

**WGNI(FM), WWQQ-FM, WMNX(FM), WKXS-FM and WAAV(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
Sales Representative	1-3, 5-19, 21, 23-26	24
Sales Representative	1-3, 5-19, 21, 23-26	15
Sales Representative	1-3, 5-19, 21, 23-26	16
Sales Representative	1-3, 5-19, 21, 23-26	26
Sales Representative	1-3, 5-19, 21, 23-26	24
Sales Representative	1-3, 5-19, 21, 23-26	26
Sales Assistant	1-3, 5-19, 21, 23-26	24
Promotions & Marketing Director	1, 5, 9, 13-14, 17-18	14
Traffic Manager	1, 5, 9, 13-14, 17-18, 27	27
PM Drive Host	1, 3-5, 23	4

¹ This Report was revised in July 2015 to address minor formatting and reporting issues.

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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	University of North Carolina-Wilmington 601 S. College Road Wilmington, NC 28403 910- 962-3755	N	0
2	Station On-Air Announcements (<i>all SEU stations</i>)	N	1
3	SEU Job Fairs (<i>see Section III</i>)	N	1
4	All Access Music Group Website allaccess.com	N	5
5	Employment Security Commission 717 Market Street Wilmington, NC 28401	N	1
6	Junior League of Wilmington Downing Branch Offices 3803 Wrightsville Avenue Wilmington, NC 28403	N	0
7	New Hanover County Black Leadership Caucus PO Box 7213 Wilmington, NC 28403	N	0
8	Vocational Rehabilitation Services Career Services 3340 Jaeckle Drive, Suite 201 Wilmington, NC 28403	N	0
9	Cape Fear Community College 411 N. Front Street Wilmington, NC 28401 910- 862-7043	N	0
10	Southeastern North Carolina Black Chamber of Commerce 509 Cornelius-Harnett Drive Wilmington, NC 28403	N	0
11	Station Website Postings (<i>one or more SEU stations</i>)	N	2
12	Shaw University Placement Office 118 E. South Street Raleigh, NC 27611	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Zip Recruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	N	7
14	Internal Posting	N	1
15	Monster Website www.monster.com	N	1
16	Walk-In/Self-Referral	N	5
17	Miller Motte Business College Career Services 5000 Market Street Wilmington, NC 28403	N	0
18	Brunswick Community College PO Box 30 Supply, NC 28462 910- 754-6900	N	0
19	Bladen Community College Career Services PO Box 266 Dublin, NC 28332	N	0
20	Wilmington Star News www.starnewsonline.com	N	0
21	Craig' List Website www.wilmington.craigslist.org	N	0
22	Urban Insite Website www.urbaninsite.com	N	0
23	Ohio Center for Broadcasting-Columbus 5330 E. Main Street, Suite 200 Columbus, OH 43213 614-245-0555 Email: Placement.columbus@beonair.com	N	0
24	Word-of-Mouth Referral	N	8
25	Inside Radio www.insideradio.com	N	0
26	Indeed Website www.indeed.com	N	2
27	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On October 10, 2013, our SEU hosted an open house at our offices in Wilmington, North Carolina. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities within the SEU. Resumes of interested attendees were collected. SEU participants included our Regional Vice President, Vice President/Director of Sales, and Local Sales Manager.
2	Host Job Fair	On February 11, 2014, our SEU hosted an open house at our offices in Wilmington, North Carolina. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities within the SEU. Resumes of interested attendees were collected. SEU participants included our Regional Vice President, Vice President/Director of Sales, and Local Sales Manager.
3	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On March 26, 2014, one of our Program Directors spoke with a group of communications studies students at the University of North Carolina-Wilmington about the responsibilities of a program director as well as the variety of career opportunities available in radio broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On January 16, 2014, one of our Program Directors participated in Career Day at Cape Fear Middle School Wilmington, North Carolina. He talked with the students about what a program director does, what it is like to work at a radio station and other job opportunities in broadcasting.
5	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On January 22, 2014, one of our Program Directors participated in Career Day at Brunswick County Academy in Bolivia, North Carolina. He talked with the students about what a program director does, what it is like to work at a radio station and other job opportunities in broadcasting.
6	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On February 20, 2014, one of our Program Directors participated in Career Day at Murray Middle School in Wilmington, North Carolina. He talked with the students about what a program director does, what it is like to work at a radio station and other job opportunities in broadcasting.
7	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On April 10, 2014, one of our Program Directors participated in a career fair at Trask Middle School in Wilmington, North Carolina. He talked with the students about what a program director does, what it is like to work at a radio station and other job opportunities in broadcasting.
8	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On May 8, 2014, one of our Program Directors participated in Career Day at Wilmington Christian Academy in Wilmington, North Carolina. He talked with the students about what a program director does, what it is like to work at a radio station and other job opportunities in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On May 20, 2014, one of our Program Directors participated in Career Day at Holly Shelter Middle School in Wilmington, North Carolina. He talked with the students about what a program director does, what it is like to work at a radio station and other job opportunities in broadcasting.
10	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On May 27, 2014, one of our Program Directors participated in Career Day at North Brunswick High School in Leland, North Carolina. He talked with the students about what a program director does, what it is like to work at a radio station and other job opportunities in broadcasting.
11	Internship Program	<p>Our internship program offers student interns a comprehensive look at the radio industry through hands-on experience. A member of our management team supervises the interns and gives each intern a list of projects to execute which are designed to expose them to the inner workings of each department. As they interface with key managers and employees they gain a better understanding of our internal operations and how all departments come together to create our product and services.</p> <p>On January 20, 2014, our SEU hosted a student intern from the University of North Carolina-Wilmington. Our Promotions & Marketing Director supervised this intern and taught the student the skills necessary to be considered for broadcast employment.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
12	Provide training to management-level personnel as to methods of ensuring equal employment opportunities and preventing discrimination	On May 10, 2013, our SEU sent our Business Manager to an all-day seminar entitled, "Human Resources for Anyone with Newly Assigned HR Responsibilities," conducted by Fred Pryor Seminars/CareerTrack. The presentation covered, among a variety of other topics, equal employment opportunity and the prevention of discrimination.
13	Participate in Job Fair	On April 24, 2014, this SEU participated in a job fair hosted by Cape Fear Community College, Wilmington, North Carolina. SEU representatives spoke with attendees about careers in broadcasting, with emphasis on radio sales, as well as job opportunities within the SEU. Resumes of interested attendees were collected. SEU participants included our Local Sales and Key Account Managers.