

EEO ANNUAL PUBLIC FILE REPORTS

FOR

ALABAMA STATE UNIVERSITY

WVAS-FM

MONTGOMERY, Alabama State University

Attached EEO Annual Public File Report
Covers the Period
December 1, 2019 to November 30, 2020

Pursuant to the FCC's Public Notice, DA 03-1046, released March 31, 2003, March 10, 2003 was the effective date of the new rules.

Equal Employment Opportunity Annual Public File Report

WVAS-FM MONTGOMERY, ALABAMA

*Recruitment Activity Summary
December 1, 2019-November 30, 2020*

This EEO Annual Public File Report is filed in the public inspection files of the Station pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies

During the period ending on November 30, 2020, the Station filled the following full-time vacancies:

Job Title

- Station Manager
- News Director

2. Total Interviewees for Full-Time Vacancies

The Station interviewed the following total number of people for all full-time vacancies during the period covered in this Report: 3

3. Recruitment Sources and Process

The Station and its licensee, Alabama State University, have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Candidates for all vacancies at the Station are recruited by the Department of Human Resources at Alabama State University. Available positions are posted on the Department's bulletin board and on Alabama State University's web site (www.alasu.edu). Available positions can also be posted on the Station's web site (www.wvasfm.org).

The licensee's Department of Human Resources also solicits candidates from the recruitment sources below:

- Alabama Commission on Higher Education
- The Chronicle of Higher Education
- State of Alabama Employment Office

Persons who contact the station directly with an interest in vacant positions are referred to the Department for the completion and submission of all required paperwork. Applications from candidates

with complete application packages, as determined by the Department, are forwarded to the Station for review and interviews. After all interviews have been conducted, a recommendation for hire is sent back to the Department for administrative and budgetary approval.

4. Supplemental Information

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

- ❖ The job title of each vacancy;
- ❖ The date that the vacancy was opened and closed;
- ❖ The total number of applicants for the vacancy;
- ❖ The total number of persons interviewed for the vacancy; and,
- ❖ The date that the vacancy was filled.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

* * * * *

For questions concerning this Report, contact Candy Capel,
WVAS-FM Station Manager, at 334-229-4708, or ccapel@alasu.edu

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Director
Date Vacancy Opened: N/A (Internal Promotion)
Date Vacancy Closed: N/A (Internal Promotion)
Total Number of Applicants: 1
Total Number of Persons Interviewed: 1
Person Hired: Melanie Hogan
Date Vacancy Filled: 03/01/20

Job Title of Vacancy: Station Manager
Date Vacancy Opened: 07/15/19
Date Vacancy Closed: 08/30/19
Total Number of Applicants: 2
Total Number of Persons Interviewed: 2
Person Hired: Robert Frankllin
Date Vacancy Filled: 01/02/20

EXHIBIT B

MENU OPTION ACTIVITIES

WVAS-FM has engaged in the following outreach activities during the period covered by this Report:

Activity Classification	Type of Activity	Brief Description
#10	Educational Institution Career Days	The Station regularly participates in career days at Alabama State University. These events enable the station to disseminate information as to employment opportunities in broadcasting when available.
#9	Internship Program	The Station accepts intern and practicum students majoring in Communications at Alabama State University as well as other area higher education institutions which do not have broadcast facilities. This program assists them in acquiring the skills needed for broadcast employment. The Station also has an HD2 channel which is dedicated solely to programming developed, produced and hosted by intern, practicum, and volunteer students from Alabama State University.
#4	Community Events	The Station participates in career days for children in the Montgomery Public School System to interest them in broadcast employment.
#6	Other Programs Outreach	The Station promotes general outreach through its provision of station tours to prospective university students; the provision of "shadowing" opportunities to students in the Montgomery Public School System; and, through its participation in community events sponsored by such organizations as the Chamber of Commerce.