



Stamp and Return

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WASHINGTON, DC 20006  
PHONE 202.719.7000  
FAX 202.719.7049

7925 JONES BRANCH DRIVE  
McLEAN, VA 22102  
PHONE 703.905.2800  
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www.wileyrein.com

July 25, 2014

Elizabeth E. Goldin  
202.719.3199  
egoldin@wileyrein.com

**VIA HAND DELIVERY**

EEO Staff  
Policy Division  
Media Bureau  
Federal Communications Commission  
445 12th Street SW  
Washington, DC 20554

RECEIVED - FCC  
JUL 25 2014  
Federal Communications Commission  
Bureau / Office

**Re: Response to Broadcast EEO Audit Letter  
Clear Channel Broadcasting Licenses, Inc.  
Station WPEK(AM), Fairview, NC  
Facility ID No. 41565**

EEO Staff:

On behalf of Clear Channel Broadcasting Licenses, Inc., licensee of the above referenced broadcast station, and the commonly owned stations in the Asheville, North Carolina station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of June 10, 2014 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by William McMartin, Market Manager, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

  
Elizabeth E. Goldin

*Clear Channel Broadcasting Licenses, Inc.*

cc: William McMartin

## DECLARATION OF William McMartin, Market Manager

I, William McMartin, hereby declare as follows:

1. I am a Market Manager for Clear Channel Broadcasting Licenses, Inc., the licensee of Station WPEK(AM) Fairview, North Carolina (Facility ID No. 41565), which is part of a station employment unit based in Asheville, North Carolina and which includes WKSF(FM), Old Fort, North Carolina (Facility ID No. 2947), WWNC(AM), Asheville, North Carolina (Facility ID No. 2946), WMXF(AM), Waynesville, North Carolina (Facility ID No. 40979), WQNQ(FM), Fletcher, North Carolina (Facility ID No. 71341), and WQNS(FM), Woodfin, North Carolina (Facility ID No. 41008) (the "SEU" or "Unit"). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by Clear Channel Communications, Inc. (collectively, "Clear Channel"). This Statement and relevant attachments are being submitted in response to the June 10, 2014 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the SEU's EEO compliance (the "EEO Audit Letter").

2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).

3. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.<sup>1</sup>

The web addresses of the stations in this SEU are as follows: [www.99kisscountry.com](http://www.99kisscountry.com); [www.star1043.com](http://www.star1043.com); [www.wwnc.com](http://www.wwnc.com); [www.1051rocks.com](http://www.1051rocks.com); [www.880therevolution.com](http://www.880therevolution.com); A copy of the current report is included on or linked to each of these websites.

The date of each full-time hire listed in the SEU's two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions, including those filled during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B.

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each

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<sup>1</sup> The SEU is appending its most recent EEO public file report, which covers the period from July 1, 2013 through July 21, 2014. Although the formal reporting period for North Carolina broadcast stations terminates on July 31 each year, the SEU has completed the report early—including recruitment activity through July 21, 2014—pursuant to the FCC's grace period policy.

vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of four recruitment initiatives described in § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 33 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any discrimination complaints filed against the licensees of the stations in this SEU during the current license term.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that Clear Channel has created and deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Clear Channel Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan"). The Recruitment Plan was distributed to all regional managers and, through them, disseminated to each SEU in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how Clear Channel SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, includes sample forms for collecting and maintaining the necessary recruitment data, and provides a quarterly self-assessment program designed to ensure that the SEU follows the Plan's directions and regularly updates corporate headquarters as to the employment unit's progress in the area.

At the corporate level, Clear Channel assists SEUs in understanding and following the Recruitment Plan, responding to SEU requests for assistance and/or calling upon outside counsel for additional guidance when warranted. Furthermore, Clear Channel has a team of internal public inspection file auditors that routinely assesses each SEU's FCC EEO compliance, based on the most recent EEO Public File Report, as part of a review of overall public file compliance. Finally, with the recent deployment of applicant tracking system software called OpenHire throughout the company, Clear Channel has been conducting training sessions with its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules.

At the local level, the SEU's Market Controller, Carole Sloan, is responsible for overseeing our EEO Compliance. Ms. Sloan is charged with day-to-day recruitment efforts, including promoting opportunities throughout the community through print and online advertisements, through announcements broadcast over our stations, and through community events, including our active engagement with the Asheville Area Chamber of Commerce. This SEU's compliance efforts include identifying Clear Channel's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment

initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with a regular opportunity to consult the corporate headquarters about these issues. This SEU includes language on its station websites and in on-air announcements encouraging qualified community organizations to contact the SEU to request its job notices. This SEU periodically reviews its recruitment efforts to determine whether they have been effective in referring qualified candidates and frequently seeks to expand its outreach within the community, which has led the SEU to add new recruitment sources. Further, this SEU currently is developing a plan to correspond with advertising clients to inquire about new sources in the community that could produce qualified candidates.

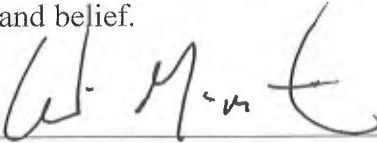
10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at Clear Channel corporate headquarters and, when applicable, outside employment and labor counsel.

Dated: July 25, 2014

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO  
DECLARATION OF WILLIAM MCMARTIN, MARET MANAGER**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

  
\_\_\_\_\_  
William McMartin

**TAB A**

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2012-July 31, 2013<sup>1</sup>**

**I. VACANCY LIST**

SEE SECTION II, THE "MASTER RECRUITMENT SOURCE LIST" ("MRSL") FOR RECRUITMENT SOURCE DATA

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-3, 6, 9-15	11
Account Executive	2-3, 6, 9-15	11
Account Executive	2-3, 6, 9-15	15
Account Executive	2-3, 6-7, 9-16	15
Programming – Morning Show Host	5, 8-16	9
Account Executive	1, 6-7, 10, 12-15	14
Account Executive	1, 6-7, 10, 12-15	14
Account Executive	2, 6-7, 10, 12-16	14
Programming – APD/MD/Mid Day Host	4, 9-10, 12-16	10
Account Executive	1-2, 6-7, 12-15	14

<sup>1</sup> This Report provides recruitment data collected from July 22, 2012 through July 31, 2013. This report was revised in July 2014 to address minor reporting issues.

