

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

**EEO PUBLIC FILE REPORT
August 1, 2013-July 31, 2014¹**

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
Promotions Director	3, 5-8, 10	5
Outside Account Executive	1, 4-8	6
Inside Account Executive	2, 5-11	5

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

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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	Greenville News 305 S. Main St. PO Box 1688 Greenville, SC 29602 slnugent@gannett.com www.careerbuilder.com	N	0
2	Appalachian State University 287 Rivers St Boone, NC 28608 valleydan@aol.com	N	0
3	Mountain Xpress P O Box 144 Asheville, NC 28802 (828) 251-1333	N	0
4	University of North Carolina Asheville CPO#1240, One University Heights Asheville, NC 28804	N	0
5	Word-of-Mouth Referral	N	3
6	Walk-In/Self-Referral	N	2
7	Internal Posting	N	0
8	Clear Channel Careers Website www.careerchannel.silkroad.com www.indeed.com www.glassdoor.com	N	2
9	On-Air Announcements/On-Air Job Fair <i>(one or more SEU stations)</i>	N	0
10	All Access Website www.allaccess.com	N	1
11	Wilson HCG (Corporate Recruiter) 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 (813) 600-4303	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES (“MRSL”)

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
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.