

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in the Stations operated by Bluewater Broadcasting Co, LCC's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning 12/01/2006 and ending on 11/30/2007, the station filled the following full-time vacancies:

Receptionist	Sales Assistant
Account Executives (5)	WACV Producers (2)
Program Director WBAM	Morning Show Host WBAM
Midday Announcer WJWZ	Program Director WJWZ

The stations interviewed a total of **118** 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>
Montgomery Career Center	5
ASU Dept of Comm.	0
ASU Career Services	0
AWRT	0
Trenholm Tech	1
AL Broadcaster's Assoc.	0
Radio 411	0
Troy University	0
Employee Referral	21
JOB Connection	6
Montgomery Area Help Wanted	47
All Access	28
Rusty Walker Programming	6
Radio & Records	0
Radio Strategies	4
Montgomery Advertiser	0
Bulletin Board	0

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: Account Executive 5

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: 02/19/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 14

Date Vacancy Filled: 10/22/07

### 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 ?
Employee Referral				5	No
JOB Connection		Marcel McElroy		0	No
Montgomery Area Help Wanted				9	No
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves	334-286-1746	0	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	0	No
Alabama State University Dept of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd. Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive 2

Recruitment Source That  
Referred the Hiree: Walk-In

Date Vacancy Opened: 02/19/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 13

Date Vacancy Filled: 4/1/07

### 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 ?
Employee Referral				2	No
JOB Connection		Marcel McElroy		2	No
Montgomery Area Help Wanted				9	No
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves	334-286-1746	0	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	0	No
Alabama State University Dept of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd. Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive 3

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: 02/19/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 14

Date Vacancy Filled: 10/22/07

### 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 ?
Employee Referral				5	No
JOB Connection		Marcel McElroy		0	No
Montgomery Area Help Wanted				9	No
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves	334-286-1746	0	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	0	No
Alabama State University Dept of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd. Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive 1

Recruitment Source That  
Referred the Hiree: Job Connection

Date Vacancy Opened: 02/19/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 11

Date Vacancy Filled: 7/23/07

### 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 ?
Employee Referral				1	No
JOB Connection		Marcel McElroy		2	No
Montgomery Area Help Wanted				7	No
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves	334-286-1746	0	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	0	No
Alabama State University Dept of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd. Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	1	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive 4

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: 02/19/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 14

Date Vacancy Filled: 7/23/07

### 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 ?
Employee Referral				5	No
JOB Connection		Marcel McElroy		0	No
Montgomery Area Help Wanted				9	No
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves	334-286-1746	0	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	0	No
Alabama State University Dept of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd. Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: WJWZ Midday Announcer

Recruitment Source That  
Referred the Hiree: All-Access.com

Date Vacancy Opened: 04/01/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 3

Date Vacancy Filled: 4/26/07

### 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 ?
AllAccess	Allaccess.com	Pete Jones	310-457-6616	2	No
Radio & Records	Radioandrecords.com	Darnelle Durnham	310-954-3400	1	No
Montgomery Advertiser	Montgomery, AL			0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Morning Show Host WBAM

Recruitment Source That  
Referred the Hiree: AllAccess

Date Vacancy Opened: 11/15/07

Total Number of Persons  
Interviewed for the  
Vacancy: 2

Date Vacancy Filled: 1/8/07

### 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 ?
Employee Referral				0	No
All Access	Allaccess.com	Joel Denver		6	No
Rusty Walker Programming		Scott Husky		3	No
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves	334-286-1746	0	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	0	No
Alabama State University Dept of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd. Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Program Director WBAM

Recruitment Source That  
Referred the Hiree: AllAccess

Date Vacancy Opened: 02/13/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 2

Date Vacancy Filled: 11/26/07

### 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 ?
Employee Referral				0	No
All Access	Allaccess.com	Joel Denver		6	No
Rusty Walker Programming		Scott Husky		3	No
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves	334-286-1746	0	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	0	No
Alabama State University Dept of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd. Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Receptionist

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: May 1, 2007

Total Number of Persons  
Interviewed for the  
Vacancy: 7

Date Vacancy Filled: 5/29/07

### 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 ?
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves or H Henderson	334-286-7286	5	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	1	No
Alabama State University Dept. of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lane Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio 411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	0	No
Employee Referral		Wade Collier	334-244-0961	1	Yes

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: Sales Assistant

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: 02/01/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 7

Date Vacancy Filled: 2/12/07

### 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 ?
Employee Referral				1	No
JOB Connection		Marcel McElroy		2	No
Montgomery Area Help Wanted				4	No
Montgomery Career Center	1060 E S Blvd Montgomery, AL 36116	Don Reeves	334-286-1746	0	No
Alabama State University Office of Career Services	915 S Jackson Street Montgomery, AL 36104	Ms. Hargrove	334-229-4156	0	No
Alabama State University Dept of Communications	915 S Jackson Street Montgomery, AL 36104	Dr. David Okeowo	334-229-4493	0	No
AWRT	8405 Greensboro Drive McLean, VA 22102		703-506-3290	0	No
Trenholm Technical College	1225 Air Base Blvd. Montgomery, AL 36108	Richard Walker	334-202-3238	0	No
Alabama Broadcaster's Association	2180 Parkway Lake Drive Hoover, AL 35244	Sharon Tinsley	205-982-5001	0	No
Radio411	Radio411.com			0	No
Troy University Career Services	215 Trojan Center Troy, AL 36082	Jay Skipworth	334-670-3217	0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: WACV Producer

Recruitment Source That  
Referred the Hiree: Employee Promotion

Date Vacancy Opened: 05/25/2007

Total Number of Persons  
Interviewed for the  
Vacancy: 1

Date Vacancy Filled: 06/01/2007

### 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 ?
Montgomery Advertiser	Montgomery, AL			0	No
Radio-Info	Radioinfo.com			0	No
AllAccess	Allaccess.com	Pete Jones	310-457-6616	0	No
Bulletin Board	Thebulletinboard.com			0	No
Al.com	Al.com			0	No

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: WACV Producer

Recruitment Source That  
Referred the Hiree: Employee Promotion

Date Vacancy Opened: 11/26/2006

Total Number of Persons  
Interviewed for the  
Vacancy: 1

Date Vacancy Filled: 12/01/2006

### 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 ?
Montgomery Advertiser	Montgomery, AL			0	No
Radio-Info	Radioinfo.com			0	No
AllAccess	Allaccess.com	Pete Jones	310-457-6616	0	No
Bulletin Board	Thebulletinboard.com			0	No
Al.com	Al.com			0	No

**FULL-TIME VACANCY EEO INFORMATION**

**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** WJWZ Program Director

**Recruitment Source That Referred the Hire:** AllAccess

**Date Vacancy Opened:** 3/31/07

**Total Number of Persons Interviewed for the Vacancy:** 18

**Date Vacancy Filled:** 4/16/07

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification ?</b>
AllAccess	Allaccess.com	Joel Denver		14	No
Radio Strategies		Michael Newman		3	No
Employee Referral				1	No

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

## MENU OPTION ACTIVITIES

Bluewater Broadcasting Co, LLC has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
3	Co-Sponsored Trenholm Job Fair	Job fair for Communications Students
5	Internship programs	Established internship programs with 3 area colleges
6	Job Banks	Participate in the Montgomery Career Link Job Bank

\* 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.