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)**

**EEO PUBLIC FILE REPORT**

August 1, 2012-July 31, 2013

**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	<b>Western Carolina University</b> Killian Annex, Second Floor, #205 Cullowhee, NC 28723	N	0
2	<b>Blue Ridge Community College</b> 180 W Campus Drive Continuing Education Bldg, Rm 125 Flat Rock, NC 28731	N	1
3	<b>Converse College</b> 580 E Main St Spartanburg, SC 29302 www.converse.optimalresume.com	N	0
4	<b>Country Air Check</b> 914 18th Ave. S., Second Floor Nashville, TN 37212 (615) 320-1450 www.countryaircheck.com	N	2
5	<b>Appalachian State University</b> 287 Rivers St Boone, NC 28608 valleydan@aol.com	N	0
6	<b>AB Technical Community College</b> 340 Victoria Road Asheville, NC 28801	N	0
7	<b>University of North Carolina Asheville</b> CPO#1240, One University Heights Asheville, NC 28804	N	0
8	<b>Mountain Xpress</b> P O Box 144 Asheville, NC 28802 (828) 251-1333	N	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	All Access Website www.allaccess.com	N	3
10	Clear Channel Careers Website www.clearcareers.com clearchannel.silkroad.com	N	3
11	On-Air Announcements (one or more SEU stations)	N	3
12	Station Website (one or more SEU stations)	N	0
13	Internal Posting	N	0
14	Word-of-Mouth Referral	N	9
15	Walk-In/Self-Referral	N	6
16	Job Fairs (see Part III)	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			29

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)**

**EEO PUBLIC FILE REPORT**

August 1, 2012-July 31, 2013

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1.</b>	Participate in Job Fair	On October 25, 2012, our SEU participated in the Fall WCU Career Fair and Graduate School Day at Western Carolina University in Cullowhee, NC. Station participants included our General Sales Manager and Promotion Director, who disseminated information and spoke with attendees about broadcast careers.
<b>2.</b>	Participate in Job Fair	On March 13, 2013, our SEU participated in the Spring WCU Career Fair at Western Carolina University in Cullowhee, NC. Station participants General Sales Manager and Promotion Director, who disseminated information and spoke with attendees about broadcast careers.
<b>3.</b>	Participate in Event/Program Sponsored By or On Behalf of an Educational Institution Related to Career Opportunities in Broadcasting	On March 28, 2013, one of our General Sales Managers served as a guest lecturer for a Marketing class at Appalachian State University in Boone, NC, where he discussed the skills needed and career opportunities available for a career in broadcasting.
<b>4.</b>	Participate in Job Fair	On April 8, 2013, our SEU participated in the 2013 Spring Career Fair at USC Upstate in Spartanburg, SC. Station participants included our General Sales Manager and Promotion Director, who disseminated information and spoke with attendees about broadcast careers.

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2013-July 31, 2014<sup>1</sup>**

**I. VACANCY LIST**

SEE SECTION II, THE "MASTER RECRUITMENT SOURCE LIST" ("MRSL") FOR RECRUITMENT SOURCE DATA

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Promotions Director	3, 5-8, 10	5
Outside Account Executive	1, 4-8	6
Inside Account Executive	2, 5-11	5

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<sup>1</sup> This Report provides recruitment data collected from August 1, 2013 through July 21, 2014.

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)**

**EEO PUBLIC FILE REPORT**

August 1, 2013-July 31, 2014

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Greenville News</b> 305 S. Main St. PO Box 1688 Greenville, SC 29602 slnugent@gannett.com www.careerbuilder.com	N	0
2	<b>Appalachian State University</b> 287 Rivers St Boone, NC 28608 valleydan@aol.com	N	0
3	<b>Mountain Xpress</b> P O Box 144 Asheville, NC 28802 (828) 251-1333	N	0
4	<b>University of North Carolina Asheville</b> CPO#1240, One University Heights Asheville, NC 28804	N	0
5	<b>Word-of-Mouth Referral</b>	N	3
6	<b>Walk-In/Self-Referral</b>	N	2
7	<b>Internal Posting</b>	N	0
8	<b>Clear Channel Careers Website</b> www.careerchannel.silkroad.com www.indeed.com www.glassdoor.com	N	2
9	<b>On-Air Announcements/On-Air Job Fair</b> (one or more SEU stations)	N	0
10	<b>All Access Website</b> www.allaccess.com	N	1
11	<b>Wilson HCG (Corporate Recruiter)</b> 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 (813) 600-4303	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>8</b>

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)**

**EEO PUBLIC FILE REPORT**

August 1, 2013-July 31, 2014

**III. RECRUITMENT INITIATIVES (“MRSL”)**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1.	Participate in Event Sponsored By or On Behalf of an Educational Institution Related to Career Opportunities in Broadcasting	On August 28, 2013, our Digital Sales Manager served as a guest lecturer for a marketing class at Appalachian State University in Boone, NC, where he discussed the skills needed and career opportunities available for a career in broadcasting.
2.	Participate in Job Fair	On October 30, 2013, our SEU participated in the Fall Career Fair and Graduate School Day at Western Carolina University in Cullowhee, NC. Station participants included our General Sales Manager and Promotion Director, who disseminated information and spoke with attendees about broadcast careers.
3.	Internship Program	From January 6, 2014 through January 17, 2014, our SEU hosted a student intern from Asheville Christian Academy, in Asheville, NC. The student learned about and experienced careers in broadcasting by working with our Programming Department under the supervision of our Program Director for WWNC(AM)/WMXF(AM)/WPEK(AM). He also had the opportunity to observe each of our departments to learn about various career opportunities in broadcasting industry.
4.	Host Job Fair	On February 17, 2014, our SEU hosted an on-air job fair. The on-air hosts performed live “jock chatter” and provided their personal contact information to encourage interested listeners to apply and to inform them about the requirements and benefits of working in radio sales. In addition, the stations broadcast recorded spots every hour promoting opportunities at the station.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5.	Participate in Job Fair	On March 24, 2014, our SEU participated in the University of South Carolina Upstate Career/Internship Summer Job Fair in Spartanburg, SC. Station participants included our Digital Sales Manager, who disseminated information and spoke with attendees about broadcast careers.
6.	Provide Training to Management Level Personnel as to Equal Employment Opportunity and Preventing Discrimination	On July 2, 2014, our Market Controller participated in an online training program hosted by Clear Channel entitled Valuing Diversity for Managers. Topics included The Changing Workforce, Benefits of a Diverse Workforce, Recognizing Bias & Stereotypes, Managing a Diverse Workforce, and Interactive Case Studies.

**TAB B**

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 08/20/2012
<b>Recruitment Source ("RS") Referring Hiree:</b> 11 - On-Air Announcements (one or more SEU stations)	<b>Total Number of Interviewees:</b> 2

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
2.	<b>Blue Ridge Community College</b> 180 W Campus Drive Continuing Education Bldg, Rm 125 Flat Rock, NC 28731	N	0
3.	<b>Converse College</b> 580 E Main St Spartanburg, SC 29302 www.converse.optimalresume.com	N	0
6.	<b>AB Technical Community College</b> 340 Victoria Road Asheville, NC 28801	N	0
9.	<b>All Access Website</b> www.allaccess.com	N	0
10.	<b>Clear Channel Careers Website</b> www.clearcareers.com clearchannel.silkroad.com	N	0
11.	<b>On-Air Announcements</b> (one or more SEU stations)	N	1
12.	<b>Station Website</b> (one or more SEU stations)	N	0
13.	<b>Internal Posting</b>	N	0
14.	<b>Word-of-Mouth Referral</b>	N	0
15.	<b>Walk-In/Self-Referral</b>	N	1
<b>Total Interviewees</b>			<b>2</b>



CLEAR CHANNEL ASHEVILLE  
WKSF-FM, WWNC-AM, WQNQ-FM, WQNS-FM,  
WPEK-AM, WMXF-AM  
Remit To: Clear Channel Broadcasting Inc.  
P.O. Box 406064  
Atlanta, GA 30384-6064  
Phone: (828)257-2700



INVOICE: 011-105687

CC ASHEVILLE RECRUITMENT  
Attn: Kevin Scot  
13 Summerlin Dr  
Asheville, NC 28806-2800

Advertiser No.: 8565  
CC ASHEVILLE RECRUITMENT  
Order: 50400 Invoice Date: **07/29/2012**  
Co-op: No Payment Due: **07/29/2012**  
Cash in Advance AE: GENE AUSTIN

