

FCC Reports – 2018 – Wilmington

Capitol Broadcasting Company, Inc. Wilmington Employment Unit

Consisting of Sunrise Broadcasting, LLC (WKXB-FM, WILT-FM, WAZO-FM, WRMR-FM and WMFD-AM) and WILM-LP

2018 FCC/EEO Report

Full-time job vacancies list for July 22, 2017 through July 20, 2018.

Job No.	Job title
1482	Radio Account Executive
1508	Radio Air Personality
1514	Radio Program Director
1527	Radio Sales Assistant
1550	Radio Morning Show Host
1635	Radio General Manager

Recruitment Statistics

No. Interviewed & Recruitment Source of Hiree

3	Internal candidates
5	Other (word of mouth, employee referral, former employee, etc.)
6	Capitol Broadcasting Company, Inc. website
<u>8</u>	AllAccess.com
22	Total interviewed for full-time vacancies

Outreach Initiatives

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Outreach Activity Description Form

July 22, 2017 through July 20, 2018

The Wilmington employment group engaged in the following outreach efforts during the reporting period.

Activity: Participation in at least four job fairs during the two year reporting period

University of North Carolina Wilmington Career Fair – September 27, 2017

This career fair provides students the opportunity to discuss career opportunities in broadcasting. Managers from both Sunrise Broadcasting and WILM-TV attended.

Activity: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting

The company contributes \$1,000 annually to the Radio Television Digital News Association of the Carolinas (RTNDAC) scholarship program annually. Two \$1000 scholarships are awarded annually to rising juniors or seniors in the Carolinas who are pursuing a major course of study with emphasis in broadcast or electronic journalism.

Activity: Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

The Corporate Human Resources department provides ongoing training and support of management on anti-discrimination policies and procedures and assistance in recruitment efforts to attract and maintain equal employment opportunity standards.

During this reporting period, Wilmington Employment Unit managers have participated in a mandatory training program. Training topics included Company EEO policy and procedures, Productive Work Environment (anti-harassment) policy training, Basic Workplace Laws training, Performance Review training. Additionally, Wilmington Employment Unit managers were provided access to unlimited online employment training opportunities through Lynda.com.

Activity: Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Employees have the opportunity to take various continuing education courses, including computer training, management training etc. In addition, full-time employees are eligible for tuition reimbursement in their pursuit of a college bachelor's or master's degree. The company reimburses up to \$7000 per employee annually.

During this reporting period, employees were offered the opportunity to participate in a companywide training program called Employee Edge. This program was created to give

employees the opportunity to acquire skills that could assist them in qualifying for a higher-level position. Training topics included Crucial Conversations and Seven Habits of Highly Effective People. Additionally, employees were provided unlimited access to training opportunities as part of an agreement with Lynda.com.

ACTIVITY: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

During this reporting period, the employment group offered an internship program for students from local universities. Interns worked with all departments of Sunrise Broadcasting's radio stations. Internships lasted one full college semester.

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Full-Time Vacancy EEO Information

Job Title: Radio Account Executive 1482

Recruitment Source that Referred Hiree: allaccess.com

Date Vacancy Opened: 5/2/2017

Date Vacancy Filled: 1/2/2018

Total Number of People Interviewed: 4

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Employment Security Commission - Wilmington	Job Bank	717 Market Street	Wilmington, NC 28403	919-560-6880	0	no
Fayetteville Technical Community College	Loutricia Nelson	2201 Hull Road	Fayetteville, NC 28303	910-678-8400	0	no
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 100	Malibu, CA 90265	310 457 6616	2	no
Triangle Marketing Assn		8311 Brier Creek Pkwy	Raleigh, NC 27617	919-882-1691	0	no
RAB (Radio Advertising Bureau)	Reba George	1320 Greenway Dr, Ste 500	Irving, TX 75038	888-232-3131	0	no
Natl. Assn. of Sales Professionals	https://www.nasp.com/resources/jobs/	555 Friendly St	Bloomfield, MI 48302	860-437-5700	0	no
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150	0	no
Sunrise Broadcasting	Angie Emerline	25 N. Kerr Ave	Wilmington, NC 28405	919 890-6008	0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		0	
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
Careerbuilder.com	Elizabeth Burks			773-527-2158	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Other (employee referral, agency referral, etc.)					2	no

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Full-Time Vacancy EEO Information

Job Title: Air Personality, 1508

Date Vacancy Opened: 5/2/2017

Date Vacancy Filled: 1/2/2018

Recruitment Source that Referred Hiree: allaccess.com

Total Number of People Interviewed: 4

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Entertainment Careers.net	job listing	2118 Wilshire Blvd #401	Santa Monica, CA 90403			
WorkInEntertainment.com	postajob@workinentertainment.com	7010 E. Chauncey Ln., Ste 11	Phoenix, AZ 85054	480-779-4798	0	no
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616	3	no
AMFM Jobs	http://amfmjobs.com/	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Employment Security Commission - Wilmington	Job Bank	717 Market Street	Wilmington, NC 28403	919-560-6880	0	no
Fayetteville Technical Community College	Loutricia Nelson	2201 Hull Road	Fayetteville, NC 28303	910-678-8400	0	no
Sunrise Broadcasting	Angie Emerline	25 N. Kerr Ave	Wilmington, NC 28405	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Other (employee referral, agency referral, etc.)					1	no

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Full-Time Vacancy EEO Information

