

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WBAM, WQKS, WJWZ, and WGMP's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning 12/01/2020 and ending on 11/30/2021, the period of operation by Bluewater Broadcasting, Co. LLC, the station(s) filled the following full-time vacancies:

The station interviewed a total of 16 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Allaccess.com	1
Bluewater Radio Ads	0
Bluewater Social Media	0
Bluewater Website	0
Montgomeryareahelpwanted.com	0
Employee Referral	1
Alabama Broadcasters Assoc.	14

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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**ATTACHMENT A**  
**EEO INFORMATION FOR FULL-TIME**  
**VACANCIES**

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

**Job Title of Vacancy:** CHIEF ENGINEER

**Recruitment Source That**

**Referred the Hiree:** Alabama Broadcasters Association

**Date Vacancy Opened:** SEPTEMBER 2020

**Total Number of Persons Interviewed for the  
Vacancy:** 3

**Date Vacancy Filled:** 03/08/2021

**Recruitment Sources Used to Fill the Vacancy:** Alabama Broadcasters Association

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama Broadcasters Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-0015	1	No
Bluewater Broadcasting dot com	Website	Richard Pestrighelli	334-244-0961	0	No
Bluewater FB Pages	Social Media			0	No
Employee Referral	N/A	N/A	N/A	1	No
All Access	Website	N/A	N/A	1	No

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station ALL Bluewater Broadcasting Stations have engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
5	Internship	During this reporting year, Bluewater Broadcasting, hosted two interns from Alabama State University. The interns worked in the programming department, supervised by the WJWZ Program Director
16	Social Media Publication	Posting of generic and specific job opportunities on station websites
1	Job Fair	Alabama Broadcaster's Virtual Job Fair held on April 5 <sup>th</sup> -9 <sup>th</sup> , 2021
12	Ad for Job Openings	ABA-All Access-Publications, and websites
5	Internship	During the reporting year, Bluewater Broadcasting, hosted two interns from Maxwell Airforce College. The interns worked in the production department, supervised by our Operations / Production Manager

\* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.