

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

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 Executive | 1-30 | 19 |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|--|--|---|
| 1 | African American Student Affairs (NC State) 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Email : multicultural@ncsu.edu Fax : 1-919-515-8078 Career Services | N | 0 |
| 2 | Appalachian State University 287 Rivers Street Boone , North Carolina 29608 Phone : 828.262.2000 Url : www.appstate.edu Dr. Susan McCracken Manual Posting | N | 0 |
| 3 | 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 : careerservices@abtech.edu Peggy Bulla | N | 0 |
| 4 | Bennett College 900 E Washington Street Greensboro, North Carolina Phone : 336-370-8677 Email : yjohnson@bennett.edu Yolande Johnson | N | 0 |
| 5 | Brevard College One Brevard College Dr. Brevard, North Carolina 28712 Phone : 828-884-8249 Url : www.brevard.edu Email : jobs@brevard.edu Nicole Potts | N | 0 |
| 6 | Carteret Co, Job Link 309 Commerce Ave Morehead City, North Carolina 28857 Phone : 252-726-7151 Url : http://www.ecwdb.org Email : HR@carteretcountync.gov Fax : 1-252-726-1141 Career Services | N | 0 |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|---|--|---|
| 7 | Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : hr@ecsu.edu Fax : 1-252-335-3745 Career Services | N | 0 |
| 8 | Elon University McEwen Comm, Room 109, 2020 Campus Box Elon, North Carolina 27244 Phone : 336-278-6536 Email : hr@elon.edu Career Services | N | 0 |
| 9 | Employee Referral | N | 1 |
| 10 | Haywood Community College 185 Freedlander Driver Clyde, North Carolina 28721 Phone : 8286274646 Url : http://www.haywood.edu Email : careers@haywood.edu Career Services | N | 0 |
| 11 | iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting | N | 0 |
| 12 | 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 |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 13 | Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 8283951361 Url : https://isothermal.edu Email : jobs@isothermal.edu Career Services | N | 0 |
| 14 | LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting | N | 0 |
| 15 | Montreat College 310 Gaither Circle Montreat, North Carolina 28757 Url : http://montreat.edu Email : careers@montreat.edu Tom Oxenreider | N | 0 |
| 16 | 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 |
| 17 | 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 |
| 18 | Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong | N | 0 |
| 19 | Non-Employee Referral | N | 1 |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|---|--|---|
| 20 | North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Career Services Manual Posting | N | 0 |
| 21 | North Carolina Association of Broadcasters 150 Fayetteville Street Mall Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : ncbroadcast.com Email : info@ncbroadcast.com Fax : 1-919-821-7330 Career Services | N | 0 |
| 22 | 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 |
| 23 | 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 |
| 24 | The Association for Women in Communications 3337 Duke St. Alexandria, Virginia 22314 Phone : 703-370-7436 Url : www.womcom.org Email : info@womcom.org Fax : 1-703-342-4311 Judy Arent-Morency | N | 0 |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 25 | 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 |
| 26 | UNC School of Journalism and Mass Communication Carroll Hall CB 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-4518 Email : hussman@unc.edu Career Services | N | 0 |
| 27 | 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 |
| 28 | University of NC Campus Box 3345 Chapel Hill, North Carolina 27599-3365 Email : catuggle@unc.edu Charles Tuggle | N | 0 |
| 29 | 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 |
| 30 | www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

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 |
|---|----------------|--|---|
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 2 |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****III. RECRUITMENT INITIATIVES**

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|---------------------------|
| 1 | 8/1/2024 | Participation in other activities designed by the station employment unit | From August 2024 – May 2025, our SEU proudly took part in Next AVL, a nine-month mentorship initiative developed by the Asheville Area Chamber of Commerce. This impactful program connects local university students with professionals across diverse industries to foster career development and strengthen community ties. Our SEU's Outside Account Executive worked with a Communications major from Western Carolina University to mentor the student on the dynamic world of broadcast sales. The program included attending sales calls, staff meetings, and client engagements. Additionally, throughout the mentorship, the mentor and mentee maintained consistent communication, cultivating a strong and supportive relationship that truly embodied the spirit of the program. | 1 | Outside Account Executive |
| 2 | 11/8/2024 | Participation in Job Fairs | On November 8, 2024, our SEU participated in the Mountain Strong Career Fair held at Harrah's Cherokee Center. The event was hosted by the Mountain Area Workforce Development Board and the Asheville Chamber. Our Senior Vice President of Sales engaged with attendees to discuss the Promotions Team position and other employment opportunities available across various divisions of the company. Printed job descriptions for open positions in the Asheville area were distributed, and attendees were directed to the company website to explore additional career opportunities and submit applications. | 1 | SVP of Sales |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|---|
| 3 | 1/15/2025 | Establishment of an intern program designed to assist members of the community | From January through May 2025, our SEU hosted a student intern from Western Carolina University who worked with The Sportsocracy on ESPN Radio Asheville. The intern gained hands-on experience in broadcasting through daily responsibilities that included research, statistical analysis, social media production, and event coordination. She also developed a content strategy for the show's social media platforms. This internship provided practical exposure to the collaborative and technical skills essential for success in the broadcasting industry. | 2 | On-Air Talent/Producer Promotions Event Support |
| 4 | 2/19/2025 | Participation in Job Fairs | On February 19, 2025, our SEU participated in the Hearts & Hires Job Fair held at the WNC Expo Center. Our Senior Vice President of Sales engaged with attendees to discuss the Account Executive position and other employment opportunities available within various divisions of the company. Printed job descriptions for open positions in the Asheville area were distributed, and attendees were directed to the company's website to explore additional opportunities and submit applications. | 1 | SVP of Sales |
| 5 | 3/5/2025 | Participation in Job Fairs | On March 5, 2025, our SEU participated in the Career FairPlus Job Fair at Western Carolina University. The Senior Vice President of Sales engaged with attendees to discuss the Account Executive position and other available roles within various divisions of the company. Printed job descriptions for Asheville-based positions were distributed, and attendees were directed to the company website to explore additional opportunities and submit applications. | 1 | SVP of Sales |

WKSF, WMXF, WPEK, WQNQ, WQNS, WWNC**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****III. RECRUITMENT INITIATIVES**

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|---|-------------------------------|
| 6 | 7/22/2025 | Participation in events sponsored by organizations representing the community | On July 22, 2025, our SEU hosted two students at the iHeartMedia Asheville offices for a station tour focused on careers in broadcast radio. The students were introduced to radio terminology and learned about the importance of the medium in marketing through discussions with the sales team. They attended client meetings, created mock businesses, and wrote and recorded commercials for them. The students also spent time in the production department learning about editing systems and sound design, observed on-air talent to understand radio operations and local promotions, and engaged with the promotions team to learn about station events and community outreach. | 2 | SVP of Sales On-Air Talent |