

**WGNI-FM, WWQQ-FM, WMNX-FM, WKXS-FM and WAAV-AM
EEO PUBLIC FILE REPORT**

August 1, 2016-July 31, 2017

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	2-4, 13-15, 24-27, 29, 31-33	27
Promotions & Marketing Director	1, 5-10, 12-15, 17-20, 24, 27-33	28
Local Sales Manager	2-4, 13-15, 24, 26-29, 31-33	28
Program Director	4, 13-15, 24-27, 29, 31-33	4

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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	0
3	SEU Job Fairs (<i>see Section III</i>)	N	0
4	All Access Music Group Website allaccess.com	N	12
5	NCWorks (formerly Employment Security Com.) 717 Market Street Wilmington, NC 28401 www.NCWorksOnline.com	N	0
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	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Shaw University Placement Office 118 E. South Street Raleigh, NC 27611	N	0
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	0
14	Internal Posting	N	2
15	HRM Direct Cumulus.com	N	11
16	Walk-In/Self-Referral	N	0
17	Miller Motte Business College Career Services 5000 Market Street Wilmington, NC 28403	N	0
18	Miller Motte Business College Jacksonville, NC Career Services alethia.gambrell@miller-motte.edu	N	0
19	Brunswick Community College PO Box 30 Supply, NC 28462 910- 754-6900	N	0
20	Bladen Community College Career Services PO Box 266 Dublin, NC 28332	N	0
21	Wilmington Star News www.starnewsonline.com	N	0
22	Craig's List www.wilmington.craigslist.org	N	0
23	Urban Insite Website www.uUrbaninsite.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Ohio Center for Broadcasting-Columbus 5330 E. Main Street, Suite 200 Columbus, OH 43213 614-245-0555 Email: Placement.columbus@beonair.com Alvis Moore, Placement Director amoore@beonair.com	N	0
25	Station Employee Referral	N	3
26	Inside Radio Website www.insideradio.com	N	0
27	Indeed Website www.indeed.com	N	5
28	Internal Transfer/Promotion	N	2
29	Linked In Website www.linkedin.com	N	1
30	Southeastern Community College 4564 Chadbourne Hwy Whiteville, NC 28472 910-642-7141 Tiffany.price@sccnc.edu	N	0
31	Simply Hired www.simplyhired.com	N	0
32	Glass Door www.glassdoor.com	N	0
33	Link Up www.linkup.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			36

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On October 19, 2016, this SEU participated in UNCW CareerFest, in Wilmington, North Carolina. SEU representatives interacted with interested applicants, answered questions about job opportunities and discussed the current openings and internships open withing the SEU. Resumes of interested attendees were collected. SEU participants included our Market Manager, Program Director and Sales Assistant.
2	Participate in Job Fair	On November 18, 2016, this SEU participated in the New Hanover County Job Fair hosted by Cape Fear Community College, Wilmington, NC. SEU representatives spoke with attendees about careers in broadcasting and job openings within the SEU. SEU participants included our Market Manager and Program Directors.
3	Host Job Fair	On July 24, 2017, this SEU hosted Careers in Radio Job Fair, 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 Market, Local Sales and Key Account Managers.
4	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	From August 22, 2016 – December 16, 2016, our SEU hosted a participant of Work Based Learning of Cape Fear Community College for an Internship, Wilmington, NC. The participant worked in the IT/Engineering Department gaining experience specific to Broadcast Engineering and Information Technology.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Provide training to management-level personnel as to methods of ensuring equal employment opportunities and preventing discrimination.	On July 27, 2017 the SEU's management team participated in an Employment Training seminar on the laws relating to Best Hiring Practices Each manager left the session with a copy of the presentation to review and refer to as needed.
6	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting.	On December 19, 2016, one of our SEU's Program Directors participated in Career Day at Williston State Program for college-bound students who are first generation college students 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 sponsored by an educational institution relating to career opportunities in broadcasting.	On February 17, 2017 one of our SEU's Program Directors participated in a Career Day at Mary C. Williams Elementary School, Wilmington, NC, during which he spoke about the radio broadcasting industry and the various career opportunities in broadcasting.
8	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting.	On February 28, 2017, one of our SEU's Program Directors participated in a Career Day/Black History Program at Gregory Elementary in Wilmington, North Carolina, during which he spoke about the radio broadcasting industry and the various career opportunities in broadcasting.
9	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting.	On March 6, 2017, one of our SEU's Program Directors participated in a Career Day Expo at Belville Elementary School, Belville, NC, during which he spoke about the radio broadcasting industry and the various career opportunities in broadcasting.
10	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting.	On May 5, 2017, one of our SEU's Program Directors participated in an End of Grade Testing Rally at Gregory Elementary, Wilmington, NC, during which he spoke about the radio broadcasting industry and the various career opportunities in broadcasting.