

**WEND, WHQC, WKKT, WLKO, WRFX**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2015 - July 25, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>           | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|----------------------------|--|-------------------------------|
| Account Executive          | 2-15, 17, 19-21, 23-27, 30-32                              | 11                            |
| Regional Automotive Seller | 2, 4-5, 7-9, 11-15, 17-19, 21, 23, 25-26,<br>30-32         | 11                            |
| Sales Assistant            | 1-10, 12-19, 21-26, 28-32                                  | 16                            |

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| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 1                | African American Student Affairs<br>1107 Pullen Hall<br>Raleigh, North Carolina 27695-7314<br>Phone : (919) 515-3835<br>Fax : 1-919-515-8078<br>Tracey Ray  | N  | 0   |
| 2                | All Access<br>28955 Pacific Coast Hwy Suite 210-5<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a><br>Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a><br>Fax : 1-310-457-8058<br>Career Services | N  | 0   |
| 3                | AllAboutCountry.com<br>5009 Crosswinds Dr Wilmington<br>Wilmington, North Carolina 28409<br>Phone : 800-310-9702<br>Email : <a href="mailto:webmaster@allaboutcountry.com">webmaster@allaboutcountry.com</a><br>Fax : 910-313-0228<br>Bill Hennes   | N  | 0   |
| 4                | Association for Women in Communications<br>3337 Duke Street<br>Alexandria, Virginia 22314<br>Phone : 703-370-7436<br>Email : <a href="mailto:members@womcom.org">members@womcom.org</a><br>Fax : 1-703-342-4311<br>Career Services  | N  | 0   |
| 5                | Broadcast Employment Services<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Url : <a href="http://www.amfmjobs.com">www.amfmjobs.com</a><br>Email : <a href="mailto:info@amfmjobs.com">info@amfmjobs.com</a><br>Fax : 1-760-754-2115<br>Mark Holloway                    | N  | 0   |
| 6                | Carolina School of Broadcasting<br>3435 Performance Rd Charlotte<br>Charlotte, North Carolina 28214<br>Phone : 704-395-9272<br>Email : <a href="mailto:csbnc@bellsouth.net">csbnc@bellsouth.net</a><br>Fax : 704-531-7291<br>Alyson Young   | N  | 0   |

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|------------------|--|--|---|
| 7                | Carolina School of Broadcasting<br>3435 Performance Road<br>Charlotte, North Carolina 28214<br>Phone : 704-395-9272<br>Email : alyson@nakatv.com<br>Fax : 1-704-395-9698<br>Alyson Young           | N  | 0   |
| 8                | Central Piedmont Community College<br>POB 35009 Career Center<br>Charlotte, North Carolina 28202<br>Phone : 704-330-6551<br>Email : career.services@cpcc.edu<br>Amber Shannon                      | N  | 0   |
| 9                | Charlotte Mecklenburg NAACP<br>PO Box 560786<br>Charlotte, North Carolina 28256<br>Phone : 704-372-7193<br>Email : naacp@charlottenaacp.com<br>Career Services                                     | N  | 0   |
| 10               | Elizabeth City State University<br>Parkview Drive<br>Elizabeth City, North Carolina 27909<br>Phone : 252-335-3516<br>Email : rmjones@mail.ecsu.edu<br>Fax : 1-252-335-3745<br>Randy Jones          | N  | 0   |
| 11               | Employee Referral  | N  | 2   |
| 12               | Employment Security Commission<br>7140 Forest Point Blvd,Suite A<br>Charlotte, North Carolina 28217<br>Phone : 704-565-6865<br>Email : esc.jobs.charlottecentral@nccommerce.com<br>Career Services | N  | 0   |
| 13               | Goodwill Industries International<br>2122 Freedom Drive<br>Charlotte, North Carolina 28208<br>Phone : 704-372-3434<br>Fax : 1-704-372-3228<br>Career Services                                      | N  | 0   |