Billing Type: Broadcast

## D U P L I C A T E I N V O I C E

Note 1: PLATFORM SALES AD

CPE

**Invoice Summary:**

No. of Spots/Misc:	665/0
Gross Spot Billing:	\$0.00
Agency Commission:	\$0.00
Net Spot Billing:	\$0.00

This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 10/01/2012
<b>Recruitment Source ("RS") Referring Hiree:</b> 11 - On-Air Announcements (one or more SEU stations)	<b>Total Number of Interviewees:</b> 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
2.	<b>Blue Ridge Community College</b> 180 W Campus Drive Continuing Education Bldg, Rm 125 Flat Rock, NC 28731	N	0
3.	<b>Converse College</b> 580 E Main St Spartanburg, SC 29302 www.converse.optimalresume.com	N	0
6.	<b>AB Technical Community College</b> 340 Victoria Road Asheville, NC 28801	N	0
9.	<b>All Access Website</b> www.allaccess.com	N	1
10.	<b>Clear Channel Careers Website</b> www.clearcareers.com clearchannel.silkroad.com	N	0
11.	<b>On-Air Announcements</b> (one or more SEU stations)	N	1
12.	<b>Station Website</b> (one or more SEU stations)	N	0
13.	<b>Internal Posting</b>	N	0
14.	<b>Word-of-Mouth Referral</b>	N	2
15.	<b>Walk-In/Self-Referral</b>	N	1
<b>Total Interviewees</b>			<b>5</b>



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- [Post Jobs](#)
- [Account Info](#)
- [Policies](#)
- [Contact](#)

Logged in as:  
Clear Channel Broadcasting (Carole Sloan) [Logout](#)

- [Post Jobs](#)
- [View Posted Jobs](#)
- [View Applicants](#)
  - [Account Executive](#)

- [Job information](#)
- [Status/Messages](#)
- [Campaign Duration](#)

**Job Position:** Account Executive

**Employment Type:** Full Time

**Job Category:** Communications

**Locations:** Not Specified

**Desired Start Date:** October 15, 2012

**Duration:** Permanent/Career

**Approximate hours per week:** 40

**Paid:** yes

**Salary Range:** Not Specified

**Job Qualifications:** Develop and maintain new and existing station and event advertisers through prospecting and good client service. Must demonstrate high performance standards in organization, conducting sales interviews, gathering and summarizing data. Needs to possess outstanding communication skills and have a resourceful positive attitude. Sales experience beneficial.

**Job Description:** > Must have a valid driver's license and maintain automobile insurance.

**Required Items:** Document Type Optional

<b>L</b>	Cover Letter	<b>NO</b>
<b>R</b>	Resume	<b>NO</b>

**Application Method:** • Use application instructions provided in Job Description.

**Contact Information:** [greenvillejobs@clearchannel.com](mailto:greenvillejobs@clearchannel.com)

Target Students Qualifications

Not Specified

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FOR INTERNAL BUSINESS RECORDS ONLY

WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)

ABBREVIATED VACANCY DATA FORM

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 11/01/2012
<b>Recruitment Source ("RS") Referring Hiree:</b> 15 - Walk-In/Self-Referral	<b>Total Number of Interviewees:</b> See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 10/01/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees, also apply to this position.

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 11/01/2012
<b>Recruitment Source ("RS") Referring Hiree:</b> 15 - Walk-In/Self-Referral	<b>Total Number of Interviewees:</b> 5

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
2.	<b>Blue Ridge Community College</b> 180 W Campus Drive Continuing Education Bldg, Rm 125 Flat Rock, NC 28731	N	1
3.	<b>Converse College</b> www.converse.optimalresume.com	N	0
6.	<b>AB Technical Community College</b> 340 Victoria Road Asheville, NC 28801	N	0
7.	<b>University of NC Asheville</b> CPO#1240, One University Heights Asheville, NC 28804	N	0
9.	<b>All Access Website</b> www.allaccess.com	N	1
10.	<b>Clear Channel Careers Website</b> www.clearcareers.com clearchannel.silkroad.com	N	0
11.	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	1
12.	<b>Station Website</b> ( <i>one or more SEU stations</i> )	N	0
13.	<b>Internal Posting</b>	N	0
14.	<b>Word-of-Mouth Referral</b>	N	1
15.	<b>Walk-In/Self-Referral</b>	N	1
16.	<b>Job Fairs</b> ( <i>see Part III</i> )	N	0
<b>Total Interviewees</b>			<b>5</b>



September 17, 2012

Career Center  
Blue Ridge Community College  
180 W Campus Drive  
Continuing Education Bldg, Rm 125  
Flat Rock, NC 28731

Dear Sirs and/or Madams:

Please distribute the following opening to your students and alumni for us:

Clear Channel Radio in Asheville, NC is looking for Account Executives to develop and maintain new and existing station and event advertisers through prospecting and good client service. Successful applicant must demonstrate high performance standards in organization, conducting sales interviews, gathering and summarizing data. Needs to possess outstanding communication skills and have a resourceful positive attitude. Sales experience beneficial. This is a full time position.

To apply please send resume and cover letter to Caroline Earley, Director of Sales, 13 Summerlin Road, Asheville, NC 28806 or email [carolineearley@clearchannel.com](mailto:carolineearley@clearchannel.com) . Clear Channel is an Equal Opportunity Employer.

Sincerely,

WKSF FM/WMXF AM/WPEK AM/WQNQ FM/WQNS FM/WWNC AM

Carole Sloan  
Market Controller

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Programming – Morning Show Host	<b>Date Filled:</b> 11/15/2012
<b>Recruitment Source (“RS”) Referring Hiree:</b> 9 – All Access Website	<b>Total Number of Interviewees:</b> 4

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
5.	<b>Appalachian State University</b> 287 Rivers St Boone, NC 28608 valleydan@aol.com	N	0
8.	<b>Mountain Xpress</b> P O Box 144 Asheville, NC 28802 (828) 251-1333	N	0
9.	<b>All Access Website</b> www.allaccess.com	N	1
10.	<b>Clear Channel Careers Website</b> www.clearcareers.com clearchannel.silkroad.com	N	1
11.	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
12.	<b>Station Website</b> ( <i>one or more SEU stations</i> )	N	0
13.	<b>Internal Posting</b>	N	0
14.	<b>Word-of-Mouth Referral</b>	N	0
15.	<b>Walk-In/Self-Referral</b>	N	1
16.	<b>Job Fairs</b> ( <i>see Part III</i> )	N	1
<b>Total Interviewees</b>			<b>4</b>



PO Box 144  
 Asheville, NC 28802  
 (828) 251-1333

## Ad Schedule

**Ad ID:** 111916  
**Rep:** Arenda Manning  
**Created:** 9/24/12  
**PO Number:**  
**Ad Type:** Classified, Word

**Bill to:**

Clear Channel Media  
 13 Summerlin Rd.  
 Asheville, NC 28806

**Sold to:**

Account ID: 39033

Clear Channel Media  
 13 Summerlin Rd.  
 Asheville, NC 28806

**Ad Information:**

**Ad Section:** Employment  
**Ad Category:** 167 Arts/Media  
**Rep:** Arenda Manning

**Box Ad Height:**

**Box Ad Width:**

**Display Units:**

**Ad Copy:**

<B>ON-AIR HOST/NEWS DIRECTOR</B> • WWNC  
 AM A rare opportunity in one of the country's most beautiful cities, Asheville NC, awaits the right candidate. Our current 10 year station vet is leaving and we have an opening for our morning show host/news director at one of the top heritage stations in the country, 570 WWNC. You would only be the fifth person to hold this position since the early 60's. That's how attractive this market is! Do you love mornings? Do you live for news/talk? Can you entertain and engage an active audience with top notch on-air, digital and social media content? News writing/reporting experience a must. This is a fast paced, multi-tasking position that requires attention to detail and great communication skills in an upbeat environment. Minimum 3 years' experience as on air host/news director preferred. Send aircheck and resume to Brian Hall, Program Director, at BrianHall@ClearChannel.com or 13 Summerlin Road, Asheville, NC 28806. No calls please. Clear Channel Media + Entertainment is an EOE.

