

EEO PUBLIC FILE REPORT

FOR

WKRR-FM and WKZL-FM

This EEO Public File Report
Covers the period August 1, 2018 through July 31, 2019

EEO Annual Public File Report

WKRR-FM and WKZL-FM

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the Federal Communications Commission's EEO Rule. This Report has been prepared on behalf of Dick Broadcasting Company, Inc., Greensboro, North Carolina, d/b/a as WKRR-FM, licensed in Asheboro, NC and WKZL-FM, licensed in Winston-Salem, NC. This Report will be placed in WKRR-FM and WKZL-FM's public inspection file and posted on WKRR-FM and WKZL-FM's website.

The information contained in this Report covers the period August 1, 2018 through July 31, 2019 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Richard Harlow, General Manager, at (336) 274-8042.

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ATTACHMENT 1

FULL-TIME VACANCY INFORMATION

Position Title	Total No. Interviewees for the Vacancy	Recruitment Source of Hiree	Recruitment Sources Utilized (see attached list of sources)
Accounting Manager	2	25	
Accountant	2	27	

Total number of persons interviewed during the Reporting Period: 4

ATTACHMENT 3

OUTREACH ACTIVITIES FOR THE PERIOD AUGUST 1, 2018-JULY 31, 2019

WKRR-FM and WKZL-FM has engaged in the following outreach activities during the period covered by this Report:

Activity Classification*	Type of Activity	Brief Description
1	Job Fair	Dick Broadcasting Company participated in the following Job Fairs: UNCG Fall Career Fair (8/2018); High Point University Career Fair (10/2018); Elon College Job Fair (02/2019); Personnel involved: Marketing/Promotions Director & Promotions Staff
5	Internship Program	Dick Broadcasting Company offers internships to area College students for required credits in the Communications/broadcasting, marketing, and journalism curriculums. These students participate in hands on learning and are given extensive access to skills that will complete their majors and prepare them for a career in the broadcast field. This is an ongoing program that Dick Broadcasting Company offers throughout the calendar year. Personnel responsible for the Greensboro Internship program include: WKZL- FM Morning Show Host, WKRR/WKZL Promotions Director. Students from the following institutions participated in the Internship Program during this period: High Point University (1), UNC-Greensboro (1), NC A&T Univ. (5) and Appalachian State University (1).
10	School Speaking Events	Station employees spoke, on several occasions, to various educational facilities, including; Forsyth Technical Community College- WKRR & WKZL Sales Manager and Senior Account Executive (Radio Sales), Appalachian State University- WKRR & WKZL Sales Manager and Senior Account Executive (Radio Sales), Davidson County Teacher of the Year Awards- WKZL Morning Talent.
16	Advertising	Date: Any Openings Dick Broadcasting Company routinely advertises any open position on each of the Greensboro stations and their respective audio streams and websites at www.rock92.com and www.1075kzl.com . In addition, groups and organizations who wished to be notified of openings are encouraged to make their request to the station(s) via phone, fax, e-mail or in person.

* For “Activity Classification”, use “1” through “16” in accordance with attached list.

Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who otherwise might be unaware of such opportunities.

	Name	Organization	Address	City	State	Zip	Phone	Fax	
1	Darryl Johnson	Bennett College	900 East Washington St	Greensboro	NC	27401	336.517.2358		djohnson@bennett.edu
2	Charles Diggs	NC Works Career Center	2301 W. Meadowview Road	Greensboro	NC	27407	336.297.9444		charles.diggs@nccommerce.com
3	Matthew Fowler	NC Works Career Center	607 Idol Street	High Point	NC	27262	336.882.4141		matthew.fowler@networks.gov
4	Barbara West	Greensboro Chamber of Commerce	111 W. February One Pl	Greensboro	NC	27401	336.387.8312		bwest@greensboro.org
5	Caryn Atwater	Greensboro College	815 West Market Street	Greensboro	NC	27401	336.272.7102 ext. 5370		caryn.atwater@greensboro.edu
6	Rebekah A. Funicello	Guilford College	5800 W. Friendly Avenue	Greensboro	NC	27410	336.316.2343		lunicellor@guilford.edu
7	Susan DeHart	GTCC	PO Box 309	Jamestown	NC	27282	336.334.4822 ext. 50169		sdehart@gtcc.edu
8	Manual Posting	High Point University	833 Montilieu Avenue	High Point	NC	27262	336.841.9677		careerservices@highpoint.edu
9	Gladys Shipman	NAACP	1200 E Market Street	Greensboro	NC	27401	336.273.1222		ncnaacp@bellsouth.net
10	Cynthia Downing	NC A&T	1601 East Market Street	Greensboro	NC	27411	336.334.7755		downingc@ncat.edu
11	Catherine Goetz	UNC-G	Room 1 Elliot University Center	Greensboro	NC	27402	336.334.3463		cgoetz@uncg.edu
12	Celeste Gilreath	Urban League	201 West 5th Street	Winston Salem	NC	27101	336.717.1247		cgilreath@wsurban.org
13	Mark Sumerford	Urban Ministry	305 W. Gate City Blvd.	Greensboro	NC	27406	336.553.2645		sumerford@guminsty.org
14	Dana Hutchens	Wake Forest University	PO Box 7427	Winston Salem	NC	27109	336.758.5246	336.758.1971	hutchens@wfu.edu
15	Patricia Newman	Winston Salem Chamber of Commerce	411 W. Fourth Street Suite 211	Winston Salem	NC	27101	336.728.9203	336.728.9200	pnewman@winstonsalem.com
16	Chewan Moore	Women's R'source Center	628 Summit Avenue	Greensboro	NC	27405	336.275.6090		chewan@womenscentergso.org
17	Miles Winston	WSSU	601 Martin Luther King Jr. Or., Hill Hall 214	Winston- Salem	NC	27110	336.750.3244		winstonmi@wssu.edu
18	Tomoko Cormier	News & Record	200 East Market Street	Greensboro	NC	27401	336.373.7238	336.412.5928	tcormier@greensboro.com
19	Classified/Employment	High Point Enterprise	213 Woodbine St.	High Point	NC	27260	336.888.3500		rbean@hpenews.com
20	Joann Zollo	Rhino Times	216 W. Market St.	Greensboro	NC	27401	336.763.4170	336.763.2585	
21	Tomoko Cormier	Winston-Salem Journal	200 E. Market St.	Greensboro	NC	27401	336.373.7238	336.412.5928	tcormier@greensboro.com
22	Classified/Employment	Piedmont Help Wanted.com	1 Civic Center Plaza, Suite 506	Lagrangeville	NY	12540	845.471.5200	845.913.9405	piedmonthelpwanted.com
23	All Access Website								www.allaccess.com
24	Indeed Website								www.indeed.com
25	Word of Mouth referral								
26	Walk-In-Self Referral								
27	Roslyn Byrd	Accounting Principals	4100 Mendenhall Oaks Parkway, Suite 150	High Point	NC	27265	336.291.1937		www.accountingprincipas.com