

EEO Public File Report
For
Alabama Broadcasting Partners
Stations WAKA(TV), Selma, Alabama and WBMM(TV),
Tuskegee, Alabama
AND
WNCF(TV), Montgomery, Alabama
Licensed to Channel 32 Montgomery, LLC and SSA'd
with
Alabama Broadcasting Partners

This EEO Public File Report
Covers the Period
December 1, 2024 through November 30, 2025

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 hire for each full-time agency;
- < The total number of person 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.

EO PUBLIC FILE REPORT

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

During the one-year period ending November 30, 2025, the station filled the following full-time vacancies:

News Producer (2)
News Anchor
Business Manager/Promotions Assistant

The station interviewed a total of 9 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:

Total Number of Interviewees

Recruitment Source	Referred
Alabama Broadcasters Association	
app.joinhandshake.com	
Indeed.com	
LinkedIn.com	5
Ziprecruiter.com	
Spots N Dots	
TVJobs.com	
Ziprecruiter.com	
Huntingdon College	
WAKA Internship	1
Internal Job Posting	1
Employee Referral	2
Job Fairs	
Waka.com website	
Wccb.com website	

Job Title of Vacancy: News Producer
 Date Vacancy Opened: 11/05/2024
 Date Vacancy Filled: 01/06/2025

Recruitment Sources Used to Fill the Vacancy

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, Birmingham, AL 35244	Lea Rice	205-979-1670	1	No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177	1	No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Glenn Halbrooks	334-271-8888	1	No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
Job Fairs		Josh Rainey	334-271-8888	1	No
waka.com website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Glenn Halbrooks	334-271-8888	1	No
LinkedIn.com	www.linkedin.com			1	No
WCCB .com	1 Television Place, Charlotte, NC 28205	Cathy Hodges	704-632-7351	1	No

Job Title of Vacancy: News Producer
 Date Vacancy Opened: 07/10/2025
 Date Vacancy Filled: 08/04/2025

Recruitment Source that
 Referred the Hiree:
 Total Number of persons
 Interviewed for the vacancy:
 1

Recruitment Sources Used to Fill the Vacancy

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, Birmingham, AL 35244	Lea Rice	205-979-1670	1	No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177	1	No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Glenn Halbrooks	334-271-8888	1	No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
Job Fairs		Josh Rainey	334-271-8888	1	No
waka.com website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Glenn Halbrooks	334-271-8888	1	No
LinkedIn.com	www.linkedin.com			1	No
WCCB .com	1 Television Place, Charlotte, NC 28205	Cathy Hodges	704-632-7351	1	No

Job Title of Vacancy: News Anchor
 Date Vacancy Opened: 02/21/2025
 Date Vacancy Filled: 07/07/2025

Recruitment Source that
 Referred the Hiree:
 Total Number of persons
 Interviewed for the vacancy:
 1

Recruitment Sources Used to Fill the Vacancy

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, Birmingham, AL 35244	Lea Rice	205-979-1670	1	No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177	1	No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Glenn Halbrooks	334-271-8888	1	No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
Job Fairs		Josh Rainey	334-271-8888	1	No
waka.com website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Glenn Halbrooks	334-271-8888	1	No
LinkedIn.com	www.linkedin.com			1	No
WCCB .com	1 Television Place, Charlotte, NC 28205	Cathy Hodges	704-632-7351	1	No

Job Title of Vacancy: Business Manager/Promotions Assistant
 Date Vacancy Opened: 03/27/2025
 Date Vacancy Filled: 08/25/2025

Recruitment Source that
 Referred the Hiree: Internal Job Posting
 Total Number of persons
 Interviewed for the vacancy: 6
 Interviewed for the vacancy: 6

Recruitment Sources Used to Fill the Vacancy

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, Birmingham, AL 35244	Lea Rice	205-979-1670	1	No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-8177	1	No
Employee Referrals	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
WAKA Internship Program	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Glenn Halbrooks	334-271-8888	1	No
Internal Job Posting	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Dept. Head	334-271-8888	1	No
Job Fairs		Josh Rainey	334-271-8888	1	No
waka.com website	120 Interstate Park Drive, Suite 100, Montgomery, AL 36109	Glenn Halbrooks	334-271-8888	1	No
LinkedIn.com	www.linkedin.com			5	No
WCCB .com	1 Television Place, Charlotte, NC 28205	Cathy Hodges	704-632-7351	5	No