Date	Issue	Pub	Price of Ad	Tax	\$ Paid	\$ Due
9/26/12	19.1	MX Xpress	\$65.40	\$0.00		\$0.00
<b>Totals</b>			<b>\$65.40</b>	<b>\$0.00</b>		<b>\$0.00</b>



**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 02/07/2013
<b>Recruitment Source ("RS") Referring Hiree:</b> 14 - Word-of-Mouth Referral	<b>Total Number of Interviewees:</b> 5

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Western Carolina University</b> Killian Annex, Second Floor, #205 Cullowhee, NC 28723	N	0
6.	<b>AB Technical Community College</b> 340 Victoria Road Asheville, NC 28801	N	0
7.	<b>University of North Carolina Asheville</b> CPO#1240, One University Heights Asheville, NC 28804	N	0
10.	<b>Clear Channel Careers Website</b> www.clearcareers.com clearchannel.silkroad.com	N	1
12.	<b>Station Website</b> ( <i>one or more SEU stations</i> )	N	0
13.	<b>Internal Posting</b>	N	0
14.	<b>Word-of-Mouth Referral</b>	N	3
15.	<b>Walk-In/Self-Referral</b>	N	1
<b>Total Interviewees</b>			<b>5</b>



January 7, 2013

Career Services and Cooperative Education  
Western Carolina University  
Killian Annex, Second Floor, #205  
Cullowhee, NC 28723

Dear Sirs and/or Madams:

Please distribute the following opening to your students and alumni for us:

Clear Channel Radio in Asheville, NC is looking for Account Executives to develop and maintain new and existing station and event advertisers through prospecting and good client service. Successful applicant must demonstrate high performance standards in organization, conducting sales interviews, gathering and summarizing data. Needs to possess outstanding communication skills and have a resourceful positive attitude. Sales experience beneficial. This is a full time position.

To apply please send resume and cover letter to Caroline Earley, Director of Sales, 13 Summerlin Road, Asheville, NC 28806 or email [carolineearley@clearchannel.com](mailto:carolineearley@clearchannel.com) . Clear Channel is an Equal Opportunity Employer.

Sincerely,

WKSF FM/WMXF AM/WPEK AM/WQNQ FM/WQNS FM/WWNC AM

Carole Sloan

Market Controller

FOR INTERNAL BUSINESS RECORDS ONLY

WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)

ABBREVIATED VACANCY DATA FORM

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 02/18/2013
<b>Recruitment Source ("RS") Referring Hiree:</b> 14 - Word-of-Mouth Referral	<b>Total Number of Interviewees:</b> See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 02/07/2013 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees, also apply to this position.

FOR INTERNAL BUSINESS RECORDS ONLY  
**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 05/31/2013
<b>Recruitment Source ("RS") Referring Hiree:</b> 14 - Word-of-Mouth Referral	<b>Total Number of Interviewees:</b> 2

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
2.	<b>Blue Ridge Community College</b> 180 W Campus Drive Continuing Education Bldg, Rm 125 Flat Rock, NC 28731	N	0
6.	<b>AB Technical Community College</b> 340 Victoria Road Asheville, NC 28801	N	0
7.	<b>University of North Carolina Asheville</b> CPO#1240, One University Heights Asheville, NC 28804	N	0
10.	<b>Clear Channel Careers Website</b> www.clearcareers.com clearchannel.silkroad.com	N	0
12.	<b>Station Website</b> ( <i>one or more SEU stations</i> )	N	0
13.	<b>Internal Posting</b>	N	0
14.	<b>Word-of-Mouth Referral</b>	N	1
15.	<b>Walk-In/Self-Referral</b>	N	0
16.	<b>Job Fairs</b> ( <i>see Part III</i> )	N	1
<b>Total Interviewees</b>			<b>2</b>



April 29, 2013

Career Development Services  
AB Technical Community College  
340 Victoria Road  
Asheville, NC 28801

Dear Sirs and/or Madams:

Please distribute the following opening to your students and alumni for us:

Clear Channel Radio in Asheville, NC is looking for Account Executives to develop and maintain new and existing station and event advertisers through prospecting and good client service. Successful applicant must demonstrate high performance standards in organization, conducting sales interviews, gathering and summarizing data. Needs to possess outstanding communication skills and have a resourceful positive attitude. Sales experience beneficial. This is a full time position.

To apply please send resume and cover letter to Caroline Earley, Director of Sales, 13 Summerlin Road, Asheville, NC 28806 or email [carolineearley@clearchannel.com](mailto:carolineearley@clearchannel.com) . Clear Channel is an Equal Opportunity Employer.

Sincerely,

WKSF FM/WMXF AM/WPEK AM/WQNQ FM/WQNS FM/WWNC AM

Carole Sloan  
Market Controller

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Programming – APD/MD/Mid Day Host	<b>Date Filled:</b> 07/01/2013
<b>Recruitment Source (“RS”) Referring Hiree:</b> 10 - Clear Channel Careers Website	<b>Total Number of Interviewees:</b> 3

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
4.	<b>Country Air Check</b> 914 18th Ave. S., Second Floor Nashville, TN 37212 (615) 320-1450 www.countryaircheck.com	N	2
9.	<b>All Access Website</b> www.allaccess.com	N	0
10.	<b>Clear Channel Careers Website</b> www.clearcareers.com clearchannel.silkroad.com	N	1
12.	<b>Station Website</b> ( <i>one or more SEU stations</i> )	N	0
13.	<b>Internal Posting</b>	N	0
14.	<b>Word-of-Mouth Referral</b>	N	0
15.	<b>Walk-In/Self-Referral</b>	N	0
16.	<b>Job Fairs</b> ( <i>see Part III</i> )	N	0
<b>Total Interviewees</b>			<b>3</b>

HOME JOB BOARD ARCHIVES RATINGS SUBSCRIBE FREE PREMIUM CONTENT ABOUT US CONTACT US

Gig Alert: WKSF/Asheville



Clear Channel's WKSF/Asheville, NC has an APD/MD/afternoon host opening following the exit of Brian Hatfield earlier this month (CAT 3/4). Ideal candidates should possess a strong work ethic and on-air skills, and understand how to engage via social media and various digital platforms. Materials [here](#).

