

WEND, WHQC, WKKT, WLKO, WRFX
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
Sales Assistant	1-7, 9-16, 18-19, 21-23, 25-31	15
Account Executive	1-7, 9-16, 21-23, 25-31	15
Promotions Director	1-7, 9, 11-16, 21-23, 25-31	15
Receptionist	1-7, 9-17, 20-31	15
Digital Creative Manager	4-7, 9, 11-15, 25, 27-28, 30-32	15
Digital Ad Designer	4-9, 11-14, 19, 25, 28, 30-32	8

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Career Services	N	0
2	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Email : members@womcom.org Fax : 1-703-342-4311 Career Services	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : info@amfmjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
4	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson@nakatv.com Fax : 1-704-395-9698 Alyson Young	N	0
5	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Email : career.services@cpcc.edu Amber Shannon	N	0
6	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services	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
7	Charlotte Observer 600 South Tryon Street Charlotte, North Carolina 28217 Phone : 704-358-5000 Email : cdobson@charlotteobserver.com Fax : 1-704-358-5352 Cindy Dobson	N	0
8	Current Employee	N	1
9	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2000 Email : rimichaels@davidson.edu Fax : 1-704-894-2638 Karen Martin	N	0
10	Employee Referral	N	3
11	Employment Security Commission 7140 Forest Point Blvd, Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Email : esc.jobs.charlottecentral@nccommerce.com Career Services	N	0
12	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-372-3434 Fax : 1-704-372-3228 Career Services	N	0
13	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	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

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15	Indeed.com	N	10
16	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 212-677-7580 Email : contact@audioschool.com Gillian Gandy	N	0
17	Internal Candidate	N	1
18	Job Board	N	1
19	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Email : abranham@kings.edu Fax : 1-704-348-2029 Ashely Branham	N	0
20	Linked In	N	1
21	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5417 Email : mabanez@nab.org Fax : 1-202-296-6727 Career Services	N	0
22	National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 312-236-2622 Url : http://www.nbmbaa.org Email : mail@nbmbaa.org Fax : 1-312-236-0390 Career Services	N	0
23	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-530-6198 Email : cdosreis@ncu.edu Fax : 1-919-530-6305 Catrina Dosreis	N	0
24	Other Source	N	1

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25	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Email : careerprograms@queens.edu Fax : 1-704-337-2241 Tes Asfaw	N	0
26	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : www.rab.com Email : amalave@rab.com Career Services	N	0
27	The Ladder.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1913 Url : http://www.theladders.com/ Email : maria.schiller@theladders.com Fax : 1-212-691-2420 Maria Schiller	N	0
28	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : career@unc.edu Angela Price	N	0
29	Urban Insite Website Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0
30	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Email : denise.moses@urbanleaguecc.org Fax : 1-704-373-2262 Career Services	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
31	Veterans of Foreign Wars 1917 Central Avenue Charlotte, North Carolina 28205 Phone : 704-332-3669 Fax : 1-910-396-3596 Job Vacancies	N	0
32	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	9/17/2017	Participation in scholarship programs	In September 2017 our SEU participated in the Connecticut School of Broadcasting Broadcast Scholarship Program. By awarding a chosen student a scholarship to Connecticut School of Broadcasting it shows our commitment to serving the local community and attracting more diversity to the business of broadcasting	1	
2	10/31/2017	Participation in events or programs sponsored by educational institutions	On October 31, 2017 one of our SEU's Producers/On-Air spoke to the student body of JN Fries Middle School. His presentation was to teach students about radio programming, making commercials, and the training and experience he's received to make him successful in the radio industry. This visit encouraged students to further their education and gave them knowledge of a career in the broadcasting field.	1	Production Director
3	6/14/2018	Participation in events or programs sponsored by educational institutions	In June 2018, our SEU had 2 Program Directors, a Marketing/Promotions Director, and a Production Director participate in a ten day training program at the Kellar Radio Institute at Appalachian State University. Our SEU's participants gave lectures to students at the Institute about the skills needed to succeed in a career in broadcasting. The ten day training program focused on helping train students to secure their first job in the broadcasting industry.	4	Program Director Program Director Marketing/Promotions Director Production Director
4	6/19/2018	Participation in events sponsored by community groups	On June 19, 2018 one of our SEU's On Air Personalities spoke with the Charlotte Youth Broadcasting Camp attendees. Her presentation was to teach them about a career in radio. Discussing on-air broadcasting as well as the digital side of radio. This Camp is a national specialty broadcasting camp for children ages 13-17.	1	On-Air Personality

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5	7/31/2018	Establishment of an intern program designed to assist members of the community	Our SEU hosts an on-going internship program for college students in the local community. From September 1, 2017 through July 31, 2018, our SEU hosted (10) students as part of our internship program. Students learned about careers in broadcasting and received training in promotions, digital, programming, sales, and production. All of our SEU's interns received college credit for their participation in our program.	10	