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|------------------|---|--|---|
| 14               | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a><br>Talent Acquisition Coordinator<br>Manual Posting                   | N  | 0   |
| 15               | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 5   |
| 16               | Indeed.com  | N  | 1   |
| 17               | Institute of Audio Research<br>64 University Place<br>New York, New York 10003<br>Phone : 212-677-7580<br>Email : <a href="mailto:contact@audioschool.com">contact@audioschool.com</a><br>Gillian Gandy   | N  | 0   |
| 18               | International Women's Media Foundation<br>Sherry Rockey 1000 Connecticut Ave NW #1201<br>Washington, Texas<br>Phone : 202-496-1992<br>Url : <a href="http://www.iwmf.org/">http://www.iwmf.org/</a><br>Fax : 1-202-496-1977<br>Career Services    | N  | 0   |
| 19               | Johnson C Smith University<br>100 Beatties Ford Road<br>Charlotte, North Carolina 28217<br>Phone : 704-378-1042<br>Email : <a href="mailto:bwilks@jcsu.edu">bwilks@jcsu.edu</a><br>Fax : 1-704-378-2020<br>Barbara Wilks                          | N  | 0   |
| 20               | Kings College<br>322 Lamar Avenue Career Center<br>Charlotte, North Carolina 28201<br>Phone : 704-372-0266<br>Fax : 1-704-348-2029<br>Ashely Branham  | N  | 0   |

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|------------------|--|--|---|
| 21               | National Black MBA Association<br>180 N Michigan Ave Suite 1400<br>Chicago, Illinois 60601<br>Phone : 312-236-2622<br>Url : <a href="http://www.nbmbaa.org">http://www.nbmbaa.org</a><br>Email : <a href="mailto:mail@nbmbaa.org">mail@nbmbaa.org</a><br>Fax : 1-312-236-0390<br>Career Services | N  | 0   |
| 22               | National Black Programmers Coalition<br>Website<br>Texas<br>Url : <a href="http://www.nbpcinc.com">www.nbpcinc.com</a><br>Email : <a href="mailto:radiolady@bellsouth.net">radiolady@bellsouth.net</a><br>Career Services  | N  | 0   |
| 23               | NC Central University<br>1801 Fayetteville Street Career Center<br>Durham, North Carolina 27707<br>Phone : 919-530-6198<br>Email : <a href="mailto:cdosreis@nccu.edu">cdosreis@nccu.edu</a><br>Fax : 1-919-530-6305<br>Catrina Dosreis   | N  | 0   |
| 24               | North Carolina A&T State University<br>1601 East Market St.<br>Greensboro, North Carolina 27401<br>Phone : 336-334-7862<br>Email : <a href="mailto:mahoneya@ncat.edu">mahoneya@ncat.edu</a><br>Fax : 1-336-334-7477<br>Angela Mahoney  | N  | 0   |
| 25               | Queens College<br>1900 Selwyn Avenue<br>Charlotte, North Carolina 28274<br>Phone : 704-337-2237<br>Email : <a href="mailto:careerprograms@queens.edu">careerprograms@queens.edu</a><br>Fax : 1-704-337-2241<br>Tes Asfaw   | N  | 0   |
| 26               | Radio Advertising Bureau<br>1320 Greenway Drive Suite 500<br>Irving, Texas 75038<br>Phone : 800-232-3131<br>Url : <a href="http://www.rab.com">www.rab.com</a><br>Email : <a href="mailto:twyatt@rab.com">twyatt@rab.com</a><br>Career Services  | N  | 0   |

