

**WKSF, WMXF, WPEK, WQOQ, WQNS, WWNC**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2017 - July 31, 2018**

**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 Account Exec Open Date: 8/31/2017 Hire Date: 9/6/2017	1-3, 6-9, 13, 18-21, 23, 25, 27-29, 31-32, 34-38, 40, 42-43, 45-48	25
Outside Account Exec Open Date: 9/1/2017 Hire Date: 3/12/2018	1-3, 6-9, 13, 15, 17-21, 23, 27-29, 31-32, 34-38, 40, 42-43, 45-48	17
Outside Account Exec Open Date: 7/21/2017 Hire Date: 9/5/2017	1-3, 6-9, 13, 15, 18-25, 27-29, 31-32, 34-36, 38, 40-43, 45-48	22
Promotions Assistant Open Date: 9/8/2017 Hire Date: 10/18/2017	1-3, 6-9, 13-15, 18-21, 23, 27-29, 31-32, 34-38, 40, 42-43, 45-48	14
Promotions Director Open Date: 9/18/2017 Hire Date: 10/9/2017	14, 17, 25, 49	49
Promotions Director Open Date: 1/10/2018 Hire Date: 2/6/2018	1-3, 6-10, 13, 15, 18-22, 26-29, 31-32, 34-35, 37-40, 42-43, 45-50	26
Receptionist Open Date: 3/26/2018 Hire Date: 4/11/2018	1-9, 11-13, 15-16, 18-19, 23-24, 27-38, 40, 43-48	24
Sales Assistant Open Date: 5/18/2018 Hire Date: 6/1/2018	1-3, 6-9, 13, 15, 18-19, 24, 27-29, 31-32, 34-38, 40, 43, 45-48, 50	24

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919/217-4438 Email : slizik@602Communications.com Sandy Lizik	N	0
2	African American Student Affairs 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Email : Tracey_Ray@ncsu.edu Fax : 1-919-515-8078 Tracey Ray	N	0
3	Appalachian State University 287 Rivers Street Boone , North Carolina 29608 Phone : 828.262.2000 Url : www.appstate.edu Email : careerdevcnt@appstate.edu Dr. Susan McCracken	N	0
4	Asheville Citizen Times 14 O. Henry Avenue Asheville, North Carolina 28801 Url : <a href="http://orig.citizen-times.com/webforms/classifieds">http://orig.citizen-times.com/webforms/classifieds</a> Email : Classifieds@CITIZEN-TIMES.com Career Services	N	0
5	Asheville Citizen Times 14 O. Henry Aenue Asheville, North Carolina 28801 Phone : 888-393-5025 Url : www.citizen-times.com Email : gschrimper@gannett.com Greg Schrimper	N	0
6	Asheville-Buncombe Technical College 340 Victoria Road K. Ray Bailey Student Services Center Asheville, North Carolina 28801 Phone : 828-398-7209 Url : <a href="https://www.myinterfase.com/abtech/home.aspx">https://www.myinterfase.com/abtech/home.aspx</a> Email : peggybulla@abtech.edu Peggy Bulla	N	0

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7	Bennett College 900 E Washington Street Greensboro, North Carolina Phone : 336-370-8677 Email : yjohnson@bennett.edu Yolande Johnson	N	0
8	Blue Ridge Community College 180 W. Campus Drive Cpmtomiomg Education Building, Room 125 Flat Rock, North Carolina 28731 Phone : 828-694-1755 Url : http://www.blueridge.edu Email : pat.mccall@nccommerce.com Pat McCall	N	0
9	Brevard College One Brevard College Drive Brevard, North Carolina 28712 Phone : 828-884-8249 Url : www.brevard.edu Email : jobs@brevard.edu Nicole Potts	N	0
10	Call In	N	1
11	Carolina School of Broadcasting 3435 Performance Rd Charlotte Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : csbnc@bellsouth.net Fax : 1-704-395-7291 Alyson Young	N	0
12	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 7043959272 Url : www.csbradiotv.edu Email : csbnc@bellsouth.net Career Resource	N	0

