

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC**EEO PUBLIC FILE REPORT****August 1, 2022 - July 31, 2023****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-34	31

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Student Affairs (NC State) 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Email : multicultural@ncsu.edu Fax : 1-919-515-8078 Career Services	N	0
2	All Access , North Carolina Url : http://www.allaccess.com/ Email : jdenver@allaccess.com Career Services	N	0
3	Appalachian State University 287 Rivers Street Boone , North Carolina 29608 Phone : 828.262.2000 Url : www.appstate.edu Dr. Susan McCracken Manual Posting	N	0
4	Asheville-Buncombe Technical College 340 Victoria Road K. Ray Bailey Student Services Center Asheville, North Carolina 28801 Phone : 828-398-7209 Url : https://www.myinterfase.com/abtech/home.aspx Email : careerservices@abtech.edu Peggy Bulla	N	0
5	Bennett College 900 E Washington Street Greensboro, North Carolina Phone : 336-370-8677 Email : yjohnson@bennett.edu Yolande Johnson	N	0
6	Blue Ridge Community College 180 W. Campus Drive Flat Rock, North Carolina 28731 Phone : 828-694-1755 Url : http://www.blueridge.edu Email : pat.mccall@nccommerce.com Pat McCall	N	0

WKSF, WMXF, WPEK, WQNO, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Brevard College One Brevard College Drive Brevard, North Carolina 28712 Phone : 828-884-8249 Url : www.brevard.edu Email : jobs@brevard.edu Nicole Potts	N	0
8	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 7043959272 Url : www.csbradiotv.edu Email : info@csbradiotv.edu Career Resource	N	0
9	Carteret Co, Job Link 309 Commerce Ave Morehead City, North Carolina 28857 Phone : 252-726-7151 Url : http://www.ecwdb.org Email : HR@carteretcountync.gov Fax : 1-252-726-1141 Career Services	N	0
10	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : hr@ecsu.edu Fax : 1-252-335-3745 Career Services	N	0
11	Elon University McEwen Comm, Room 109, 2020 Campus Box Elon, North Carolina 27244 Phone : 336-278-6536 Email : hr@elon.edu Career Services	N	0
12	Haywood Community College 185 Freedlander Driver Clyde, North Carolina 28721 Phone : 8286274646 Url : http://www.haywood.edu Email : careers@haywood.edu Career Services	N	0

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
15	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 8283951361 Url : https://isothermal.edu Email : jobs@isothermal.edu Career Services	N	0
16	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	0
17	Montreat College 310 Gaither Circle Montreat, North Carolina 28757 Url : http://montreat.edu Email : careers@montreat.edu Tom Oxenreider	N	0
18	Mountain Area Workforce Development Board 48 Grove Street Asheville, North Carolina 28801 Phone : 828-251-6200 Url : http://www.mountainareaworks.org Email : barbarad@landofsky.org Barbara Darby	N	0

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Mountain Express Asheville, North Carolina 28801 Phone : 828-251-1333 ext 154 Url : http://www.mountainx.com/classifieds/Jobs Email : Dfurr@mountainx.com David Furr	N	0
20	N. C. Division of Services for the Blind-Asheville District Office 50 French Broad Avenue Asheville, North Carolina 28801 Phone : 828-251-6732 Url : http://www.ncdhhs.gov/divisions/dsb/district-offic Email : karen.torrence@dhhs.nc.gov Fax : 1-828-251-6859 Career Services	N	0
21	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California Phone : (626) 792-6462 Email : brivas@nhmc.org Fax : 1-626-792-6051 Brenda Rivas	N	0
22	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
23	North Carolina Association of Broadcasters 150 Fayetteville Street Mall Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : ncbroadcast.com Email : info@ncbroadcast.com Fax : 1-919-821-7330 Career Services	N	0
24	North Carolina Central University 1801 Fayetteville St Durham, North Carolina 27707 Phone : 919-530-6198 Url : http://www.nccu.edu/ Email : nccucareerservices@nccu.edu Career Services	N	0

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Shaw University 118 E South Street Raleigh, North Carolina 27601 Phone : 919-278-2672 Url : www.shawuniversity.edu Email : careerdevelopment@shawu.edu Phyllis Hilliard	N	0
26	The Association for Women in Communications 3337 Duke St. Alexandria, Virginia 22314 Phone : 703-370-7436 Url : www.womcom.org Email : info@womcom.org Fax : 1-703-342-4311 Judy Arent-Morency	N	0
27	UNC Asheville 259 Highsmith Union, CPO 1240 One University Heights Asheville, North Carolina 28804 Phone : 828-251-6945 Url : https://www.myinterfase.com/unca Email : jessicak@unca.edu Jess Kryzenske	N	0
28	UNC School of Journalism and Mass Communication Carroll Hall CB 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-4518 Email : hussman@unc.edu Career Services	N	0
29	UNCC Charlotte, University Career Center 9201 University City Blvd Adkins 150 Bldg. Charlotte, North Carolina 28223 Phone : (704) 687-2231 Email : jdcook@uncc.edu Fax : 1-704-687-5298 Career Service	N	0
30	University of NC Campus Box 3345 Chapel Hill, North Carolina 27599-3365 Email : catuggle@unc.edu Charles Tuggle	N	0
31	Unknown (source not adequately identified upon inquiry by SEU)	N	1

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Warren Wilson College CPO 6328 PO Box 9000 Asheville, North Carolina 28815 Phone : 828-771-3759 Url : http://www.warren-wilson.edu/career Email : careers@warren-wilson.edu Fax : 1-828-771-3899 Eendy Seligmann	N	0
33	Western Carolina University 205 Killian Annex Building Cullowee, North Carolina 28723 Phone : 828.227.3812 Url : https://wcucareers-csm.symplicity.com/employers/index.php?mode=form&id=&s=jobs&ss=jobs Email : tcpaul@wcu.edu Fax : 1-828-227-7344 Theresa Paul	N	0
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

WKSF, WMXF, WPEK, WQNO, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/11/2022	Participation in Job Fairs	SEU participated in a career fair at the WNC Ag Center hosted by the Asheville Chamber of Commerce. SEU spoke with attendees about the Outside Sales Account Executive job as well as other available jobs within the company, distributed job descriptions for Asheville posted jobs and directed attendees to company website to explore different career opportunities and apply.	1	Market president
2	3/23/2023	Participation in Job Fairs	Our SEU participated in the WNC Career Expo held at the Davis Event Center on March 23rd, 2023. We accepted resumes and spoke to attendees interested in broadcasting about career opportunities. SEU participants included our Market President.	1	Market President
3	6/28/2023	Provision of training to management	In June, 2023, our SEU's Market President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization	1	Market president
4	6/28/2023	Provision of training to management	On June, 2023 our SEU's Market President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Market president
5	6/28/2023	Provision of training to management	On June, 2023 our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market president

WKSF, WMXF, WPEK, WQNO, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	6/28/2023	Provision of training to management	On June, 2023, our SEU's Market President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Market president