

**WQSM(FM) / WRCQ(FM) / WMGU(FM) / WFNC(AM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 – July 31, 2017**

**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>
Traffic Director	2,4-29,35,38-40,43,45,56	43
Sales Representative	2,4-30,33-35,37-40,43,45,49,53,56	43
Sales Representative	2,4-30,33-35,37-40,43,45,49,53,56	35

**WQSM(FM) / WRCQ(FM) / WMGU(FM) / WFNC(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2016 – July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	<b>All Access Music Group Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
2	<b>Employment Security Commission</b> 414 Ray Avenue Fayetteville, NC 28301	N	0
3	<b>Fayetteville Observer</b> 458 Whitfield Street Fayetteville, NC 28306	N	0
4	<b>Fayetteville State University</b> 2520 Murchison Road Fayetteville, NC 28301	N	0
5	<b>Fayetteville Technical Community College</b> 2201 Hull Road Fayetteville, NC 28303	N	0
6	<b>Methodist University</b> 5400 Ramsey Street Fayetteville, NC 28311	N	0
7	<b>Troy State University</b> 811 Stamper Road Fayetteville, NC 287303	N	0
8	<b>University of North Carolina-Pembroke</b> PO Box 1510 Pembroke, NC 28372	N	0
9	<b>Ohio Center for Broadcasting</b> 5330 E. Main Street, Suite 200 Columbus, OH 43213 Alvis Moore, Placement Director <a href="mailto:amoore@beonair.com">amoore@beonair.com</a>	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
10	<b>North Carolina State University</b> University Career Center 2100 Pullen Hall Raleigh, NC 27695	N	0
11	<b>Campbell University Fort Bragg</b> PO Box 567 Buies Creek, NC 27506	N	0
12	<b>Employment Security Commission/Lumberton, NC</b> <a href="mailto:Esc.jobs.lumberton@ncmail.net">Esc.jobs.lumberton@ncmail.net</a>	N	0
13	<b>Central Carolina Community College</b> 1105 Kelly Drive Sanford, NC 27330	N	0
14	<b>University of North Carolina-Chapel Hill</b> CB 3665 Chapel Hill, NC 27599	N	0
15	<b>Winston Salem State University</b> 601 Martin Luther King Jr. Drive Winston Salem, NC 27110	N	0
16	<b>Duke University</b> PO Box 90950 Durham, NC 27708	N	0
17	<b>Campbell University</b> PO Box 70659 Fort Bragg, NC 28307	N	0
18	<b>Lumbee Regional Development Association</b> PO Box 68 Pembroke, NC 28372	N	0
19	<b>Robeson Community College</b> 5160 Fayetteville Road Lumberton, NC 28360	N	0
20	<b>Campbell University</b> PO Box 218 Buies Creek, NC 27506	N	0
21	<b>North Carolina Central University</b> PO Box 19585 Durham, NC 27797	N	0

