

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Exec	1-7, 9-18, 20-32, 34-39	31
Outside Account Exec	1-8, 10-12, 14-18, 21-24, 26-30, 32, 35-36, 38-39	8
Outside Account Exec	1, 3-8, 10-12, 15-18, 21-24, 26-30, 32, 35-36, 38-40	18
Outside Account Exec	1, 3-8, 10-12, 15-18, 21-24, 26-30, 32, 35-36, 38-40	8
Outside Account Exec	1, 3-7, 10-12, 15-19, 21-24, 26-30, 32-33, 35-36, 38-40	18

WKSF, WMXF, WPEK, WQNO, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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	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 (NC State) 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-Buncombe Technical College 340 Victoria Road K. Ray Bailey Student Services Center Asheville, North Carolina 28801 Phone : 828-398-7209 Url : https://www.myinterfase.com/abtech/home.aspx Email : peggybulla@abtech.edu Peggy Bulla	N	0
5	Bennett College 900 E Washington Street Greensboro, North Carolina Phone : 336-370-8677 Email : yjohnson@bennett.edu Yolande Johnson	N	0
6	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

WKSF, WMXF, WPEK, WQNO, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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
7	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
8	Call In	N	2
9	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
10	Carteret Co, Job Link 309 Commerce Ave Morehead City, North Carolina 28857 Phone : 252-726-7151 Url : http://www.ecwdb.org Email : larry.woods@nccommerce.com Fax : 1-252-726-1141 Larry Woods	N	0
11	DirectEmployers (<i>association distributing job postings to state workforce agencies throughout the U.S. and diversity oriented job boards</i>)	N	0
12	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
13	Elon University McEwen Comm, Room 109, 2020 Campus Box Elon, North Carolina 27244 Phone : 336-278-6536 Email : aeicher@elon.edu Fax : 1- - - Arli Eicher	N	0

WKSF, WMXF, WPEK, WQNO, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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
14	Employment Security Commission 2005-B South Elm-Eugene St Greensboro, North Carolina Email : esc.employmentservice@ncmail.net Anne G. Lasley	N	0
15	Haywood Community College 185 Freedlander Driver Clyde, North Carolina 28721 Phone : 8286274646 Url : http://www.haywood.edu Email : drowland@haywood.edu Debbie Rowland	N	0
16	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
17	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	1
18	Indeed.com - Not Directly Contacted by SEU	N	5
19	Job Fair	N	1
20	LinkedIn / Word of Mouth	N	1
21	Montreat College 310 Gaither Circle Montreat, North Carolina 28757 Url : http://montreat.edu Email : careers@montreat.edu Tom Oxenreider	N	0
22	Mountain Area Workforce Development Board 48 Grove Street Asheville, North Carolina 28801 Phone : 828-251-6200 Url : http://www.mountainareaworks.org Email : barbarad@landofsky.org Barbara Darby	N	0

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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
23	Mt Zion Baptist Church 1301 Alamance Church Greensboro, North Carolina Phone : 336-373-4211 Fax : 1-336-373-4224 Demetria Wade	N	0
24	N. C. Division of Services for the Blind-Asheville District Office 50 French Broad Avenue Asheville, North Carolina 28801 Phone : 828-251-6732 Url : http://www.ncdhhs.gov/divisions/dsb/district-offic Fax : 1-828-251-6859 Karen Torrence	N	0
25	NAACP Asheville Branch PO Box 2881 Asheville, North Carolina 28802 Phone : 8282813066 Url : http://asheville.naACP-nc.org Email : abnaACP@bellsouth.net Job Postings	N	0
26	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California Phone : (626) 792-6462 Email : brivas@nhmc.org Fax : 1-626-792-6051 Brenda Rivas	N	0
27	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
28	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

WKSF, WMXF, WPEK, WQNO, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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
29	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
30	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
31	Re-hire	N	1
32	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
33	UNC Asheville 259 Highsmith Union, CPO 1240 One University Heights Asheville, North Carolina 28804 Phone : 828-251-6945 Url : https://www.myinterfase.com/unca Email : jessicak@unca.edu Jess Kryzenske	N	0
34	UNC School of Journalism and Mass Communication Carroll Hall CB 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-4518 Email : jeubank@email.unc Fax : 1- - - Jay Eubank	N	0

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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
35	UNCC Charlotte, University Career Center 9201 University City Blvd Adkins 150 Bldg. Charlotte, North Carolina 28223 Phone : (704) 687-2231 Email : jdcook@uncc.edu Fax : 1-704-687-5298 Career Service	N	0
36	University of NC Campus Box 3345 Chapel Hill, North Carolina 27599-3365 Email : catuggle@unc.edu Charles Tuggle	N	0
37	Unknown (source not adequately identified upon inquiry by SEU)	N	1
38	Warren Wilson College CPO 6328 PO Box 9000 Asheville, North Carolina 28815 Phone : 828-771-3759 Url : http://www.warren-wilson.edu/career Email : careers@warren-wilson.edu Fax : 1-828-771-3899 Eendy Seligmann	N	0
39	Western Carolina University 205 Killian Annex Building Cullowee, North Carolina 28723 Phone : 828.227.3812 Url : https://wcucareers-csm.symplicity.com/employers/index.php?mode=form&id=&s=jobs&ss=jobs Email : tcpaul@wcu.edu Fax : 1-828-227-7344 Theresa Paul	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

WKSF, WMXF, WPEK, WQOQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/19/2019	Participation in events or programs sponsored by educational institutions	Our SEU's On-Air Personality and Program Director spoke with the Senior Seminar class in Communications at Western Carolina University. They discussed careers in media and provided advice and tips on how students can start their broadcasting careers.	2	On-Air Personality Program Director
2	4/11/2019	Participation in Job Fairs	Our SEU participated in the Asheville Chamber of Commerce WNC Career Fair. Station participants included our GSM and SVPS, who discussed careers in radio with attendees, accepted resumes, and handed out iHeartMedia information packets.	2	GSM SVPS
3	5/1/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated in a local career day at Enka Intermediate School. They spoke to students about a career in local media and the different aspects of the Communications and Broadcasting field. A station vehicle was brought on sight to aide in explanation of our promotions department.	2	Promotions Assistant Promotions Director
4	7/9/2019	Participation in events sponsored by community groups	Our SEU hosted a local girl scout troop for a tour of our facility. Station participants included our On-Air personality and Program Director, who gave the scouts a "behind-the-scenes" look at our stations and answered questions.	2	On-Air Personality Program Director

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	7/18/2019	Participation in Job Fairs	Our SEU participated in the AB Tech Community College Job Fair in Asheville NC. Station participants included On-Air Personality, who discussed careers in radio with attendees, accepted resumes, and handed out iHeartMedia information packets.	1	On-Air Personality
6	7/23/2019	Provision of training to management	SEU SVPP took the Value Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	SVPP Area President