2024 to June 2024

Dennys
 Lead cook
 610 44th Ave W, 34207, Bradenton, FL

Lots of responsibility for my time and work management, Big emphasis on self reliance and fast learning speed, As well as taking control and running the main operations, Constant attention to the work and people coming in, Communication with staff and customers, Look and act with consistency and pride, Keeping everything clean for the morning shift and also completing daily tasks within that.

11pm to 6am 5 days a week July 2024 - May 2025 (941) 752-5977 3. Samford UniversityCustodian800 Lakeshore Dr 35229 Homewood Alabama

Care For My Own Building, Interacting With Other Custodial Staff and Samford Teachers and Students, Responsible for How Presentable Everything Was for my building, Clean Spills and emergencies, Deal with daily problems,

Look Respectable everywhere daily, Clean All Day and Lots of Space, Check with staff above me when necessary but very independent responsibilities.

Daily 7am - 3pm December 2021 to May 2022 (205)492-7112

4. Hero Donuts
Cashier

1726 28th Ave S, Homewood, AL 35209

Handle Cash and All Transactions, Deal With Deliveries, Communication with Staff, Serve and Help and Clean After Guests, Help Cook and Bakery with Food Prep, Help Bring In Stock, Manage Drinks and Espresso Machine, Work Holidays, Work Morning Rush, Assisting Others.

(770)519-5958 August 2022 to July 2023

I have a passion for history and have really become invested in the history and growth of the city of Birmingham. I'm trying to get work in the history, parks and rec, or associated sides of Birmingham so I have a hand in adding to the city. I want to be involved in the local literary side of things most ideally. My mom has worked at libraries my whole life, including the Homewood library. And I'd love to follow her image. I am proud of the area and try to rep it to anyone, and would love to be a helpful part of the iconic image of Birmingham.

Abigail Rainville

65 Briarcliff Rd Gilford, NH 03249 (978) 530-7144 abbyrainville0@gmail.com

Professional Summary

Detail-oriented and organized professional with experience in healthcare administration, hospitality, and instruction. Adaptable and motivated with strong interpersonal skills and a proven ability to learn quickly. Excels in fast-paced environments and thrives under minimal supervision. Eager to contribute to a dynamic team while gaining new skills and experience.

Skills

Administrative: Documentation & Records Management, Administrative Support, Cross-functional Collaboration Communication: Clear Communication, Customer Service Excellence, Instructional Capabilities Work Style: Fast-paced Environment Adaptation, Independent Work Ethic, Quick Learning & Adaptability, Reliable Team Collaboration

Professional Experience

Concord Hospital - Laconia, NH

Patient Care Coordinator | Aug 2023 - Present

- Managed patient appointments and documentation, maintaining accurate healthcare records.
- Coordinated insurance verification, billing processes, and medical coding
- Served as liaison between patients and providers, ensuring effective communication
- Collaborated with cross-functional teams to optimize office efficiency and enhance patient satisfaction
- Provided compassionate support to patients throughout their healthcare journey

The Common Man Restaurant - Meredith, NH

Server / Bartender | May 2020 - Present

- Delivered customer service in a high-volume setting, managing orders and payments.
- Maintained clean, compliant workspaces and supported team operations.
- Demonstrated leadership, multitasking, and time management under pressure.

Plymouth State Skating Academy - Plymouth, NH

Skating Instructor | Oct 2022 - Present

- Developed lesson plans and maintained student progress records.
- Fostered safe, positive learning environments for students of all levels.

Education

Reading Memorial High School - Reading, MA

High School Diploma | Aug 2015 - May 2019

- Varsity Soccer & Track
- North Shore Skating Club

University of New England - Biddeford, ME

Partial Completion of Bachelor's Degree | Aug 2019 - Jan 2022

• Major Coursework in Biology related Disciplines



UNA Career Fair Nov 12... register now! These events count toward EEO menu points...

1 message

Alabama Broadcasters Association <stinsley-al-ba.com@shared1.ccsend.com>

Reply-To: stinsley@al-ba.com

To: michelle@mix969huntsville.com

Fri, Oct 17, 2025 at 7:31 AM





UNA ALL MAJORS Including Communication Students

CAREER FAIR November 12 9am-3pm

REGISTER AT THIS LINK

Department of Communication at the University of North Alabama—where students become competent and skilled communication professionals and storytellers.

In today's fast-paced, media-rich world, communicating effectively is more essential than ever. That's why our department is dedicated to equipping students with the knowledge, skills, and experience needed to thrive across a wide range of professional fields. Communication is more than a subject—it's a dynamic, hands-on experience that prepares you to inform, lead, and inspire. Our nationally accredited **Mass Communication program** offers both Bachelor of Arts and Bachelor of Science degrees, with concentrations in Public Relations, Journalism & Digital Media Production, and Communication Studies.

With award-winning faculty, cutting-edge facilities, and a focus on both academic rigor and creativity, students build a strong foundation in communication theory, research, and media literacy—while developing practical skills through internships, campus media outlets, and collaborative projects.

At UNA, we don't just study communication—we live it.

University of North Alabama Experiential Expo: All Majors Career Fair & Scholars Day is an opportunity for students to showcase their research and experiential learning for the first two hours, during which time employers are encouraged to attend and interact with these scholars. The next three hours provide time for employers to showcase opportunities with their organizations and provide opportunities for potential interns/employees to network with them.