<b>RS #</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>
22	<b>Wake Forest University</b> PO Box 7427 Winston Salem, NC 27109	N	0
23	<b>Fayetteville NAACP</b> PO Box 364 Fayetteville, NC 28302	N	0
24	<b>Shaw University</b> 118 E. South St. Raleigh, NC 27611	N	0
25	<b>St. Augustine's University</b> 1315 Oakwood Avenue Raleigh, NC 27610	N	0
26	<b>North Carolina Association of Broadcasters</b> PO Box 627 Raleigh, NC 27602	N	0
27	<b>University of North Carolina School of Journalism</b> CB 3365 Chapel Hill, NC 27599	N	0
28	<b>Cumulus Media Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
29	<b>Campbell University Career Advisor</b> PO Box 218 Buies Creek, NC 27509	N	0
30	<b>SEU Job Fair</b>	N	0
31	<b>Word-of-Mouth Referral</b>	N	0
32	<b>Walk In/Self-Referral</b>	N	0
33	<b>Station Website Postings (all SEU stations)</b> www.q98fm.com, www.rock103rocks.com, www.magic1069.com www.wfncam640.com	N	1
34	<b>On-Air Announcements (all SEU stations)</b>	N	0
35	<b>HRM Direct</b>	N	9
36	<b>Inside Radio Website</b> <a href="http://www.insideradio.com">www.insideradio.com</a>	N	0
37	<b>SEU Open House</b>	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
38	<b>Internal Posting</b>	N	1
39	<b>Employment Security Commission/Dunn, NC</b> <a href="mailto:esc.jobs.dunn@nccommerce.com">esc.jobs.dunn@nccommerce.com</a>	N	0
40	<b>Employment Security Commission/Raeford, NC</b> <a href="mailto:escjobs.raeford@nccommerce.com">escjobs.raeford@nccommerce.com</a>	N	0
41	<b>Craig's List</b> <a href="http://fayetteville.craigslist.org">http://fayetteville.craigslist.org</a>	N	0
42	<b>Internal Transfer/Promotion</b>	N	0
43	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	4
44	<b>Career Builder Website</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N	0
45	North Carolina Department of Commerce <b>NCWorks Online</b> <a href="http://www.ncworks.gov">www.ncworks.gov</a>	N	0
46	<b>The Ladders Website</b> <a href="http://www.TheLadders.com">www.TheLadders.com</a>	N	0
47	<b>Job Spider Website</b> <a href="http://www.jobspider.com">www.jobspider.com</a>	N	0
48	<b>Snag a Job Website</b> <a href="http://www.snagajob.com">www.snagajob.com</a>	N	0
49	<b>Ziprecruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N	3
50	<b>Glass Door Website</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0
51	<b>Link Up Website</b> <a href="http://www.linkup.com">www.linkup.com</a>	N	1
52	<b>Simply Hired Website</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	N	0
53	<b>East Carolina University</b> <a href="http://www.myinterfase.com/ecu">www.myinterfase.com/ecu</a>	N	0
54	<b>Soldiers for Life</b> Transition Employment Liason <a href="mailto:Mark.r.adkins4.ctr@mail.mil">Mark.r.adkins4.ctr@mail.mil</a>	N	0
55	<b>FMQB</b> <a href="http://www.fmqb.com">www.fmqb.com</a>	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
56	<b>Linked In</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	N	2
<b>Total Interviewees Over Reporting Period</b>			21

**WQSM(FM) / WRCQ(FM) / WMGU(FM) / WFNC(AM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 – July 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fair	On March 21, 2017 our SEU participated in a “March To Work” job fair sponsored by Cumberland County Department of Social Services in Fayetteville, NC. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. During this event, interviews were scheduled with interested candidates. SEU participants included a Sales Assistant, Sales Representatives, Local Sales Manager and Market Manager.
2	Hosted Employment Seminar	On June 14, 2017 our SEU hosted a group of people from on-air announcements interested in learning how to begin a career in radio. A presentation was given educating them on each department, current openings and touring of our facilities.
3	Sponsored Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	On March 17, 2017, our SEU hosted a group of students from 71 <sup>st</sup> High School in Fayetteville, NC. Students were toured around our facilities and had an open exchange about how to get started in radio, what the different positions entail and how technology is changing the industry. The students were able to see first-hand how a radio station is operated from the back-end to the final product going out over our airwaves.
5	Internship Program	Our internship program gives a comprehensive look at our industry through hands on experience. Our project handbook gives each intern a chance to interface with key managers and employees to gain an understanding of our internal operations and how all departments come together to create our product and services. During this reporting period, we hosted a total of four (5) interns from the following schools/universities: (1), Fayetteville State University; (3), Central Carolina Community College, UNC Wilmington (1).

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
6	Participate in Job Fair	On February 7, 2017 our SEU participated in a job fair sponsored by Fayetteville Technical Community College in Fayetteville, NC. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. During this event, interviews were scheduled with interested candidates. SEU participants included a Sales Assistant, Sales Representatives, Local Sales Manager and Operations Manager.
7	Participate in Job Fair	On September 21, 2016 our SEU participated in a job fair sponsored by Cumberland County Library & Information Center in Fayetteville, NC. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. During this event, interviews were scheduled with interested candidates. SEU participants included a Sales Assistant, Sales Representatives, Local Sales Manager.