

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
General Sales Manager	1-9, 12, 14, 16-17	5
Account Executive	1-2, 4, 6-10, 12-17	10
Account Executive	1-2, 4-9, 12, 14, 16-17	5
Account Executive	1-2, 4-9, 12, 14, 16-17	5
Account Executive	1-2, 4-9, 11-12, 14-17	5

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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	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
2	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services	N	0
3	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
4	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
5	Employee Referral	N	4
6	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
7	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-372-3434 Fax : 1-704-372-3228 Career Services	N	0

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8	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	0
9	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
10	LinkedIn / Word of Mouth	N	1
11	LinkedIn-Not directly contacted by SEU	N	1
12	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
13	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
14	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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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
15	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
16	Veterans of Foreign Wars 1917 Central Avenue Charlotte, North Carolina 28205 Phone : 704-332-3669 Fax : 1-910-396-3596 Job Vacancies	N	0
17	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	9/2/2019	Participation in scholarship programs	In September 2019 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. Our SEU ran on-air announcements promoting the scholarship program and provided website links of the program.	2	SVPS AE
2	11/18/2019	Participation in events sponsored by community groups	On November 18, 2019 our SEU hosted an intern group from the Seacrest Studios at Atrium Health Levine Children's Hospital. This is a hands-on internship program with North Carolina college students who desire to interact with patients and families in the hospital, while learning the world of radio and television broadcasting. A group of 6 students visited our SEU to learn more about Radio and all the diverse positions within the SEU organization. Our SEU's participants in hosting this tour was our RSVPP and Promotions Director.	2	RSVPP/Program Director Promotions Director
3	2/20/2020	Participation in events sponsored by community groups	On February 20, 2020 our SEU participated in the SharpHeels Career Summit. Our SEU's participants was our AE of Business Development and a Sales Manager. We had a total of 9 female staff members attend summit. SharpHeels Career Summits are educational events designed to engage and empower professionals with a passion for advancing careers. This was a day spent with professionals to hear local executives and career experts discuss their companies career planning, career obstacles, leadership, and enhanced executive presence.	2	AE Business Development Sales Manager

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4	3/31/2020	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 August 2019 through March 2020, our SEU hosted (12) students as part of our internship program. Students learned about careers in broadcasting and received training in promotions, digital, programming, sales, and production. All of our SEU's interns received college credit for their participation in our program.	3	Director of Marketing & Promotions Promotions Director Promotions Director