

WMAG, WMKS, WPTI, WTQR, WVBZ
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018¹

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 |
|-------------------|--|-------------------------------|
| Account Executive | 1-5, 7-14, 17-18, 20, 22-23, 25-28, 32-33, 35-36 | 28 |
| Account Executive | 1-5, 7-14, 17-18, 20, 22-23, 25-28, 32-33, 35-36 | 9 |
| Account Executive | 3-5, 7-8, 10-14, 17-18, 20, 22-23, 26-27, 29, 32-37 | 29 |
| Account Executive | 3-5, 7-8, 10-11, 13-14, 17-18, 20, 22-23, 26-27, 29, 32-37 | 29 |
| Account Executive | 1-27, 30-37 | 9 |

¹This report was modified in July 2019 to address reporting issues.

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|--|--|---|
| 1 | Advanced Personnel Resources Inc 701 Green Valley Road Suite 210 Greensboro, Nebraska 27408 Phone : 336-272-7720 Url : www.aprinc.com Email : alli@aprinc.com Alli Mayfield | N | 0 |
| 2 | African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Email : sharris@radio-one.com Fax : 1-202-342-6667 Career Services | N | 0 |
| 3 | 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 |
| 4 | Appalachian State University John E. Thomas Hall Boone, North Carolina 28608 Phone : 828-262-2180 Url : www.career@appstate.edu Email : careerdevnt@appstate.edu Fax : 1-828-262-2834 Career Services | N | 0 |
| 5 | Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services | N | 0 |
| 6 | 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 |

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|------------------|---|--|---|
| 7 | Chicanos Por La Causa 200 N. Stone Tucson, Arizona 85705 Phone : 520-882-0018 Fax : 1-602-256-2740 Career Services | N | 0 |
| 8 | Elon University McEwen Comm, Room 109, 2850 Campus Box Elon, North Carolina Phone : 336-278-5869 Email : rwade2@elon.edu Ross Wade, MS | N | 0 |
| 9 | Employee Referral | N | 2 |
| 10 | Employment Security Commission 2005-B South Elm-Eugene St Greensboro, North Carolina Email : esc.employmentservice@ncmail.net Anne G. Lasley | N | 0 |
| 11 | Guilford Technical Community College P. O. Box 309 Jamestown, North Carolina Email : careers@gtcc.edu Guilford Technical Community College | N | 0 |
| 12 | 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 |
| 13 | 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 | 2 |

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|------------------|---|--|---|
| 14 | Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : 800-640-8852 Email : ads@insideradio.com Fax : 1-404-965-4131 Gene McKay | N | 0 |
| 15 | International Business College 4630 50th Ste 100 Lubbock, Texas 79414 Phone : 806-797-1933 Email : mstalter@ibclubbock.com Fax : 1-806-797-7118 Mary Stalter | N | 0 |
| 16 | Moses Cone Health System 1200 N Elm St Greensboro, North Carolina Email : comments@mosescome.com Varo Duffins | N | 0 |
| 17 | N. C. Association of Broadcasters P. O. Box 627 Raleigh, North Carolina Phone : 919-21-7300 Email : info@ncbroadcast.com N. C. Association of Broadcasters | N | 0 |
| 18 | NAACP (National Assoc. for Advancement of Colored People) 1490 Jefferson Avenue Buffalo, New York Phone : 716-884-7242 or home 716- Email : naacp@apollo3.com Fax : 1-716-884-7243 Frank Mesiah | N | 0 |
| 19 | National Assn. of Broadcasters 1771 N St., NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : www.nab.org Email : careercenter@nab.org Career Center | N | 0 |

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|------------------|--|--|---|
| 20 | National Assoc. of Hispanic Journalist 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7144 Fax : 1-202-662-7144 Kahthleen McHugh | N | 0 |
| 21 | National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : (301) 445-7100 Url : http://nabj.jobcontrolcenter.com/ Email : nabj@nabj.org Fax : 1-301-455-7101 Lisa Goodnight | N | 0 |
| 22 | National Association of Farm Broadcasters PO Box 500 Platte City, Missouri 64079 Phone : 816-431-4032 Url : nafb.com Email : rosemarie@nafb.com Fax : 1-816-431-4087 Rose Marie Lawrence | N | 0 |
| 23 | National Association of Hispanic Journalists 1000 National Press Building 529 14th Street NW Washington, District of Columbia 20045-2001 Phone : 202.662.7168 Url : www.jahj.org Email : jobbank@nahj.org Fax : 1-202-662-7144 Kevin Olivas | N | 0 |
| 24 | National College 421 Hilltop Drive Princeton, West Virginia 24739 Phone : 304-431-1608 Url : www.national-college.edu Email : mowens@national-college.edu Elaine Owens | N | 0 |

