

2019 ANNUAL EEO PUBLIC FILE REPORT

JAM Media Solutions, LLC

Stations: WCXL(FM), Kill Devil Hills, NC
WCMS-FM, Hatteras, NC
WZPR(FM), Nags Head, NC
WVOD(FM), Manteo, NC

Reporting Period: October 5, 2018 – July 31, 2019

No. of Full-time Employees: More than 10
Small Market Exemption: Yes

During the Reporting Period, 8 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

On Saturday, March 2, 2019 – JAM Media Solutions was one of the official sponsors of the Currituck Business Expo and Job Fair. As part of our sponsorship JAM Media promoted this event on WCXL Beach 104, and WCMS 94.5 Water Country, WVOD – 99.1 The Sound and WZPR – Classic Hits 92.3. Also as a sponsor, JAM Media manned a booth with advertising and employment information.

*Participated in **events or programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

Cub Scout trout 501 from Manteo visited the radio station studios on Saturday, February 25, 2019. They also were allowed to speak on the air to promote their fundraiser. This visit was one of the requirements needed to obtain the Radio merit badge. The tour gave the boys knowledge of career opportunities available in the field of broadcasting.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/12/2018	Business Solutions Specialist	Employee
12/3/2018 2/19/2019 3/18/2019 7/22/2019	Account Executive	Indeed
1/22/2019	Director of Digital	Industry
3/11/2019	Collections Specialist	Indeed
7/8/2019	Account Executive	Facebook

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 15

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	12
Facebook	1
Employee Referral	1
Industry	1
OBX Today	0

RECRUITING SOURCES USED

Job Title of Position: Business Solutions Specialist Date of Hire: 11/12/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Donovan Welsh	N	11 Netherwood Terrace East Orange, NY	N/A	dwelsh@jammediallc.com

Job Title of Position: Account Executive Date of Hire: 12/3/2018, 2/19/2019, 3/18/2019, 7/8/2019, and 7/22/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	6433 Champion Grandview Way, Building 1 Austin, TX 78750	Customer Service	https://indeedemployers.zendesk.com/hc/en-us
Facebook.com	N	1 Hacker Way Menlo Park, CA 94025	Customer Service	1-888-303-3999
OBX Today	N	103 W. Woodhill Dr. Nags Head, NC	Kari Pugh	kpugh@jammediallc.com

Job Title of Position: Director of Digital Date of Hire: 1/22/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Industry	N	103 W. Woodhill Dr. Nags Head, NC	Russ Lay	russ.lay@outerbanksvoice.com

Job Title of Position: Collections Specialist Date of Hire: 3/11/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	6433 Champion Grandview Way, Building 1 Austin, TX 78750	Customer Service	https://indeedemployers.zendesk.com/hc/en-us

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.