

WKSF-FM/WQNQ-FM/WQNS-FM/WMXF-AM/WPEK-AM/WWNC-AM
EEO PUBLIC FILE REPORT
August 1, 2014-July 31, 2015¹

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	1-4, 6-9, 24	4
Outside Account Executive	1-4, 6-9, 24	4
Outside Account Executive	1-4, 6-9, 24	4
Programming – Morning Show Host	1-5, 9-23	4
Programming – Morning Show Host/News Director	1-5, 7, 9	5

¹ Per the FCC’s grace period policy, this Report includes recruitment activity beginning July 22, 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	Word-of-Mouth Referral	N	6
2	Walk-In/Self-Referral	N	0
3	Internal Posting (SEU bulletin boards)	N	3
4	iHeartMedia Careers Website www.iheartmedia-openhire.silkroad.com www.indeed.com www.glassdoor.com	N	8
5	All Access Website www.allaccess.com	N	2
6	Greenville News 305 S. Main Street P.O. Box 1688 Greenville, SC 29602 slnugent@gannett.com	N	0
7	Career Fairs (See Section III)	N	0
8	Asheville Citizen Times 14 Ohenry Avenue Asheville, NC 28801 nkogan@gannett.com	N	0
9	LinkedIn www.linkedin.com	N	0
10	Western Carolina University Don Connelly, Professor & Department Head Department of Communications Mardy Ashe, Director and Career Counselor dconnelly@email.wcu.edu 205 Killian Annex Building Cullowee, NC 28723		0
11	Asheville-Buncombe Technical Community College Peggy Bulla, Career Counselor 340 Victoria Road Asheville, NC 28801	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Appalachian State University Career Development Center John E Thomas Hall, Room 369 Boone, NC 288608	N	0
13	Association for Women in Communications Job Posting Department 3337 Duke Street Alexandria, VA 22314	N	0
14	Blue Ridge Community College Career Center 180 W. Campus Drive Continuing Education Bldg., Room 125 Flat Rock, NC 28731	N	0
15	Brevard College Office for Career Exploration & Development One Brevard College Drive Brevard, NC 28712	N	0
16	Carolina School of Broadcasting Career Resource Center 3435 Performance Road Charlotte, NC 28214	N	0
17	Haywood Community College Career Development 185 Freedlander Drive Clyde, NC 28721	N	0
18	Isothermal College Career Center PO Box 804 Spindale, NC 28160	N	0
19	Mountain Are Workforce Development Board Ms. Barbara Darby Land of Sky Regional Council 339 New Leicester Highway, Suite 140 Asheville, NC 28806	N	0
20	National Association of Broadcasters Department of Human Resources 1771 N. Street NW Washington, DC 20036	N	0
21	National Association of Black Journalists Job Posting Department 1100 Knight Hall, Suite 3100 College Park, ND 20742	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	North Carolina Employment Security Commission 48 Grove Street Asheville, NC 28801	N	0
23	UNC Asheville Career Center Ms. Debbie McDowell 259 Highsmith University Union One University Heights, CPO #1240 Asheville, NC 28804	N	0
24	Wilson HCG 400 N. Ashley Drive, Suite 3000 Tampa, FL 33602 (813) 600-4303 Veronica.Gillen@wilsonhcg.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Participate in Job Fair	October 10, 2014	Our SEU participated in the University of South Carolina Upstate Fall Career Fair in Spartanburg, SC. Station participants included our Digital Sales Manager and Operations Manager, who disseminated information on broadcast careers.
2.	Participate in Job Fair	October 22, 2014	Our SEU participated in the Fall WCU Career Fair and Graduate School Day at Western Carolina University in Cullowhee, NC. Station participants included our Digital Sales Manager who disseminated information on broadcast careers.
3.	Participate in Job Fair	January 7, 2015	Our SEU participated in the 9 th Annual Homecoming Job Fair in Asheville, NC. Station participants included our Digital Sales Manager and Operations Manager, who disseminated information on broadcast careers.
4.	Participate in Job Fair	April 9, 2015	Our SEU participated in the University of South Carolina Upstate Summer Job Fair in Spartanburg, SC. Station participants included our Digital Sales Manager and Program Director, who disseminated information on broadcast careers.
5.	Provide training to management level personnel ensuring equal employment opportunity and preventing discrimination	July 18, 2015	Our SEU's Promotion Events Manager participated in online EEO training for managers. The training, entitled "Valuing Diversity," was conducted by iHeartMedia, and it covered methods for ensuring equal employment opportunity and preventing discrimination.
6.	Provide training to management level personnel ensuring equal employment opportunity and preventing discrimination	July 18, 2015	Our SEU's Promotion Events Manager participated online in EEO training for managers. The training, entitled "How to Hire the Right People," was conducted by iHeartMedia, and it covered methods for hiring the right people.