

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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 Exec	1-7, 9-11, 13-17, 19, 22-28, 30, 32, 34-38	17
Outside Account Exec	1-7, 9-10, 13-16, 19, 22-30, 32-38	36
Outside Account Exec	1-7, 9-16, 19-20, 22-30, 32-35, 37-38	12
Promotions Director	10, 12, 15-16, 18, 39	39
Promotions Director	1-11, 13-17, 21-27, 29-32, 34-35, 37-40	21
Sales Assistant	1-7, 9-11, 13-16, 22-30, 32, 34-38, 40	36

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919/217-4438 Email : slizik@602Communications.com Sandy Lizik	N	0
2	African American Student Affairs (NC State) 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Email : Tracey_Ray@ncsu.edu Fax : 1-919-515-8078 Tracey Ray	N	0
3	Appalachian State University 287 Rivers Street Boone , North Carolina 29608 Phone : 828.262.2000 Url : www.appstate.edu Email : careerdevcnt@appstate.edu Dr. Susan McCracken	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 : peggybulla@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 Cpmtomiomg Education Building, Room 125 Flat Rock, North Carolina 28731 Phone : 828-694-1755 Url : http://www.blueridge.edu Email : pat.mccall@nccommerce.com Pat McCall	N	0

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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	Call In	N	1
9	Carteret Co, Job Link 309 Commerce Ave Morehead City, North Carolina 28857 Phone : 252-726-7151 Url : http://www.ecwdb.org Email : larry.woods@nccommerce.com Fax : 1-252-726-1141 Larry Woods	N	0
10	DirectEmployers (<i>association distributing job postings to state workforce agencies throughout the U.S. and diversity oriented job boards</i>)	N	0
11	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : rmjones@mail.ecsu.edu Fax : 1-252-335-3745 Randy Jones	N	0
12	Employee Referral	N	2
13	Employment Security Commission 2005-B South Elm-Eugene St Greensboro, North Carolina Email : esc.employmentservice@ncmail.net Anne G. Lasley	N	0
14	Haywood Community College 185 Freedlander Driver Clyde, North Carolina 28721 Phone : 8286274646 Url : http://www.haywood.edu Email : drowland@haywood.edu Debbie Rowland	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	3
16	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
17	Indeed.com - Not Directly Contacted by SEU	N	2
18	Internal Posting	N	1
19	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 8283951361 Url : https://isothermal.edu Email : pbradley@isothermal.edu Pamela Bradley	N	0
20	Job Fair	N	1
21	LinkedIn / Word of Mouth	N	1
22	Montreat College 310 Gaither Circle Montreat, North Carolina 28757 Url : http://montreat.edu Email : careers@montreat.edu Tom Oxenreider	N	0
23	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Mt Zion Baptist Church 1301 Alamance Church Greensboro, North Carolina Phone : 336-373-4211 Fax : 1-336-373-4224 Demetria Wade	N	0
25	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 Fax : 1-828-251-6859 Karen Torrence	N	0
26	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
27	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
28	North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Email : mahoneya@ncat.edu Fax : 1-336-334-7477 Angela Mahoney	N	0
29	North Carolina Association of Broadcasters 150 Fayetteville Street Mall Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : ncbroadcast.com Email : jobs@ncbroadcast.com Fax : 1-919-839-0304 Lisa Reynolds	N	0

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30	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
31	Previous Employee	N	1
32	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
33	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
34	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
35	University of NC Campus Box 3345 Chapel Hill, North Carolina 27599-3365 Email : catuggle@unc.edu Charles Tuggle	N	0
36	Unknown (source not adequately identified upon inquiry by SEU)	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	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
38	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
39	Word of Mouth Referral	N	2
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/8/2018	Participation in events or programs sponsored by educational institutions	A class from TC-Roberson High school toured the station and met with a Program Director/On-Air Talent. This class was part of the High School's special education program. The tour involved a showing of each radio station, along with providing knowledge about a job in broadcasting and what kind of training and education is needed to pursue a job in the radio industry.	1	Program Director
2	3/24/2018	Participation in events sponsored by community groups	A local Cub Scout Troop toured the station and met with a Program Director/On-Air Talent. The tour involved a showing of each radio station, along with providing knowledge about a job in broadcasting and what kind of training and education is needed to pursue a job in the radio industry. Children and their parents were notified of our job listings on station websites, in which they can obtain specific information about which job requirements are needed for the different areas of the broadcast industry.	1	Program Director
3	5/5/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated in a local career day at Enka Intermediate School. They spoke to students about a career in local media and the different aspects of the Communications and Broadcasting field. A station vehicle was brought on sight to aide in explanation of our promotions department.	1	Promotions Assistant
4	5/22/2018	Provision of training to management	During the months of May and June, several SEU managers took the preventing Sexual Harassment for Managers Training Course provided by iHeartMedia Learning Center.	4	Market SVP Sales Program Director 1 Promotions Event Mgmt 1 Sales Manager
5	6/1/2018	Participation in events or programs sponsored by educational institutions	Our SEU's On-Air Personality served as the commencement speaker for Franklin High Schools's graduation. In his address to the graduating students, he discussed his broadcasting career path and the hard work, dedication, and steps that it took to have a successful broadcast career.	1	On-Air Personality

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	6/5/2018	Participation in events or programs sponsored by educational institutions	A station Program Director spoke at PEP School in Asheville about radio. It was PEP School's Career Day, in which the PD made a presentation describing a normal day at a radio station. Information was provided to students regarding the training and education required and preferred to pursue a career in radio. Students were directed to our station websites for further information on the available jobs.	1	Program Director