Alabama Broadcasters Association | 2180 Parkway Lake Drive | Hoover, AL 35244 US

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University of North Alabama All-Majors Career Fair & Scholars Day

1 message

McCreless, Rickey James <rjmccreless@una.edu>
Thu, Nov 6, 2025 at 11:01 AM To: "Reeves, Jennifer" <jennifer.reeves@adem.alabama.gov>, "Corble, Greg" <gregory.corble@alea.gov>, "Grace_Oakes@belk.com" <Grace_Oakes@belk.com>, "judy@bigriverbroadcasting.com" <judy@bigriverbroadcasting.com>, Danielle Coley <coley_danielle@cat.com>, Human Resources <humanresources@cbsbank.net>, "wlester@cleardefensepest.com" <wlert> <wlert> <wlert> <wlert>

"chumleyb@cintas.com" <chumleyb@cintas.com>, "hannah.allen@ced.com" <hannah.allen@ced.com>, "White, Katie" <katie.white@constellium.com>, "debbieu@eaglesky.camp" <debbieu@eaglesky.camp>, Tina Foster <tfoster@faulkner.edu>, Joshua Harvey <JHARVEY4@fbi.gov>, "ksutton@firstmetro.net" <ksutton@firstmetro.net>, "mdoster@yellawood.com" <mdoster@yellawood.com>, Emily Phillips <emily.phillips@interfor.com>, "jduncan@martincorp.net" <jduncan@martincorp.net>, "katie.bolton@martinmarietta.com" <katie.bolton@martinmarietta.com>, "Tubbs-Jones, Brigitte"
 <wlert> *sigitte"

 <issac.roden@nucor.com>, McKenzie Richard *darichard@republicfinance.com>, Dylan Burrows <dylanburrows@outbacksalesteam.com>, "Morris, Stevie"
 <stevie.morris@teachforamerica.org>, "Imsneckenberger@tva.gov' <mscorrected the server and se

Cc: "Brown, Rian S" <rbrown12@una.edu>, "Seale, Lisa R" <lseale@una.edu>

Good morning Employers,

<dick@mix969huntsville.com>

We look forward to welcoming you to the campus of the University of North Alabama for the All-Majors Career Fair & Scholars day next week on Wednesday, November 12, 2025! The following is important information regarding the agenda of the day:

- The following link will take you to the drop off area near the back door of the Guillot University Center (GUC): https://maps.app.goo.gl/JryFj78PJzLrrSPM7
 - Parking will be adjacent to this point in Lot K next to the Communications Building.
 - University Police no longer require parking passes.
 - Orange cones will mark the parking spaces; move a cone, park, and place the cone in front of your vehicle.
 - Please note, University Police will only reserve one (1) spot per employer, so please carpool.
- Scholars Day Poster Presentations (Employers welcome and encouraged to attend):

<chdavis@ultiumcell.com>, "Alonzo, Ashley Dominguez" <aalonzo1@una.edu>, "mindywalters@wafflehouse.com" <mindywalters@wafflehouse.com>, "choward@cbs42.com" <choward@cbs42.com>, "dick@mix969huntsville.com"

- o 9a-11a
- Banquet Halls B, C, D, E.



- Employer Set-up:
 - 11a-12pBanquet Halls B, C, D, E.
 - o One (1) six-foot table and two chairs provided
 - Please note that drape-style table covers work better than fitted.
- · All-Majors Career Fair:
 - o 12p-3p
 - Banquet Halls B, C, D, E.
 - Hospitality table in Banquet Hall A.
- All Banquet Halls are on Level 2, same level as the rear entrance at the drop off point.
 - Please check-in at the University Career Center table near the entrance.

UNA All Majors Career Fair Guillot University Center University of North Alabama November 12, 2025 11am until 3pm





Dick Windsor, Sales Manager, and Michelle Creacy, Creative Director spoke to interested students and gave out information on WRSA-FM Mix 96.9. We took in one resume.



JACKSON HARVEY

Florence, AL | (256)-702-0724 | jxinkling@gmail.com

EDUCATION

University of North Alabama, Florence, AL

Bachelor of Science, May 2026

Delores and Weldon Cole Honors College

Major: Information Technology Concentration: User Experience

Minor: Art GPA: 3.88/4.00

Relevant coursework: Database Development and Management, Web Development, Business Software Applications, IT Infrastructure, Systems Analysis and Design, Digital Media, Multimodal Writing

SKILLS

Certifications

- CompTIA Security+, September 2025
- Code Alabama, July 2023
- PCEP Certified Entry-Level Python Programmer, July 2023

Programs

- Blender
- MS Office
- Visual Studio Code

- GitHub
- Audacity
- Davinci Resolve

Languages

- HTML
- Python

- mySQL
- JavaScript

WORK EXPERIENCE

The Birthday Fairy Nonprofit, Florence, AL

Temporary Work, May 2025 - July 2025

- Collaborated on website and event requirements
- Drafted registration and interest forms in Wix
- Designed, converted, and modified brand assets for video

UNA Collier Library, Florence, AL

PR and Marketing Student Assistant, January 2023 - May 2023

- Posted on social media accounts
- Composed copy for social media posts
- Created graphics and fliers in Canva

Sam's Club, Florence, AL

Freezer/Cooler Associate, May 2022 - October 2022

- Handled bulk merchandise
- Tracked inventory
- Sustained orderly cooler and freezers

ACTIVITIES

- UNA Men's Soccer Club, Fall 2025
- Audio Production, 2023-2024
- Boy Scouts of America, 2016-2021