

WQSM(FM) / WRCQ(FM) / WMGU(FM) / WFNC(AM)
EEO PUBLIC FILE REPORT
August 1, 2017 – July 31, 2018

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
Market Managaer	2,4-29,31,35,38-40,43-54,56-57	31
Promotions Director	2,4-29,31,35,38-40,43-54,56-57	31
Sales Representative	2,4-29,31,35,38-40,43-54,56-57	31
Sales Representative	2,4-29,31,35,38-40,43-54,56-57	35
Digital Sales Expert	2,4-29,31,35,38-40,43-54,56-57	31

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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	All Access Music Group Website www.allaccess.com	N	0
2	Employment Security Commission 414 Ray Avenue Fayetteville, NC 28301	N	0
3	Fayetteville Observer 458 Whitfield Street Fayetteville, NC 28306	N	0
4	Fayetteville State University 2520 Murchison Road Fayetteville, NC 28301	N	0
5	Fayetteville Technical Community College 2201 Hull Road Fayetteville, NC 28303	N	0
6	Methodist University 5400 Ramsey Street Fayetteville, NC 28311	N	0
7	Troy State University 811 Stamper Road Fayetteville, NC 287303	N	0
8	University of North Carolina-Pembroke PO Box 1510 Pembroke, NC 28372	N	0
9	Ohio Center for Broadcasting 5330 E. Main Street, Suite 200 Columbus, OH 43213 Alvis Moore, Placement Director amoore@beonair.com	N	0
10	North Carolina State University University Career Center 2100 Pullen Hall Raleigh, NC27695	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
11	Campbell University Fort Bragg PO Box 567 Buies Creek, NC 27506	N	0
12	Employment Security Commission/Lumberton, NC Esc.jobs.lumberton@ncmail.net	N	0
13	Central Carolina Community College 1105 Kelly Drive Sanford, NC 27330	N	0
14	University of North Carolina-Chapel Hill CB 3665 Chapel Hill, NC 27599	N	0
15	Winston Salem State University 601 Martin Luther King Jr. Drive Winston Salem, NC 27110	N	0
16	Duke University PO Box 90950 Durham, NC 27708	N	0
17	Campbell University PO Box 70659 Fort Bragg, NC 28307	N	0
18	Lumbee Regional Development Association PO Box 68 Pembroke, NC 28372	N	0
19	Robeson Community College 5160 Fayetteville Road Lumberton, NC 28360	N	0
20	Campbell University PO Box 218 Buies Creek, NC 27506	N	0
21	North Carolina Central University PO Box 19585 Durham, NC 27797	N	0
22	Wake Forest University PO Box 7427 Winston Salem, NC 27109	N	0
23	Fayetteville NAACP PO Box 364 Fayetteville, NC 28302	N	0
24	Shaw University 118 E. South St. Raleigh, NC 27611	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
25	St. Augustine's University 1315 Oakwood Avenue Raleigh, NC 27610	N	0
26	North Carolina Association of Broadcasters PO Box 627 Raleigh, NC 27602	N	0
27	University of North Carolina School of Journalism CB 3365 Chapel Hill, NC 27599	N	0
28	Cumulus Media Business Managers BM@cumulus.com	N	0
29	Campbell University Career Advisor PO Box 218 Buies Creek, NC 27509	N	0
30	SEU Job Fair	N	0
31	Word-of-Mouth Referral	N	4
32	Walk In/Self-Referral	N	0
33	Station Website Postings (<i>all SEU stations</i>) www.q98fm.com , www.rock103rocks.com , www.magic1069.com www.wfncam640.com	N	0
34	On-Air Announcements (<i>all SEU stations</i>)	N	0
35	Cumulus Corporate Website www.cumulus.com/careers	N	18
36	Inside Radio Website www.insideradio.com	N	0
37	SEU Open House	N	0
38	Internal Posting	N	0
39	Employment Security Commission/Dunn, NC esc.jobs.dunn@nccommerce.com	N	0
40	Employment Security Commission/Raeford, NC escjobs.raeford@nccommerce.com	N	0
41	Craig's List http://fayetteville.craigslist.org	N	0
42	Internal Transfer/Promotion	N	0
43	Indeed Website www.indeed.com	N	2
44	Career Builder Website www.careerbuilder.com	N	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
45	North Carolina Department of Commerce NCWorks Online www.ncworks.gov	N	0
46	The Ladders Website www.TheLadders.com	N	0
47	Job Spider Website www.jobspider.com	N	0
48	Snag a Job Website www.snagajob.com	N	0
49	Ziprecruiter www.ziprecruiter.com	N	0
50	Glass Door Website www.glassdoor.com	N	0
51	Link Up Website www.linkup.com	N	0
52	Simply Hired Website www.simplyhired.com	N	0
53	East Carolina University www.myinterfase.com/ecu	N	0
54	Soldiers for Life Transition Employment Liason Mark.r.adkins4.ctr@mail.mil	N	0
55	FMQB www.fmqb.com	N	0
56	Linked In www.linkedin.com	N	1
57	Monster www.monster.com	N	0
Total Interviewees Over Reporting Period			25

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On March 21, 2018 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	Participate in Career Day	On April 20, 2018 our SEU attended Lewis Chapel Middle School’s Career day to present education on each department’s basic duties and what it takes to begin a career in radio broadcasting. After the presentation our Programming and promotions team were able to spend one on one time with students interested in what our company does.
3	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 an intern from the University of North Carolina at Pembroke. This SEU’s Promotions Director supervised our intern and schedules the training in all other departments.
4	Employee Training Program	During this SEU’s reporting period, our Receptionist was given training as a Business Assistant and Traffic Manager. Training included learning new accounting reporting and data entry, traffic data entry, preparation of commercial logs, entry of commercial carts using a variety of software programs giving our employee the skills and ability necessary for a higher-level position within our company.