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13	Carteret Co, Job Link 309 Commerce Ave Morehead City, North Carolina 28857 Phone : 252-726-7151 Url : <a href="http://www.ecwdb.org">http://www.ecwdb.org</a> Email : <a href="mailto:larry.woods@nccommerce.com">larry.woods@nccommerce.com</a> Fax : 1-252-726-1141 Larry Woods	N	0
14	Current Employee/Internal Promotion	N	2
15	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : <a href="mailto:rmjones@mail.ecsu.edu">rmjones@mail.ecsu.edu</a> Fax : 1-252-335-3745 Randy Jones	N	0
16	Elon University McEwen Comm, Room 109, 2020 Campus Box Elon, North Carolina 27244 Phone : 336-278-6536 Email : <a href="mailto:aeicher@elon.edu">aeicher@elon.edu</a> Fax : 1- - - Arli Eicher	N	0
17	Employee Referral	N	2
18	Employment Security Commission 2005-B South Elm-Eugene St Greensboro, North Carolina Email : <a href="mailto:esc.employmentservice@ncmail.net">esc.employmentservice@ncmail.net</a> Anne G. Lasley	N	0
19	Haywood Community College 185 Freedlander Driver Clyde, North Carolina 28721 Phone : 8286274646 Url : <a href="http://www.haywood.edu">http://www.haywood.edu</a> Email : <a href="mailto:drowland@haywood.edu">drowland@haywood.edu</a> Debbie Rowland	N	0

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20	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	1
21	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
22	Indeed.com	N	2
23	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 8283951361 Url : <a href="https://isothermal.edu">https://isothermal.edu</a> Email : <a href="mailto:pbradley@isothermal.edu">pbradley@isothermal.edu</a> Pamela Bradley	N	0
24	Job Board	N	3
25	Job posting on internet	N	3
26	LinkedIn / Word of Mouth	N	1
27	Montreat College 310 Gaither Circle Montreat, North Carolina 28757 Url : <a href="http://montreat.edu">http://montreat.edu</a> Email : <a href="mailto:careers@montreat.edu">careers@montreat.edu</a> Tom Oxenreider	N	0
28	Mountain Area Workforce Development Board 48 Grove Street Asheville, North Carolina 28801 Phone : 828-251-6200 Url : <a href="http://www.mountainareaworks.org">http://www.mountainareaworks.org</a> Email : <a href="mailto:barbarad@landofsky.org">barbarad@landofsky.org</a> Barbara Darby	N	0

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29	Mountain Express Asheville, North Carolina 28801 Phone : 828-251-1333 ext 128 Fax : 1-828-251-1311 Marissa Williams	N	0
30	Mountain Express Asheville, North Carolina 28801 Phone : 828-251-1333 ext 335 Url : <a href="http://www.mountainx.com/classifieds/Jobs">http://www.mountainx.com/classifieds/Jobs</a> Email : <a href="mailto:ccole@mountainx.com">ccole@mountainx.com</a> Chanon Cole	N	0
31	Mt Zion Baptist Church 1301 Alamance Church Greensboro, North Carolina Phone : 336-373-4211 Fax : 1-336-373-4224 Demetria Wade	N	0
32	N. C. Division of Services for the Blind-Asheville District Office 50 French Broad Avenue Asheville, North Carolina 28801 Phone : 828-251-6732 Url : <a href="http://www.ncdhhs.gov/divisions/dsb/district-offic">http://www.ncdhhs.gov/divisions/dsb/district-offic</a> Fax : 1-828-251-6859 Karen Torrence	N	0
33	NAACP Asheville Branch PO Box 2881 Asheville, North Carolina 28802 Phone : 8282813066 Url : <a href="http://asheville.naacp-nc.org">http://asheville.naacp-nc.org</a> Email : <a href="mailto:abnaacp@bellsouth.net">abnaacp@bellsouth.net</a> Job Postings	N	0
34	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California Phone : (626) 792-6462 Email : <a href="mailto:brivas@nhmc.org">brivas@nhmc.org</a> Fax : 1-626-792-6051 Brenda Rivas	N	0

