

# ALABAMA MEDIA, LLC

## DOTHAN, AL

(WECB-FM, WBBK-FM, WESP-FM, WJRL-FM and LMA'd WCNF-AM)

### EEO Public File Report

As of December 1, 2017, per the requirements of the Federal Communications Commission (FCC), this and the following pages comprise the Public File Report for Alabama Media, LLC., for the period from December 1, 2016 through November 30, 2017 in the employment location of 285 North Foster St, 8<sup>th</sup> Floor, Dothan, AL 39303.

In Dothan, AL, Alabama Media, LLC. is the Licensee of WECB-FM, Headland, AL (Facility ID# 10666); WBBK-FM, Blakely, GA (Facility ID# 41207); WESP-FM, Dothan, AL (Facility ID# 6891); WJRL-FM, Slocumb, AL (Facility ID# 60591); and WCNF-AM, Dothan, AL (Facility ID# 23614) under a Local marketing Agreement.

This report consists of the following schedules:

**SCHEDULE A:** A listing of positions filled from December 1, 2016 through November 30, 2017 and the recruitment sources utilized for each position, the number of candidates interviewed by recruitment source for each position and the recruitment source of each person hired.

**SCHEDULE B:** A summary of the recruitment sources of those people interviewed in the Reporting Period and the number of people interviewed by recruitment source.

**SCHEDULE C:** List of recruitment sources.

**SCHEDULE D:** A description of the outreach efforts during the Reporting Period.

Alabama Media, LLC. is an equal opportunity employer.

EEO Public File Report-**SCHEDULE A**  
 For the Following Stations: (**WECB-FM, WBBK-FM, WESP-FM, WJRL-FM, and WCNF-AM**)  
 December 1, 2017

**Period:** This report covers the period from December 1, 2016 through November 30, 2017.

**Vacancy-Specific Recruitment Information:**

During the period covered by this report Alabama Media, LLC had two vacancies for full-time positions. The following table presents information on those positions and the recruitment sources used to fill those vacancies. As of this date, no organizations have requested that Stations provide them notification of job vacancies. Attached is a list of the station's recruitment source list.

Job Title	Recruitment Sources Utilized	Recruitment Sources of Interviewees (Number of Interviewees)	Recruitment Source of Hiree
ACCOUNT EXECUTIVE	See attached list of recruitment	17(1)	17
	sources (Schedule C) *		
ACCOUNT EXECUTIVE	See attached list of recruitment	17(1)	17
	sources (Schedule C) *		

\* All recruitment sources on schedule C were notified.

EEO Public File Report-**SCHEDULE B**

For the Following Stations: (**WECB-FM, WBBK-FM, WESP-FM, WJRL-FM, and LMA'd WCNF-AM**)

December 1, 2017

**Period:** This report covers the period from December 1, 2016 through November 30, 2017.

The following table summarizes the total number of job interviews during the reporting period and the referral sources for those interviewees:

Interview Source	Number of interviewees referred
17	2
Total job interviews	2

# EEO PUBLIC FILE REPORT – SCHEDULE C

For the following stations: WBBK-FM; WECB-FM; WESP-FM; WJRL-FM; WCNF-AM  
List of recruitment sources for 2017

<b>1. Wallace Community College</b> Attn: Lisa Dobbs Route 6, Box 62 Dothan, AL 36303 (334) 556-2208 ldobbs@wallace.edu	<b>2. Auburn University</b> Attn: Jay Skipworth (334) 844-4744 Jbs003@auburn.edu
<b>3. Troy State University</b> Attn: Lauren Cole PO Box 8368 Dothan, AL 36301 (334) 670-3216 lscole@troy.edu <a href="http://trojan.troy.edu/careerservices">http://trojan.troy.edu/careerservices</a>	<b>4. Alabama State Employment Office</b> Attn: Carl White 1950 Reeves St., Suite 1 Dothan, AL 36303
<b>5. NAACP</b> Dothan Wiregrass Branch #5025 PO Box 683 Dothan, AL 36302 dothannaacp@gmail.com	<b>6. The University of Alabama</b> Attn: Diane Teague PO Box 870293 Tuscaloosa, AL 35487
<b>7. Alabama Broadcasters Association</b> 1316 Alford Ave, Suite 201 Birmingham, AL 35226	<b>8. Alabama State University</b> Attn: Kathryn Williams PO Box 271 Montgomery, AL 36101
<b>9. Family Service Center</b> Attn: Career Center 301 W. LaFayette St., Suite 2B Dothan, AL 36301	<b>10. The Dothan Eagle</b> Attn: Grace Holland PO Box 280 Dothan, AL 36302
<b>11. Alabama A&amp;M University</b> Career Development Center 101 Patton Hall Normal, AL 35762	<b>12. Enterprise Ozark Community College</b> Attn: Career Center 600 Plaza Drive Enterprise, AL 36330
<b>13. Websites</b>	<b>14. Employee Referrals</b>
<b>15. All Access</b>	<b>16. DothanHelpWanted.com</b>
<b>17. On-Air Job Recruitments Ads</b>	<b>18. Walk-ins</b>
<b>19. Internal Promotions</b>	

# ALABAMA MEDIA, LLC

## EEO PUBLIC FILE REPORT

For the following stations: **WECB-FM, WBBK-FM, WESP-FM, WJRL-FM and LMA'd WCNF-AM**

### SCHEDULE D

#### Outreach Efforts as of November 30, 2017

The period covered by this report is December 1, 2016 through November 30, 2017. The above stations have been able to establish the following outreach activities during this time period.

##### 1. Job Fair

On July 27, 2017, Alabama Media, LLC. participated in the Fourteenth Annual Fort Rucker Area Job Fair. The job fair was well represented with over 151 employers attending the event. Louise Morris, Account Executive, gave a brief overview to students and adults regarding broadcasting, sales and management while Niki Ardis, Traffic Manager, discussed careers in radio traffic and programming.

##### 2. Intern Program

Alabama Media, LLC. chose Jared Harden for our 2017 summer internship program. Jared is a student at the University of Alabama - Tuscaloosa, majoring in Broadcast Journalism. During his two months with the station he was trained as an on-air personality. He also spent numerous hours with the production manager learning how to produce and manage production and as a board operator. His time spent with us was very educational. By the time his training was completed, he was able to assist with Pollard and Dave in the Morning on WECB-FM as an on-air personality and board operator.

##### 3. Career Day

On November 9, 2017, Dave Gilligan, On-Air/Production Manager, participated in Dothan City Schools "5<sup>th</sup> Grade Career Day". Dave provided insight to 100 students about the radio industry. He answered question from students about daily responsibilities, tasks, educational requirements, expected earnings, and potential for advancement.