

WEND, WHQC, WKKT, WLKO, WRFX
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
Outside Sales AE	1-9, 11, 14-19, 21-25, 29-39	18
Outside Sales AE	1-9, 11, 14-19, 21-25, 29-39	11
Sales Assistant	1-10, 13-14, 16-19, 21, 25, 27-39	27
General Sales Manager	1-2, 4-10, 12-14, 16-19, 21, 25-26, 28-39	12
Account Executive	2, 4-5, 7-10, 13, 15-19, 21, 26, 28-31, 33-39	15
Outside Sales AE	2, 4-5, 7-10, 12-13, 15-21, 28-31, 33-39	15
Outside Sales AE	2, 4-5, 7-10, 12-13, 15-21, 28-31, 33-39	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Student Affairs 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Fax : 1-919-515-8078 Tracey Ray	N	0
2	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
3	AllAboutCountry.com 5009 Crosswinds Dr Wilmington Wilmington, North Carolina 28409 Phone : 800-310-9702 Email : webmaster@allaboutcountry.com Fax : 910-313-0228 Bill Hennes	N	0
4	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
5	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
6	Carolina School of Broadcasting 3435 Performance Rd Charlotte Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : csbnc@bellsouth.net Fax : 704-531-7291 Alyson Young	N	0

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7	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
8	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
9	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services	N	0
10	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
11	Current Employee	N	1
12	Current Employee - Transfer/Promotion	N	2
13	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
14	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : rmjones@mail.ecsu.edu Fax : 1-252-335-3745 Randy Jones	N	0

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15	Employee Referral	N	5
16	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
17	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-372-3434 Fax : 1-704-372-3228 Career Services	N	0
18	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	2
19	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
20	Indeed.com	N	1
21	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 212-677-7580 Email : contact@audioschool.com Gillian Gandy	N	0
22	International Women's Media Foundation Sherry Rockey 1000 Connecticut Ave NW #1201 Washington, Texas Phone : 202-496-1992 Url : http://www.iwmf.org/ Fax : 1-202-496-1977 Career Services	N	0
23	Job Board	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Job posting on internet	N	1
25	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28217 Phone : 704-378-1042 Email : bwilks@jcsu.edu Fax : 1-704-378-2020 Barbara Wilks	N	0
26	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
27	Linked In	N	1
28	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
29	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
30	National Black Programmers Coalition Website Texas Url : www.nbpcinc.com Email : radiolady@bellsouth.net Career Services	N	0

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31	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-530-6198 Email : cdosreis@ncsu.edu Fax : 1-919-530-6305 Catrina Dosreis	N	0
32	North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Email : mahoneya@ncat.edu Fax : 1-336-334-7477 Angela Mahoney	N	0
33	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
34	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : www.rab.com Email : twyatt@rab.com Career Services	N	0
35	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
36	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : career@uncc.edu Angela Price	N	0

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37	Urban Insite Website Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0
38	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
39	Veterans of Foreign Wars 1917 Central Avenue Charlotte, North Carolina 28205 Phone : 704-332-3669 Fax : 1-910-396-3596 Job Vacancies	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	9/18/2016	Participation in scholarship programs	In September 2016 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	10/7/2016	Participation in events or programs sponsored by educational institutions	On October 7, 2016 our SEU's Marketing and Promotions Director spoke to the student body of Woodlawn School. He spoke about his current field of work in Radio as well as discussing the internships that are available with our SEU for students once they are in college. This visit encouraged these students to attend college and pursue a career in broadcasting.	1	Marketing & Promotions Director
3	12/12/2016	Participation in events or programs sponsored by educational institutions	On December 12, 2016 one of our SEU's Producers spoke to the student body of the Performance Learning Center in Concord, NC. His presentation was to teach students about radio programming, making commercials, and the software/equipment used to accomplish these tasks. This visit gave the students the knowledge of a career in the broadcasting field.	1	Producer/Board Op/Programming Asst.
4	6/12/2017	Participation in events or programs sponsored by educational institutions	In June 2017, our SEU had a Program Director, 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.	3	Program Director Marketing/Promotions Director Production Director

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5	7/14/2017	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, 2016 through July 31, 2017, our SEU hosted (8) students as part of our internship program. Students learned about careers in broadcasting and received training in promotions, programming, sales, accounting, and production. All of our SEU's interns received college credit for their participation in our program.	8	