**ANNUAL EEO PUBLIC FILE REPORT, DECEMBER 1, 2018**

**ALABAMA HERITAGE COMMUNICATIONS, LLC**

**CLASS A TV STATION WEAC-CD**

This Annual EEO Public File Report is filed on behalf of WEAC-CD (the “Station”) and covers the period December 1, 2017 – November 30, 2018.

**I. General Policy**

This Station has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals. This commitment applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, and other aspects of employment.

**II. Responsibility**

Kathy Bridges, Office Manager, is in charge of the implementation and administration of the Equal Opportunity Programs for the Station.

**III. Recruitment Sources for Job Vacancy Information**

The Station has developed a recruitment source list and will update the list as it becomes aware of new sources.

**IV. Positions Filled**

The Station did not fill any positions during the past year.

**V. Supplemental Recruitment Measures**

Internship Program:

The Station, in coordination with Jacksonville State University (“JSU”), has developed an Internship Program for JSU students, including women and minorities. The Station looks to this internship program as its source for future full-time and part-time employees.