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RSS

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 07/01/2013
<b>Recruitment Source ("RS") Referring Hiree:</b> 14 - Word-of-Mouth Referral	<b>Total Number of Interviewees:</b> 3

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Western Carolina University</b> Killian Annex, Second Floor, #205 Cullowhee, NC 28723	N	0
2.	<b>Blue Ridge Community College</b> 180 W Campus Drive Continuing Education Bldg, Rm 125 Flat Rock, NC 28731	N	0
6.	<b>AB Technical Community College</b> 340 Victoria Road Asheville, NC 28801	N	0
7.	<b>University of North Carolina Asheville</b> CPO#1240, One University Heights Asheville, NC 28804	N	0
12.	<b>Station Website</b> ( <i>one or more SEU stations</i> )	N	0
13.	<b>Internal Posting</b>	N	0
14.	<b>Word-of-Mouth Referral</b>	N	2
15.	<b>Walk-In/Self-Referral</b>	N	1
<b>Total Interviewees</b>			<b>3</b>





May 29, 2013

Career Services and Cooperative Education  
Western Carolina University  
Killian Annex, Second Floor, #205  
Cullowhee, NC 28723

Dear Sirs and/or Madams:

Please distribute the following opening to your students and alumni for us:

Clear Channel Radio in Asheville, NC is looking for Account Executives to develop and maintain new and existing station and event advertisers through prospecting and good client service. Successful applicant must demonstrate high performance standards in organization, conducting sales interviews, gathering and summarizing data. Needs to possess outstanding communication skills and have a resourceful positive attitude. Sales experience beneficial. This is a full time position.

To apply please send resume and cover letter to Caroline Earley, Director of Sales, 13 Summerlin Road, Asheville, NC 28806 or email [carolineearley@clearchannel.com](mailto:carolineearley@clearchannel.com) . Clear Channel is an Equal Opportunity Employer.

Sincerely,

WKSF FM/WMXF AM/WPEK AM/WQNQ FM/WQNS FM/WWNC AM

Carole Sloan  
Market Controller

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Promotions Director	<b>Date Filled:</b> 10/01/2013
<b>Recruitment Source ("RS") Referring Hiree:</b> 5 - Word-of-Mouth Referral	<b>Total Number of Interviewees:</b> 4

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
3.	<b>Mountain Xpress</b> P O Box 144 Asheville, NC 28802 (828) 251-1333	N	0
5.	<b>Word-of-Mouth Referral</b>	N	2
6.	<b>Walk-In/Self-Referral</b>	N	1
7.	<b>Internal Posting</b>	N	0
8.	<b>Clear Channel Careers Website</b> www.careerchannel.silkroad.com www.indeed.com www.glassdoor.com	N	0
10.	<b>All Access Website</b> www.allaccess.com	N	1
<b>Total Interviewees</b>			<b>4</b>

...she needs to write a new song entitled "Maybe It's Me." He was referring to Swift's habit of using her romantic misadventures to stimulate her lyric-writing creativity. With that as your prompt, Aries, I'll ask you to do some soul-searching about your own intimacy issues. How have you contributed to the problems you've had in getting the love and care you want? What unconscious behavior or conditioned responses have undermined your romantic satisfaction, and what could you do to transform them? The next eight weeks will be prime time to revolutionize your approach to relationships.

#### TAURUS (April 20-May 20)

Philosopher Alan Watts used to talk about how the whole world is wiggling all the time. Clouds, trees, sky, water, human beings: Everything's constantly shimmying and jiggling and wagging. One of our problems, Watts said, is that we're "always trying to straighten things out." We feel nagging urges to deny or cover up or eliminate the wiggling. "Be orderly," we command reality. "Be neat and composed and predictable." But reality never obeys. It's forever doing what it does best: flickering and fluctuating and flowing. In accordance with astrological omens, Taurus, I encourage you to rebel against any natural tendencies you might have to fight the eternal wiggle. Instead, celebrate it. Rejoice in it. Align yourself with it.

#### GEMINI (May 21-June 20)

Author Elaine Scarry defines "the basic impulse underlying education" as follows: the "willingness to continually revise one's own location in order to place oneself in the path of beauty." Consider making this your modus operandi in the coming weeks, Gemini. Always be on the lookout for signs that beauty is near. Do research to find out where beauty might be hiding and where beauty is ripening. Learn all you can about what kinds of conditions attract beauty, and then create those conditions. Finally, hang around people who are often surrounded by beauty. This approach will be an excellent way to further your education.

#### CANCER (June 21-July 22)

"Life is either always a tight-rope or a feather bed. Give me the tight-rope." So declared writer Edith Wharton. But she was an Aquarius, and more temperamentally suited to the tight-rope. Many of you Cancerians, on the other hand, prefer to emphasize the feather-bed mode. I suspect that in the next nine months, however, you will be willing and even eager to spend more time on the tight-rope than is customary for you. To get primed for the excitement, I suggest you revel in some intense feather-bed action in

generate capital. He quites online for advertising them as scientific research and deal two days, he rooves. Let's make him your and role model for weeks. Virgo. May he come up with novel ways your cash flow. The pl suggest that your originality than usual to create rewards.

the coming weeks. Charge batteries with an extra-spo men of sweet self-care.

#### LEO (July 23-Aug 22)

Half of a truth is better than all, right? Wrong! If you're partially accurate story, looking for the rest of it then you're liable to make a decision based on insufficient information. A better alternative is to wait until you're totally accurate story and be around in the dark until the relation comes. That may be able for a while. But when finally straggles in, you will you didn't jump to unripe conclusions.

#### LIBRA (Sept. 23-Oct 22)

"The most important thing what the most important thing in his book Shunryu Suzuki in his book Beginner's Mind. That's your for the next three weeks. Do takes to find out beyond any the most important thing naked an hour a day. Go on in the wildest places you know intense conversations about the people who know you and sign a contract with your you vow to identify the experience want more than any other on earth. No waffling allowed. Let the single most important thing

#### SCORPIO (Oct. 23-Nov 21)

Sometime in the next nine you may feel moved to embark an adventure that will transform you understand reality. May you choose to make a pilgrimage sanctuary or wander further your familiar comforts than you before. Right now is an excellent brainstorm about the possibility don't feel ready to actually request, at least formulate a master the magic moment when you will

and special events. LEAF seeks a creative and entrepreneurial person with a passion for cultural and community arts, wide range of music knowledge, and non-profit awareness. Contact info@theLEAF.org or 828.688.MUSC (666-6742) for full Job Posting. Start: November 1st with training October 15-October 22.

**PROMOTIONS DIRECTOR**  
Clear Channel Asheville, NC is seeking our next Promotions Director. Must demonstrate the ability to manage and direct all aspects of promotions. Duties include, but not limited to, planning and developing promotions, supervising station contests, arranging prizes and listener events, represent stations at community events, promotions. Must be able to frequently lift and/or move up to 30 pounds and possess a valid driver's license and state mandated auto insurance. Send your resume to jefidewell@clearchannel.com Clear Channel Media + Entertainment Asheville is an equal opportunity employer.

#### CAREER TRAINING

**AIRLINE CAREERS** begin here - Get trained at FAA certified Aviation Technician. Housing and Financial aid for qualified students. Job placement assistance. Call Aviation Institute of Maintenance 877-492-3059. (AAN CAN)

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**PART-TIME HOUSEKEEPING**  
And Breakfast service help needed at a 10 room B&B. 8am-1pm, 12-15 hours/week, weekends required. Call (828) 654-9040.

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hiring a 5-8pm. Please call 828-274-4002. 59 Haywood Street, downtown Asheville.