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|------------------|---|--|---|
| 25 | National Urban League Black Executive Exchange Program 120 Wall Street, 8th floor New York, New York Phone : 212-558-5403 Email : dwest@nul.org Fax : 1-212-558-5497 Dale West | N | 0 |
| 26 | NATPE (National Association of Television Program Executives) 5757 Wilshire Boulevard, Penthouse 10 Los Angeles, California Phone : 310-453-4440 Url : http://www.natpe.org Fax : 1-310-453-5258 Career Service | N | 0 |
| 27 | NC A&T State University 1601 E. Market Street 101 Murphy Hall Greensboro, North Carolina 27411 Phone : 336-334-7755 Email : ocs@ncat.edu Fax : 1-336-334-7018 Career Services | N | 0 |
| 28 | Previous Employee | N | 1 |
| 29 | Re-hire | N | 2 |
| 30 | UNCG Career Services #1 EUC, PO Box 26170 Greensboro, North Carolina Phone : 336-334-5454 Url : www.uncg.edu/csc Email : careerservices@uncg.edu Fax : 1-336-334-5185 Career Services | N | 0 |
| 31 | University of North Carolina 250 E. Franklin Street Chapel Hill, North Carolina 28509 Phone : 919-824-0202 Url : unc.edu Email : jobboard@unc.edu Fax : 1-919-824-0567 Karen Coyle | N | 0 |

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|--|--|--|---|
| 32 | University of North Carolina – Chapel Hill University Career Services, CB 5140 Chapel Hill, North Carolina Phone : 919-962-2197 Email : ucs@unc.edu Fax : 1-919-962-2197 Wendy P. and Dean E. | N | 0 |
| 33 | University of North Carolina – Greensboro Broadcasting/Cinema Division Greensboro, North Carolina Fax : 1-336-334-5039 Mr. Frank Donaldson | N | 0 |
| 34 | Weaver Education Center 300 S. Spring Street Greensboro, North Carolina Phone : 336-370-8282 Email : crenshm@gcsnc.com Fax : 1-336-370-8287 Michael Crenshaw | N | 0 |
| 35 | Winston-Salem University 601 MLK Jr. Drive 301 Thompson Student Services Center Winston-Salem, North Carolina 27110 Phone : 336-750-3240 Email : careerssvcs@wssu.edu Fax : 1-336-750-3260 Career Services | N | 0 |
| 36 | Women's Resource Center 628 Summit Ave Greensboro, North Carolina 27405 Phone : 336.275.6090 Url : www.womenscentergso.org Email : lucy@womenscentergso.org Lucy Wellmaker | N | 0 |
| 37 | 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: | | | 7 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|--|
| 1 | 10/11/2017 | Participation in events or programs sponsored by educational institutions | High Point University student shadowed the Program Director and Promotions Director of Kiss FM. Communications student was required by university to further her knowledge in the field by shadowing an on-air talent to see what job training and educational background was required. | 2 | Program Director Promotions Director |
| 2 | 2/23/2018 | Participation in events or programs sponsored by educational institutions | WMKS Program Director visited and lectured at Jamestown Middle School for their annual career day. He explained his radio career and what education and training that it takes to pursue a career in radio broadcasting. | 1 | Program Director |
| 3 | 6/1/2018 | Establishment of an intern program designed to assist members of the community | An intern shadowed and worked along side WMAG's Chief Engineer and Assistant Chief Engineer. The apprenticeship designed to provide recent technology and engineering graduates with a competitive advantage and the tools they need to begin a career as a Broadcast Engineer. | 2 | Chief Engineer Assistant Chief Engineer |
| 4 | 7/11/2018 | Participation in events sponsored by community groups | Director of Promotions for Kiss FM spoke to a children's soccer camp being held by the University of North Carolina Greensboro. During this lecture, the radio industry was explained and she spoke on the training and education that she received in order to excel in her career. Students' questions were answered and also directed to station's websites for further information about open job positions. | 1 | Director of Promotions/On-Air 100.3 Kiss FM |