

**WEND, WHQC, WKKT, WLKO, WRFX**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 - July 31, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Live Night Personality/Music Director	1-7, 9-11, 13-16, 18, 21-23, 25-28, 30-33	9
On Air Talent	4-7, 10, 12-17, 20, 26, 28, 31-33	16
Account Executive	4-7, 10, 13-16, 20, 24, 26, 28, 31-33	24
Account Executive	1-7, 10, 12-18, 21-23, 26-30, 32-33	12
Program Director   WKKT-FM Charlotte, NC	4-8, 10, 13-16, 19, 26, 28, 32-33	19

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Fax : 1-310-457-8058 Career Services	N	0
2	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Email : <a href="mailto:members@womcom.org">members@womcom.org</a> Fax : 1-703-342-4311 Career Services	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.amfmjobs.com">www.amfmjobs.com</a> Email : <a href="mailto:info@amfmjobs.com">info@amfmjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	0
4	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : <a href="mailto:alyson@nakatv.com">alyson@nakatv.com</a> Fax : 1-704-395-9698 Alyson Young	N	0
5	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Email : <a href="mailto:career.services@cpcc.edu">career.services@cpcc.edu</a> Amber Shannon	N	0
6	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : <a href="mailto:naacp@charlottenaacp.com">naacp@charlottenaacp.com</a> Career Services	N	0

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7	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
8	Current Employee	N	2
9	Current Employee - Transfer/Promotion	N	1
10	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
11	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
12	Employee Referral	N	3
13	Employment Security Commision 7140 Forest Point Blvd,Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Email : esc.jobs.charlottecentral@nccommerce.com Career Services	N	0
14	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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15	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
16	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	2
17	Indeed.com - Not Directly Contacted by SEU	N	3
18	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 212-677-7580 Email : <a href="mailto:contact@audioschool.com">contact@audioschool.com</a> Gillian Gandy	N	0
19	Internal Transfer/Promotion	N	1
20	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Email : <a href="mailto:abranham@kings.edu">abranham@kings.edu</a> Fax : 1-704-348-2029 Ashely Branham	N	0
21	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5417 Email : <a href="mailto:mabanez@nab.org">mabanez@nab.org</a> Fax : 1-202-296-6727 Career Services	N	0

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22	National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 312-236-2622 Url : <a href="http://www.nbmbaa.org">http://www.nbmbaa.org</a> Email : <a href="mailto:mail@nbmbaa.org">mail@nbmbaa.org</a> Fax : 1-312-236-0390 Career Services	N	0
23	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-530-6198 Email : <a href="mailto:cdosreis@ncsu.edu">cdosreis@ncsu.edu</a> Fax : 1-919-530-6305 Catrina Dosreis	N	0
24	Non-Employee Referral	N	1
25	North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Fax : 1-336-334-7477 Angela Mahoney	N	0
26	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Email : <a href="mailto:careerprograms@queens.edu">careerprograms@queens.edu</a> Fax : 1-704-337-2241 Tes Asfaw	N	0
27	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : <a href="http://www.rab.com">www.rab.com</a> Email : <a href="mailto:amalave@rab.com">amalave@rab.com</a> Career Services	N	0
28	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : <a href="mailto:career@uncc.edu">career@uncc.edu</a> Angela Price	N	0

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29	Unknown (source not adequately identified upon inquiry by SEU)	N	1
30	Urban Insite Website Texas Url : <a href="http://urbaninsite.com">http://urbaninsite.com</a> Email : <a href="mailto:webmaster@urbaninsite.com">webmaster@urbaninsite.com</a> Career Services	N	0
31	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Email : <a href="mailto:denise.moses@urbanleaguecc.org">denise.moses@urbanleaguecc.org</a> Fax : 1-704-373-2262 Career Services	N	0
32	Veterans of Foreign Wars 1917 Central Avenue Charlotte, North Carolina 28205 Phone : 704-332-3669 Fax : 1-910-396-3596 Job Vacancies	N	0
33	<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>15</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>
1	9/28/2018	Participation in scholarship programs	In September 2018 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.	1	Senior Vice President Sales AE
2	10/25/2018	Provision of training to management	In October 2018, our SEU's Regional President took an online training course entitled "Avoiding Harassment and Retaliation in the Workplace" provided in the iHeartMedia Learning Center.	1	Regional President
3	6/10/2019	Participation in events or programs sponsored by educational institutions	In June 2019, our SEU had a Regional SVP Programming/Program Director, Production Director, and a Promotions Director participate in a nine 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 nine day training program focused on helping train students to secure their first job in the broadcasting industry.	3	RSVPP/Program Director Production Director Promotions Director
4	6/19/2019	Participation in events sponsored by community groups	On June 19, 2019 our SEU hosted the Charlotte Youth Broadcasting Camp attendees. This camp is a national specialty broadcasting camp for children ages 12-14. Our SEU's participants in hosting was the RSVPP, Program Director, and Production Director. They all spoke to attendees about radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry. This visit encouraged the children to further their education and gave them knowledge of a career in the radio broadcasting field.	3	RSVPP/Program Director Program Director Production Director

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5	7/31/2019	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 2018 through June 2019, our SEU hosted (8) 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.	2	Marketing Director Promotions Director