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Asheville Hair Design is a high-end training salon looking to expand our team. Email us your resume w/preferences and numbers, or stop by on Thursdays from 9-12:30 Hendersonville Rd. S1 103. See our online ad for more info. 828-274-4002. ashevillehair@gmail.com www.ashevillehairdesign.com

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WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Outside Account Executive	<b>Date Filled:</b> 11/18/2013
<b>Recruitment Source ("RS") Referring Hiree:</b> 6 - Walk-In/Self-Referral	<b>Total Number of Interviewees:</b> 1

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Greenville News</b> 305 S. Main St. PO Box 1688 Greenville, SC 29602 slnugent@gannett.com www.careerbuilder.com	N	0
4.	<b>University of North Carolina Asheville</b> CPO#1240, One University Heights Asheville, NC 28804	N	0
5.	<b>Word-of-Mouth Referral</b>	N	0
6.	<b>Walk-In/Self-Referral</b>	N	1
7.	<b>Internal Posting</b>	N	0
8.	<b>Clear Channel Careers Website</b> www.careerchannel.silkroad.com www.indeed.com www.glassdoor.com	N	0
<b>Total Interviewees</b>			<b>1</b>

<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>	<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									
<p><b>2170</b> <b>Rec. Post</b>  <b>Executive Director</b>          For more info see ad at <a href="http://www.careerbuilder.com">www.careerbuilder.com</a></p>									

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**EARN EXTRA MONEY**  
 Deliver the Greenville, SC Area. FT/PT Daily work. get paid in 72hrs. Must be 18 or older, have driver's license and insured vehicle. (800) 422-1955

**TEMPORARY OTA PROGRAM DIRECTOR**  
 Piedmont Technical College seeks Temporary Occupational Therapy Assistant Program Director to assist with new OTA program initial outline/report, mgmt. & administration of program, planning, evaluation, budgeting, faculty/staff selection, acquiring & maint. of accreditation. Must be an initially certified OT or OTA, licensed or credentialed according to SC regulations. Master's & min 5 yrs exp. in OT field & 1 yr exp. full-time academic teaching appt. required. Review [www.ptc.edu/hr](http://www.ptc.edu/hr) for add'l info & application procedures. Paper, faxed or emailed applications/resumes will not be accepted, reviewed or responded to.

**EMT'S AND DRIVERS**  
 Regional Ambulance Service, Inc. is seeking outstanding EMT's and drivers to join our rapidly growing company. Positions available in Greenwood and Greenville. Please apply in person 1900 S. Highway #14 Suite A, Greer, SC | (803) 341-2185

**EXECUTIVE DIRECTOR**  
 Community of Churches of Greenville, SC seeks an Executive Director for the Community of Churches of Greenville, SC. The Executive Director will be responsible for the development of strategic vision, mission, and vision statements, and for the implementation of the strategic plan for the organization. The Executive Director will also be responsible for the financial management of the organization, and for the recruitment and development of staff. For more information, please contact the Executive Director at [www.careerbuilder.com](http://www.careerbuilder.com)

**CONFLUENCE**  
 is hiring people passionate about their careers. **JOB FAIR** Thursday, September 26. Comfort Inn Millennium 2756 Laurens Rd Greenville, SC 29607

**Graphic Designer**  
**NCEES** advancing licensure for engineers and surveyors. NCEES, a national nonprofit organization located in Clemson, seeks a full-time graphic designer for print, electronic, and web publications. Must be proficient in Adobe InDesign, Illustrator, and Photoshop; Word/Power; and Microsoft Word. Experience in proofreading and editing helpful. Must be able to adhere to production deadlines and work in a highly collaborative team environment. Degree in graphic design or equivalent experience required. Excellent benefits package. Send cover letter and resume with salary requirements to: [hr@ncees.org](mailto:hr@ncees.org)

**Piedmont Technical College**  
 AA/EOE

**Capstone Health & Rehab**  
 CNAs PRN all shifts  
 LPNs full-time, part-time, and PRN  
 RNs full-time, part-time, and PRN  
 Email resume to: [LGeer@CovenantDove.com](mailto:LGeer@CovenantDove.com)

**Use the combined power of online and print to get top dollar and sell your car fast.**

**EXPERIENCED SIGN INSTALLERS**  
 Careerfield Property Advisors for Greenville, SC

**Clearchannel**  
 MEDIA + ENTERTAINMENT is looking for qualified candidates for the following position:  
**Account Executives**  
 To develop and maintain new and existing station and event advertisers through prospecting and good client service. Successful applicant must demonstrate high performance standards in organization, conducting sales interviews, gathering and summarizing data, must possess valid driver's license and maintain state mandated vehicle insurance. Needs to possess outstanding communication skills and have a respectful positive attitude. Sales experience beneficial. Positions are available in the Asheville, NC and Greenville, SC markets.

**St. Luke's**  
 100 Medical Plaza Greenville, SC 29607  
 POSITION: REGISTERED NURSE BSN & JRN  
 Position report what you are doing for your BSN. Send resume to [hr@stlukes.com](mailto:hr@stlukes.com)

**Capstone Health & Rehab**  
 CNAs PRN all shifts  
 LPNs full-time, part-time, and PRN  
 RNs full-time, part-time, and PRN  
 Email resume to: [LGeer@CovenantDove.com](mailto:LGeer@CovenantDove.com)

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**SPECIAL JOBS SECTION - SUNDAY, SEPT. 22**

Make that **Leap** into a better job this autumn!

Leave that old job behind and find new opportunities in our special Super Sunday jobs section on Sept. 22

The latest job listings in print and online from the area's top companies

Tips on landing that dream job and how to improve your work skills



**careerbuilder**  
**The Greenville News media group**  
 A GANNETT COMPANY  
 Subscribers: GreenvilleOnline.com/Activate  
 Non-Subscribers: GreenvilleOnline.com/Subscribe

**Use the combined power of online and print to get top dollar and sell your car fast.**

**HILTON DISPLAYS**  
 Careerfield Property Advisors for Greenville, SC

**VISTA**  
 HR/Property Manager  
 Property Manager License and Tax Credit experience required. Mandatory Background Check and Drug Screenings. Full Time Position in the Spartanburg, Fountain and O'Neil areas. Salary depending on experience, excellent benefits package. Send qualified resumes only to: [recruiting@vistatn.com](mailto:recruiting@vistatn.com)

**These are full time positions. To apply please go to [hljpc/careerchannel.silkroad.com](http://hljpc/careerchannel.silkroad.com). Clear Channel is an Equal Opportunity Employer.**

**NCEES** advancing licensure for engineers and surveyors.  
**Desktop Publisher**  
 NCEES, a national nonprofit organization located in Clemson, seeks a full-time desktop publisher to type, format, and manage production of technical material. Must be proficient in Microsoft Word and Adobe InDesign and Illustrator. Experience using Web-based programs and a background in publishing helpful. The position requires an organized and detail-oriented professional able to adhere to production deadlines and work in a highly collaborative team environment. Associate's degree in business administration or office systems technology required; equivalent experience acceptable. Excellent benefits package. Send cover letter and resume with salary requirements to: [hr@ncees.org](mailto:hr@ncees.org)

**Use the combined power of online and print to get top dollar and sell your car fast.**



**FINDR**

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Inside Account Executive	<b>Date Filled:</b> 06/02/2014
<b>Recruitment Source ("RS") Referring Hiree:</b> 5 - Word-of-Mouth Referral	<b>Total Number of Interviewees:</b> 3