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|--|--|--|---|
| 27   | The Charlotte Observer/Classified Department<br>Charlotte, Louisiana<br>Phone : 704-358-5340<br>Fax : 704-358-5340<br>Kim  | N  | 0   |
| 28   | The Ladder.com<br>137 Varick Street 8th Floor<br>New York, New York 10013<br>Phone : 646-453-1913<br>Url : <a href="http://www.theladders.com/">http://www.theladders.com/</a><br>Email : <a href="mailto:maria.schiller@theladders.com">maria.schiller@theladders.com</a><br>Fax : 1-212-691-2420<br>Maria Schiller | N  | 0   |
| 29   | UNC Charlotte<br>Center for Student Job Location<br>Charlotte, North Carolina 28223<br>Phone : 704-687-0795<br>Email : <a href="mailto:career@uncc.edu">career@uncc.edu</a><br>Angela Price  | N  | 0   |
| 30   | Urban Insite<br>Website<br>Texas<br>Url : <a href="http://urbaninsite.com">http://urbaninsite.com</a><br>Email : <a href="mailto:webmaster@urbaninsite.com">webmaster@urbaninsite.com</a><br>Career Services   | N  | 0   |
| 31   | Urban League of Central Carolina<br>740 West 5th. Street<br>Charlotte, North Carolina 28202<br>Phone : 704-373-2256<br>Email : <a href="mailto:denise.moses@urbanleaguecc.org">denise.moses@urbanleaguecc.org</a><br>Fax : 1-704-373-2262<br>Career Services   | N  | 0   |
| 32   | Veterans of Foreign Wars<br>1917 Central Avenue<br>Charlotte, North Carolina 28205<br>Phone : 704-332-3669<br>Fax : 1-910-396-3596<br>Job Vacancies  | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>8</b>  |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b>            | <b>Brief Description Of Activity</b>   | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>   |
|---|-------------|---|--|---|--|
| 1 | 8/3/2015    | Participation in events or programs sponsored by educational institutions | On several occasions beginning in August 2015, our SEU's Production Director participated in a 3 week lecture series at the Connecticut School of Broadcasting's Charlotte campus. As part of the lecture series, our SEU's Production Director spoke with students about production, on-air voice work, creative writing, and digital media to help ensure that they have the skills needed to succeed in a career in broadcasting. | 1   | Production Director  |
| 2 | 9/16/2015   | Participation in Job Fairs  | On September 16, 2015 our SEU participated in a Job Fair hosted by the Urban League of Central Carolinas, Incorporated. Station participants included our SEU's Digital Program Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.   | 1   | Digital Program Director   |
| 3 | 9/29/2015   | Participation in Job Fairs  | On September 29, 2015, our SEU participated in a job fair hosted by Appalachian State University in Boone, North Carolina. Station participants included one of our SEU's Program Directors. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.  | 1   | Program Director/On-Air talent                                     |
| 4 | 10/1/2015   | Participation in Job Fairs  | On October 1, 2015, our SEU participated in a Student Job and Internship Fair hosted by UNC Charlotte. Station participants included our SEU's Digital Sales Manager, Promotions Director, and Marketing Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.  | 3   | Digital Sales Manager<br>Marketing Director<br>Promotions Director |

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|---|-------------|---|--|-------------------------------------|---|
| 5 | 11/16/2015  | Participation in events or programs sponsored by educational institutions | On several occasions beginning in November 2015, our SEU's Production Director participated in a 6 week lecture series at the Connecticut School of Broadcasting's Charlotte campus. As part of the lecture series, our SEU's Production Director spoke with students about on-air voice work, commercial copywriting, and production/computer skills to help ensure that they have skills needed to succeed in a career in broadcasting.  | 1                                   | Production Director                         |
| 6 | 1/20/2016   | Participation in events or programs sponsored by educational institutions | On several occasions begining in January 2016, our SEU's Production Director participated in a 7 week lecture series at the Carolina School of Broadcasting. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, his lectures focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves. | 1                                   | Production Director                         |
| 7 | 1/29/2016   | Participation in Job Fairs  | On January 29, 2016 our SEU participated in a Student Job and Internship Fair hosted by UNC Charlotte. Station participants included our SEU's Total Traffic & Weather Network Operations Manager. Our SEU collected resumes from attendees and discussed career opportunites in broadcasting.   | 1                                   | TTWN Charlotte Hub Operations Manager       |
| 8 | 2/25/2016   | Participation in Job Fairs  | On February 25, 2016, our SEU participated in a Career Expo hosted by the Central Intercollegiate Athletic Association. Station participants included our SEU's Marketing Director and General Sales Managers. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.  | 2                                   | Marketing Director<br>General Sales Manager |



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|----|-------------|--|---|-------------------------------------|---|
| 9  | 3/14/2016   | Participation in events or programs sponsored by educational institutions      | On several occasions beginning in March 2016, our SEU's Production Director participated in a 6 week lecture series at the Connecticut School of Broadcasting's Charlotte campus. As part of the lecture series, our SEU's Production Director spoke with students about production, on-air voice work, and creative writing to help ensure that they have the skills needed to succeed in a career in broadcasting.  | 1                                   | Production Director   |
| 10 | 6/6/2016    | Participation in events or programs sponsored by educational institutions      | In June 2016, our SEU had an On-Air Host, a Program Director, a Digital Program Director, and a Marketing/Promotions 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. | 6                                   | Marketing and Promotions Director<br>Digital Program Director<br>Program Director/On-air host<br>On-Air host/Production |
| 11 | 7/14/2016   | 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, 2015 through July 31, 2016, 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                                   |   |