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Type of Initiative	Brief Description
#1 Participation in Job Fairs	<p>Assistant News Director Josh Rainey attended job fairs on Feb 26, 2025 at the University of Montevallo Communication Career Day Networking Fair; on Feb 26, 2025 at Samford University Job and Internship Fair; on March 11, 2025 at University of West Georgia All Majors Career and Internship Fair; on Sep 24, 2025 at Auburn University College of Liberal Arts Career Fair.</p> <p>Assistant News Director Josh Rainey and Reporter Carrington Cole attended the Troy University Hall School of Journalism and Communication Career Fair on April 16, 2025 and the Troy University All Majors Career Fair on Sep 30, 2025.</p> <p>News Director Glenn Holbrooks participated in the Alabama Broadcasters Association Virtual Job Fair the week of November 3, 2025. He shared postings for five open positions.</p>
#4 Participation in Career Days, workshops or similar activities	<p>Assistant News Director and Assignment Manager Josh Rainey participated at a Career Day at Pike Road Intermediate in March 2025.</p> <p>Chief Meteorologist Shane Butler made a presentation to approximately 50 students in the Academy days Homeschool Coop at Dalraida Baptist Church on October 16, 2025.</p> <p>Chief Meteorologist Shane Butler presented a Weather Talk at Eastern Elmore ARC in Wetumpka on September 12, 2025 explaining weather safety to the special needs group. STEAMfest is a pop-up children's museum focusing on Science, Technology, Engineering, Art and Math.</p> <p>Anchor/Reporter Estee Morrison and Reporter/MMJ Teresa Lawson each spoke to students at Flowers Elementary School in Montgomery about being a reporter during their Career Day on March 13, 2025.</p> <p>VP/General Manager-General Sales Manager Jeff Inman spoke at the Capitol City Rotary Club on June 16, 2025.</p>
#5 Internship Program / Job Shadowing	<p>WAKA hosted 2 interns during the period for the Summer and Fall Semesters. 1 student from Auburn University at Montgomery interned during the summer semester and 1 student from Alabama State University interned during the fall semester.</p>
#8 Training Programs	<p>Employees of various WAKA Departments are cross-trained in a variety of positions within the departments. Employees are trained on equipment by a designated instructor within the department and on occasion are placed on the schedule to work that particular role. This may qualify participants for higher level positions. (Ongoing)</p> <p>The WAKA/WBMM Sales and Marketing department participated in monthly teleconference calls regarding Broadcast and Digital Sales.</p> <p>Digital Sales Manager Andy Carr participated in monthly digiteam training calls with the Bahakel Digiteam from December, 2024 thru November 2025.</p> <p>Anchor Darryl Hood and Reporter Carrington Cole attended the Alabama Broadcaster Association's annual conference in Birmingham, Alabama, from August 7-8, 2025, where they attended multiple classes.</p> <p>Digital Sales Manager Andy Carr and Local Sales Manager Austin Saunders attended Alabama Broadcaster Association Leadership Master Class at the 4-H center in Columbiana, Alabama from April 27-April 29, 2025.</p> <p>The Sales Team attended various virtual training sessions offered by the Alabama Broadcaster's Association this year.</p> <p>Jeff Inman, VP/General Manager- General Sales Manager, attended the NAB – State Leadership Conference in Washington, D.C., from March 3-6, 2025.</p> <p>Jeff Inman, VP/General Manager- General Sales Manager, attended Blueprint for Success Series – Vision Driven Growth presented by Dr. Kevin Elko on behalf of the Montgomery Chamber of Commerce.</p> <p>Jeff Inman, VP/General Manager- General Sales Manager, is a member of the Legacy Class of Leadership Montgomery – a 10 month program – beginning in July 2025.</p> <p>Steffanie Patterson, Station Manager – Administrative, attended Caffeinate and Create hosted by Alabama Advertising Federation on October 28, 2025.</p> <p>Steffanie Patterson, Station Manager – Administrative, attended the Governmental Affairs Council Conversations and Coffee hosted by the Montgomery Chamber of Commerce on November 6, 2025.</p> <p>Station Manager – Administrative Steffanie Patterson and Local Sales Manager Austin Sanders virtually attended Unlocking the Power of Your Underwriting Message presented by 10-Minute Trainer Network on behalf of the Alabama Broadcasters' Association on November 13, 2025.</p> <p>Station Manager – Administrative Steffanie Patterson virtually attended Politics on the Airwaves: Preparing for the 2026 Election Cycle presented by the Michigan Broadcast Association in conjunction with the Alabama Broadcasters' Association on November 20, 2025.</p>
#10 Participation in events by Educational Institutions	<p>STEAMFEST Day at Montgomery Academy was attended by Chief Meteorologist, Shane Butler, along with Thunder Truck on Saturday, November 15, 2025.</p> <p>WAKA Meteorologist Ben Lang had a St. James High School student shadow for 3 hours on July 12, 2025. She learned about the newsroom and how the chromakey works.</p>
#12 Listing of Upper-Level job openings in job banks or media trade	Job vacancies are posted on Alabama Broadcasters Association Job Bank's website.
#16 Other Activities	<p>WAKA Action 8 News was a media sponsor of the Max4Kids Foundation Clay Shoot on April 16, 2025. The money raised by the nonprofit supplies college scholarships to kids and other children driven nonprofits</p> <p>WAKA Action 8 News held its annual River Region Healthy Living Expo on May 1 at Eastchase in Montgomery. 40+ vendors were on hand to help educate River Region viewers on health and wellness, specifically geared towards seniors.</p>

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Type of Initiative	Brief Description
	WAKA Action 8 News held its annual Tickled Pink Out Party at Montgomery Biscuits' Riverwalk Stadium on Saturday, October 4, 2025 to help raise funds and awareness for breast cancer awareness through the Cancer Wellness Foundation. Over 70 vendors were on hand to participate in the event, and most station personnel were also present.
	WAKA had a team participate in the Montgomery Chamber Golf Tournament at Wynlakes Country Club on August 11, 2025.
	WAKA had a team participate in the Crimestoppers Golf Tournament Club on October 10, 2025.
	WAKA Action 8 News was a media partner for the Faulkner University Benefit dinner – a fundraiser for scholarships at the university. The speaker was Candace Cameron Bure. The station had a table and station personnel attended.
	News Director Glenn Holbrooks and Station Manager - Administrative Steffanie Patterson represent the station in two different Rotary clubs in Montgomery. Each attend weekly meetings, events, and community service projects as a member of their respective organizations.
	WAKA employees also participated in ringing the bell for the Salvation Army at the Walmart on Chantilly Parkway in Montgomery and Bass Pro Shop in Prattville, Alabama, in December of 2024. The station is a media partner with them and station logos are on all Red Kettles in the River Region.
	WAKA ran an educational series for four consecutive Thursdays in September 2025 labelled Aged to Perfection. The information is designed to connect family members to resources for their senior family members where they might need assistance or are unaware of what their options are for care. These segments were emceed by Ellis Eskew, Anchor/Reporter, and aired in the midday news for the last 15 minutes each date.