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
2.	<b>Appalachian State University</b> 287 Rivers St Boone, NC 28608 valleydan@aol.com	N	0
5.	<b>Word-of-Mouth Referral</b>	N	1
6.	<b>Walk-In/Self-Referral</b>	N	0
7.	<b>Internal Posting</b>	N	0
8.	<b>Clear Channel Careers Website</b> www.careerchannel.silkroad.com www.indeed.com www.glassdoor.com	N	2
9.	<b>On-Air Announcements/On-Air Job Fair</b> ( <i>one or more SEU stations</i> )	N	0
10.	<b>All Access Website</b> www.allaccess.com	N	0
11.	<b>Wilson HCG (Corporate Recruiter)</b> 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 (813) 600-4303	N	0
<b>Total Interviewees</b>			<b>3</b>

CLEAR CHANNEL ASHEVILLE  
WKSF-FM, WWNC-AM, WQNQ-FM, WQNS-FM,  
WPEK-AM, WMXF-AM  
Remit To: Clear Channel Broadcasting Inc.  
P.O. Box 406064  
Atlanta, GA 30384-6064  
Phone: (828)257-2700



INVOICE: 011-127575

HOUSE ACCOUNT

13 Summerlin Dr  
Asheville, NC 28806-2800

Advertiser No.: 497  
HOUSE ACCOUNT  
Order: 64777  
Co-op: No  
Do Not Mail

Invoice Date: 03/30/2014  
Payment Due: 04/29/2014  
AE: DARLENE MOORE

Billing Type: Broadcast

Note 1: Recruitment Ad for Internal Sale

CPE

**Invoice Summary:**

No. of Spots/Misc:	323/0
Gross Spot Billing:	\$0.00
Agency Commission:	\$0.00
Net Spot Billing:	\$0.00

This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

**TAB C**



**FOR INTERNAL BUSINESS RECORDS ONLY**

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)**

**RECRUITMENT INITIATIVES FORM  
AUGUST 1, 2012-JULY 21, 2013**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b>
1.	Participate in Job Fair	October 25, 2012	On October 25, 2012, our SEU participated in the Fall WCU Career Fair and Graduate School Day at Western Carolina University in Cullowhee, NC. Station participants included our General Sales Manager and Promotion Director, who disseminated information and spoke with attendees about broadcast careers.
2.	Participate in Job Fair	March 13, 2013	On March 13, 2013, our SEU participated in the Spring WCU Career Fair at Western Carolina University in Cullowhee, NC. Station participants General Sales Manager and Promotion Director, who disseminated information and spoke with attendees about broadcast careers.
3.	Participate in Event/Program Sponsored By or On Behalf of an Educational Institution Related to Career Opportunities in Broadcasting	March 28, 2013	On March 28, 2013, one of our General Sales Managers served as a guest lecturer for a Marketing class at Appalachian State University in Boone, NC, where he discussed the skills needed and career opportunities available for a career in broadcasting.
4.	Participate in Job Fair	April 8, 2013	On April 8, 2013, our SEU participated in the 2013 Spring Career Fair at USC Upstate in Spartanburg, SC. Station participants included our General Sales Manager and Promotion Director, who disseminated information and spoke with attendees about broadcast careers.



## Fall Graduate School and University Career Fair

[Details](#) | [Registered Organizations](#)

[All Career Fairs](#)

### ✓ Registration is Complete

You have successfully submitted your registration for the **Fall Graduate School and University Career Fair**. The career center is reviewing your registration. You will receive a confirmation of your registration shortly. If you need to make a change, please contact the career center.

You will be mailed an invoice as soon as the Career Center approves the registration.

### Organization Information

Organization Name:  
Clear Channel Media & Entertainment

Industry:  
Communications/Media - TV/Radio Broadcasting

Organization Description:  
Group of local radio stations owned by Clear Channel located at 13 Summerlin Road, Asheville, NC 28806  
Radio stations include WKSF-FM 99.9 Kiss Country WMXF-AM 1400 WPEK-AM 880 The Revolution  
WQNQ-FM Star 104.3 WQNS-FM Rock 104.9 WWNC-AM 570

Registrant Information:  
Carole Sloan  
Market Controller  
P: 864-423-7518  
[carolesloan@clearchannel.com](mailto:carolesloan@clearchannel.com)  
13 Summerlin Road  
Asheville, North Carolina, 28806  
United States of America

Are You an Alumnus of This School?  
No

### Recruiting Information

Job Titles You Are Recruiting:  
Internships - Asheville; Internships - Greenville, SC; Account Executives - Asheville; Account Executives - Greenville, SC; Part time Remote Techs

### Fair Information

Career Fair Package:  
[http://www.experience.com/emp/cf\\_reg\\_done](http://www.experience.com/emp/cf_reg_done)

Fall Graduate School and University Career Fair (\$75.00) - The \$75 fee for 2 representatives includes 2 chairs, an 8-foot table with tablecloth, and light refreshments. Includes up to 2 attendees.

Attendees:

- Yourself
- Open slot

**Billing Information**

Transaction Amount:  
\$75.00

Payment Method:  
Invoice

Billing Address:  
13 Summerlin Road  
Asheville, North Carolina, 28806  
United States of America,  
864-423-7518

\*\*\*\*\*

NOTE: Please contact the Career Center if you need to change any of your registration information.

\*\*\*\*\*

[Register for another career fair](#)

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[Privacy Policy](#) | [Terms of Service](#)



**From:** [mail@experience.com](mailto:mail@experience.com) [mailto:[mail@experience.com](mailto:mail@experience.com)] **On Behalf Of** [mashe@wcu.edu](mailto:mashe@wcu.edu)  
**Sent:** Thursday, February 21, 2013 9:48 AM  
**To:** Sloan, Carole  
**Subject:** Transaction Summary from Western Carolina University

<p>Dear Carole Sloan,</p> <p>This transaction summary reflects your payment status for <b>Summer Jobs &amp; Internships Fair-Spring 2013</b> at <b>Western Carolina University</b>.</p> <p>The career center is reviewing your registration request.</p> <p>If the Career Center accepts your registration request, they will send you an invoice detailing this transaction.</p> <p>If you have any questions, please contact us at <a href="mailto:mashe@wcu.edu">mashe@wcu.edu</a> or <a href="tel:828-227-7133">828-227-7133</a> .</p> <p><b>Registration Information:</b></p>				
<b>Date:</b>		2/21/13		
<b>Employer:</b>		Clear Channel Media and Entertainment		
<b>Registrant:</b>		Carole Sloan P: <a href="tel:864-271-5161">864-271-5161</a> F: <a href="tel:864-235-4791">864-235-4791</a> <a href="mailto:carolesloan@clearchannel.com">carolesloan@clearchannel.com</a>		
<b>Billing Information:</b>		Carole Sloan 13 Summerlin Road Asheville, North Carolina 28806 P: <a href="tel:864-271-5161">864-271-5161</a> <a href="mailto:carolesloan@clearchannel.com">carolesloan@clearchannel.com</a>		
<b>Career Fair:</b>		Summer Jobs & Internships Fair- Spring 2013 (3/13/13)		
<b>School:</b>		Western Carolina University		
<b>Purchases:</b>				
Purchase Date	Qty	Description	Unit Price	Price
2/21/13		Career Fair Registration		\$75.00

	Fair: Summer Jobs & Internships Fair- Spring 2013 Package: Summer Jobs & Internships Fair			
			<b>Total:</b>	<b>\$75.00</b>



Two Faneuil Hall Marketplace, Boston, MA 02109

From: Wilson, Skip  
Sent: Friday, March 29, 2013 08:24  
To: Sloan, Carole  
Subject: FW: Thank You

---

**From:** Anthony Kerr [mailto:akerr712@gmail.com]  
**Sent:** Thursday, March 28, 2013 6:30 PM  
**To:** Wilson, Skip  
**Subject:** Thank You

Skip:

I want to thank you for your visit to the Appalachian State University campus today. I know the students greatly appreciated the time spent to discuss the availability of internships and post-graduation career opportunities within the Clear Channel system.