Job Title: Program Director, 1514

Date Vacancy Opened: 07/27/2017

Date Vacancy Filled: 10/02/2017

Recruitment Source that Referred Hiree: AllAccess.com

Total Number of People Interviewed: 5

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
University of North Carolina - Wilmington	https://www.myinterfase.com/uncw	601 S College Rd	Wilmington, NC 28403-5924	910-962-3174	0	no
Employment Security Commission - Wilmington	Job Bank	717 Market Street	Wilmington, NC 28403	919-560-6880	0	no
Fayetteville Technical Community College	Loutricia Nelson	2201 Hull Road	Fayetteville, NC 28303	910-678-8400	0	no
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616	2	no
AMFM Jobs	http://amfmjobs.com/	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Careerbuilder.com	Keenan White			773-527-3618	0	no
WRAL.com	job listing	2619 Western Blvd	Raleigh NC 27606	919-821-8555	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Capitol Broadcasting Company	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Other (employee referral, agency referral, etc.)					1	no

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Full-Time Vacancy EEO Information

Job Title: Radio Sales Assistant, 1527

Date Vacancy Opened: 9/13/2017

Date Vacancy Filled: October 2017

Recruitment Source that Referred Hiree: Internal

Total Number of People Interviewed: 3

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Craigslist.com	https://post.craigslist.org/ral				0	no
Careerbuilder.com	Keenan White			773-527-3618	0	no
University of North Carolina - Wilmington	https://www.myinterfase.com/uncw	601 S College Rd	Wilmington, NC 28403-5924	910-962-3174	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
Sunrise Broadcasting	Angie Emerline	25 N. Kerr Ave	Wilmington, NC 28405	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
Other (employee referral, agency referral, etc.)					0	no

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Full-Time Vacancy EEO InformationJob Title: Radio Morning Show Host - 1550

Date Vacancy Opened: 11/15/2017

Date Vacancy Filled: 01/19/2018

Recruitment source of hiree: CBC

Total Number of People Interviewed: 3

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Fayetteville Tech Community College	nelsonl@faytechcc.edu					no
Employment Security Commission	esc.jobs.wilmington@ncmail.net					no
Careerbuilder.com	Keenan White			773-527-3618	0	no
Sunrise	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					1	no

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Full-Time Vacancy EEO Information

Job Title: Radio General Manager
Date Vacancy Opened: 6/1/2018
Date Vacancy Filled: 6/28/2018

Requisition #: 1635
Recruitment source of hiree: CBC Website
Total Number of People Interviewed: 3

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616	1	no
RAB (Radio Advertising Bureau)	Reba George	1320 Greenway Dr, Ste 500	Irving, TX 75038	888-232-3131	0	no
Radio Online	https://jobs.radio-online.com/cgi-bin/rol.exe/jobs_list				0	no
AirTalents.com	webmaster@airtalents.com					
WorkInEntertainment.com	postajob@workinentertainment.com	7010 E. Chauncey Ln., Ste 115	Phoenix, AZ 85054	480-779-4798	0	no
Careerbuilder.com	Keenan White			773-527-3618	0	no
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150	0	no
University of North Carolina - Wilmington	https://www.myinterfase.com/uncw	601 S College Rd	Wilmington, NC 28403-5924	910-962-3174	0	no
LinkedIn.com	www.linkedin.com				0	no
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

FCC Master Source List for Wilmington, NC (July 22, 2017 through July 20, 2018)

Name of Recruitment Source	Contact Person	Address	City State	Telephone
AirTalents.com	webmaster@airtalents.com			
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616
AMFM Jobs	http://amfmjobs.com/	PO Box 4116	Oceanside, CA 92052	800-574-0119
AMFM Jobs	http://amfmjobs.com/	PO Box 4116	Oceanside, CA 92052	800-574-0119
Capitol Broadcasting Company	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008
Careerbuilder.com	Keenan White			773-527-3618
Careerbuilder.com	Elizabeth Burks			773-527-2158
Craigslist.com	https://post.craigslist.org/ral			
Employment Security Commission	esc.jobs.wilmington@ncmail.net			
Employment Security Commission - Wilmington	Job Bank	717 Market Street	Wilmington, NC 28403	919-560-6880
Entertainment Careers.net	job listing	2118 Wilshire Blvd #401	Santa Monica, CA 90403	
Fayetteville Tech Community College	nelsonl@faytechcc.edu			
Fayetteville Technical Community College	Loutricia Nelson	2201 Hull Road	Fayetteville, NC 28303	910-678-8400
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750	
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008
LinkedIn.com	www.linkedin.com			
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150
Natl. Assn. of Sales Professionals	https://www.nasp.com/resources/jobs/	555 Friendly St	Bloomfield, MI 48302	860-437-5700
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219
Other (employee referral, agency referral, etc.)				
RAB (Radio Advertising Bureau)	Reba George	1320 Greenway Dr, Ste 500	Irving, TX 75038	888-232-3131
Radio Online	https://jobs.radio-online.com/cgi-bin/rol.exe/jobs_list			

Sunrise	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008
Sunrise Broadcasting	Angie Emerline	25 N. Kerr Ave	Wilmigton, NC 28405	919 890-6008
Triangle Marketing Assn		8311 Brier Creek Pkwy	Raleigh, NC 27617	919-882-1691
University of North Carolina - Wilmington	https://www.myinterfase.com/uncw	601 S College Rd	Wilmington, NC 28403-5924	910-962-3174
WorkInEntertainment.com	postajob@workinentertainment.com	7010 E. Chauncey Ln., Ste 115	Phoenix, AZ 85054	480-779-4798
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008
WRAL.com	job listing	2619 Western Blvd	Raleigh NC 27606	919-821-8555
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008