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35	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
36	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
37	North Carolina Association of Broadcasters 150 Fayetteville Street Mall Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : ncbroadcast.com Email : jobs@ncbroadcast.com Fax : 1-919-839-0304 Lisa Reynolds	N	0
38	North Carolina Central University 1801 Fayetteville St Durham, North Carolina 27707 Phone : 919-530-6198 Url : http://www.nccu.edu/ Email : nccucareerservices@nccu.edu Career Services	N	0
39	Previous Employee	N	1
40	Shaw University 118 E South Street Raleigh, North Carolina 27601 Phone : 919-278-2672 Url : www.shawuniversity.edu Email : careerdevelopment@shawu.edu Phyllis Hilliard	N	0
41	Station Website	N	1
42	UNC Asheville Alumni Office 214 Phillips Hall, CPO 1430 Asheville, North Carolina 28804 Phone : 800-774-3381 Career Services Manual Posting	N	0

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43	UNC Asheville 259 Highsmith Union, CPO 1240 One University Heights Asheville, North Carolina 28804 Phone : 828-251-6945 Url : <a href="https://www.myinterfase.com/unca">https://www.myinterfase.com/unca</a> Email : <a href="mailto:jessicak@unca.edu">jessicak@unca.edu</a> Jess Kryzenske	N	0
44	UNC School of Journalism and Mass Communication Carroll Hall CB 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-4518 Email : <a href="mailto:jeubank@email.unc">jeubank@email.unc</a> Fax : 1- - - Jay Eubank	N	0
45	UNCC Charlotte, University Career Center 9201 University City Blvd Adkins 150 Bldg. Charlotte, North Carolina 28223 Phone : (704) 687-2231 Email : <a href="mailto:jdcook@uncc.edu">jdcook@uncc.edu</a> Fax : 1-704-687-5298 Career Service	N	0
46	University of NC Campus Box 3345 Chapel Hill, North Carolina 27599-3365 Email : <a href="mailto:catuggle@unc.edu">catuggle@unc.edu</a> Charles Tuggle	N	0
47	Warren Wilson College CPO 6328 PO Box 9000 Asheville, North Carolina 28815 Phone : 828-771-3759 Url : <a href="http://www.warren-wilson.edu/career">http://www.warren-wilson.edu/career</a> Email : <a href="mailto:careers@warren-wilson.edu">careers@warren-wilson.edu</a> Fax : 1-828-771-3899 Eendy Seligmann	N	0



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48	Western Carolina University 205 Killian Annex Building Cullowee, North Carolina 28723 Phone : 828.227.3812 Url : <a href="https://wcucareers-csm.symplicity.com/employers/index.php?mode=form&amp;id=&amp;s=jobs&amp;ss=jobs">https://wcucareers-csm.symplicity.com/employers/index.php?mode=form&amp;id=&amp;s=jobs&amp;ss=jobs</a> Email : <a href="mailto:tcpaul@wcu.edu">tcpaul@wcu.edu</a> Fax : 1-828-227-7344 Theresa Paul	N	0
49	Word of Mouth Referral	N	2
50	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	2/8/2018	Participation in other activities designed by the station employment unit	A class from TC-Roberson High school toured the station and met with a Program Director/On-Air Talent. This class was part of the High School's special education program. The tour involved a showing of each radio station, along with providing knowledge about a job in broadcasting and what kind of training and education is needed to pursue a job in the radio industry.	1	Josh D'Innocenzi Program Director	1.00
2	3/24/2018	Participation in other activities designed by the station employment unit	A local Cub Scout Troop toured the station and met with a Program Director/On-Air Talent. The tour involved a showing of each radio station, along with providing knowledge about a job in broadcasting and what kind of training and education is needed to pursue a job in the radio industry. Children and their parents were notified of our job listings on station websites, in which they can obtain specific information about which job requirements are needed for the different areas of the broadcast industry.	1	Josh D'Innocenzi Program Director	1.00
3	6/5/2018	Participation in events or programs sponsored by educational institutions	A station Program Director spoke at PEP School in Asheville about radio. It was PEP School's Career Day, in which the PD made a presentation describing a normal day at a radio station. Information was provided to students regarding the training and education required and preferred to pursue a career in radio. Students were directed to our station websites for further information on the available jobs.	1	Josh D'Innocenzi Program Director	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>2.25</b>