Thank you again for the effort made to visit our campus.

Sincerely,

Anthony H. Kerr  
Visiting Professor of Marketing  
Department of Marketing  
Appalachian State University

Sloan, Carole

---

From: CareerCenter Office <CAREERCENTEROffice@uscupstate.edu>  
Sent: Wednesday, April 10, 2013 14:15  
Subject: USC Upstate Spring Career/Internship Fair Evaluation

Good Afternoon,

The USC Upstate Career Center wants to thank you for attending our Spring 2013 Career/Internship Fair on April 8th. We appreciate you taking the time out of your day to attend the fair and we hope that you will attend again with us in the future. In order to make your experience even more enjoyable we ask that you take just a few minutes and complete the evaluation available to you in the link below, so that we can improve for next time. If you could complete the survey by April 24<sup>th</sup> if possible. We appreciate any feedback you can provide!

<http://www.surveymonkey.com/s/9HYB9DP>

Once more, thank you for attending. We enjoyed meeting you and having you at our Career/Internship Fair.

Have a great day,

Meagan Stoltz  
Student Assistant  
Career Center  
USC Upstate  
864-503-5304

**FOR INTERNAL BUSINESS RECORDS ONLY**

**WKSF(FM), WQNQ(FM), WQNS(FM), WMXF(AM),  
WPEK(AM), WWNC(AM)**

**RECRUITMENT INITIATIVES FORM  
AUGUST 1, 2013-JULY 21, 2014**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b>
1.	Participate in Event/Program Sponsored By or On Behalf of an Educational Institution Related to Career Opportunities in Broadcasting	August 28, 2013	On August 28, 2013, our Digital Sales Manager served as a guest lecturer for a marketing class at Appalachian State University in Boone, NC, where he discussed the skills needed and career opportunities available for a career in broadcasting.
2.	Participate in Job Fair	October 30, 2013	On October 30, 2013, our SEU participated in the Fall Career Fair and Graduate School Day at Western Carolina University in Cullowhee, NC. Station participants included our General Sales Manager and Promotion Director, who disseminated information and spoke with attendees about broadcast careers.
3.	Internship Program	January 6, 2014 – January 17, 2014	From January 6, 2014 through January 17, 2014, our SEU hosted a student intern from Asheville Christian Academy, in Asheville, NC. The student learned about and experienced careers in broadcasting by working with our Programming Department under the supervision of our Program Director for WWNC(AM)/WMXF(AM) /WPEK(AM). He also had the opportunity to observe each of our departments to learn about various career opportunities in broadcasting industry.
4.	Host Job Fair	February 17, 2014	On February 17, 2014, our SEU hosted an on-air job fair. The on-air hosts performed live “jock chatter” and provided their personal contact information to encourage interested listeners to apply and to inform them about the requirements and benefits of working in radio sales. In addition, the stations broadcast recorded spots every hour promoting opportunities at the station.
5.	Participate in Job Fair	March 24, 2014	On March 24, 2014, our SEU participated in the University of South Carolina Upstate Career/Internship Summer Job Fair in Spartanburg, SC. Station participants included our Digital Sales Manager, who disseminated information and spoke with attendees about broadcast careers.
6.	Provide Training to Management Level Personnel as to Equal Employment Opportunity and Preventing Discrimination	March 24, 2014	On July 2, 2014, our Market Controller participated in an online training program hosted by Clear Channel entitled Valuing Diversity for Managers. Topics included The Changing Workforce, Benefits of a Diverse Workforce, Recognizing Bias & Stereotypes, Managing a Diverse Workforce, and Interactive Case Studies.





## INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel \_\_\_\_\_ (the "Company") d/b/a \_\_\_\_\_ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: 1/7/14

Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Emergency Phone: \_\_\_\_\_

SSN: \_\_\_\_\_

Term of Internship:

from: 1/6/14

to: 1/17/14

Educational Facility Providing Academic Credit:

Asheville Christian Academy

Contact/Phone: \_\_\_\_\_

**A copy of the Letter of Internship from educational facility must be attached to this Agreement.**

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Signature of Intern ✓ \_\_\_\_\_

**If you are under eighteen (18) years of age, your parent or legal guardian must sign below.**

\_\_\_\_\_  
(Signature of Parent or Legal Guardian)

CLEAR CHANNEL ASHEVILLE  
WKSF-FM, WWNC-AM, WQNQ-FM, WQNS-FM,  
WPEK-AM, WMXF-AM  
Remit To: Clear Channel Broadcasting Inc.  
P.O. Box 406064  
Atlanta, GA 30384-6064  
Phone: (828)257-2700



INVOICE: 011-126725

CC ASHEVILLE RECRUITMENT  
Attn: Kevin Scot  
13 Summerlin Dr  
Asheville, NC 28806-2800

Advertiser No.: 8565  
CC ASHEVILLE RECRUITMENT  
Order: 64355 Invoice Date: 02/23/2014  
Co-op: No Payment Due: 02/23/2014  
Cash in Advance AE: GENE AUSTIN

Billing Type: Broadcast

---

## D U P L I C A T E I N V O I C E

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Note 1: ON-AIR JOB FAIR

CPE

**Invoice Summary:**

No. of Spots/Misc:	114/0
Gross Spot Billing:	\$0.00
Agency Commission:	\$0.00
Net Spot Billing:	\$0.00

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This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

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Diversity

Diversity Training

Diversity Awareness

Recruitment Resources

## Diversity Training

On-Line Training

### VALUING DIVERSITY *for* MANAGERS

We have launched an additional on-line diversity training module that is customized specifically for managers! The training takes approximately 20 minutes to complete and covers some of the following areas:

- The Changing Workforce
- Benefits of a Diverse Workforce
- Recognizing Bias & Stereotypes
- Managing a Diverse Workforce
- Interactive Case Studies

**Very easy to do:**

To access the training, click here: <https://learning.syntrio.com/ClearChannel/login.asp> (you must be on VPN). Your log in is your employee ID and the password is "training". Once you are in the system click on "Catalogue" where you will see the list of the on-line courses currently available and click on "Valuing Diversity for Managers".

The cost to take this training is cross charged at the end of the year based on the number of users (the higher # of users the lower the cost), it can be as little as \$.80 up to \$3.00 per person per course taken.

I hope that you will encourage your management team to utilize this training tool in order to support Clear Channel's core values and diversity goals!

Thank you!

Transcript: CAROLE SLOAN

Completed training records								
Training (Code - Title)	Type	Status	Updated	Pass/Fail	Score (%)	Course length	Time Spent(in min)	Credits
scomp061 - Valuing Diversity V (10.1.0).	Online*	Completed	7/2/2014	PASS	■	0:30	1350	0
<b>Total Credits :</b>								<b>0</b>

**Denied Training**

Training	Type	Status	Date
No Denied Training records in the transcript			