

EEO PUBLIC FILE REPORT

AUGUST 1, 2017 THROUGH JULY 31, 2018

WGBR, WFMC, WZKT, WSSG, WWMC

GOLDSBORO, NORTH CAROLINA

EEO PUBLIC FILE
-AUGUST 1, 2017 THROUGH JULY 31, 2018-

WGBR, WFMC, WZKT, WSSG, WWMC

Goldsboro, North Carolina

This unit is part of the Curtis Media Group and is committed to providing equal employment opportunities to all individuals without regard to race, color, religion, gender, national origin, age or disability. Our intent is to provide a work environment that is free of discrimination, harassment or intimidation. Discrimination, harassment or intimidation of an employee or an applicant is considered improper conduct. Under no circumstances will Curtis Media Group condone or tolerate any form of discrimination, harassment or intimidation of anyone in the Curtis Media Group family of companies.

This EEO Public File Report is filed in the public inspection files of the following stations pursuant to Section 73.2080 of the Federal Communication's (FCC) rules:

WGBR, WFMC, WZKT, WSSG, WWMC

During the period August 1, 2017 - July 31, 2018, the stations filled the following full-time vacancies:

STATION MANAGER

GENERAL MANAGER

ACCOUNT EXECUTIVE

The stations interviewed a total of 15 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

| RECRUITMENT SOURCE | Address |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ALAMANCE COMMUNITY COLLEGE | Director of Placement 1247 Jimmie Kerr Road Graham, NC 27253 336-506-4110 |
| APPALACHIAN STATE UNIVERSITY | Career Development 301 Administration Annex PO Box 32032 Boone NC 28608 818-262-2180 mcguiredah@appstate.edu |

| RECRUITMENT SOURCE | Address |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BENNETT COLLEGE | Director of Placement 900 E. Washington Street Greensboro, NC 27401-3298 336-370-8623 career@bennett.edu |
| BROADCAST CENTER | 2360 Hampton Avenue Saint Louis, MO 63139 314-647-8181 Jim Bland, Placement Director janet@broadcastcenterinfo.com |
| BROADCASTING INSTITUTE OF MARYLAND | Director of Placement 7200 Harford Road Baltimore MD 21234 800-942-9246 nb@bim.org |
| CAMPBELL UNIVERSITY | Director of Placement PO Box 4260 Buies Creek, NC 27506 910-893-1938 creech@campbell.edu |
| CAPE FEAR COMMUNITY COLLEGE | Career Connection 411 N Front Street Wilmington NC 28401 910-362-7000 qyork@cfcc.edu |
| CAROLINA SCHOOL OF BROADCASTING | Alyson Young, Exec VP 3435 Performance Road Charlotte, NC 27214-8085 704-395-9272 csbnc@bellsouth.net |

| RECRUITMENT SOURCE | Address |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| CENTRAL CAROLINA COMMUNITY COLLEGE | Career Services 1105 Kelly Drive Sanford, NC 27330 919-718-7396 grdelv63@cccc.edu |
| DURHAM TECHNICAL COLLEGE | Director of Placement PO Drawer 11307 Durham NC 27703 919-686-3300 jobboard@durhamtech.edu |

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| EAST CAROLINA UNIVERSITY | Career Services East Fifth Street Greenville, NC 27858-4353 252-328-6050 career@mail.ecu.edu |
| EDGECOMBE COMMUNITY COLLEGE | Career Development 2009 W. Wilson Street Tarboro, NC 27886 252-823-5166 winsteadL@edgecombe.edu |
| ELIZABETH CITY STATE UNIVERSITY | Director of Placement 1704 Weeksville Road Elizabeth City, NC 27909 252-335-3305 bnjackson@mail.ecsu.edu |
| ELON UNIVERSITY | Director of Placement 2700 Campus Box Elon, NC 27244-2010 336-278-6538 walldebb@elon.edu |

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| EMPLOYMENT SECURITY COMMISSION* | 2720 S. Mebane Street Burlington, NC 27215 919-570-6800 william.pate@ncmail.net |
| FAYETTEVILLE STATE UNIVERSITY | Career Services 1200 Murchison Road Fayetteville, NC 28301 910-672-1205 careerservices@uncfsu.edu |
| FORSYTH TECHNICAL COLLEGE | Director of Placement 2100 Silas Creek Parkway Winston-Salem, NC 27103 336-734-7343 Darlene Jarette bbarringer@forsythtech.edu |
| GASTON COLLEGE | 201 Highway 321 South Dallas, NC 28034 704-922-6212 Louise Davis louise.davis@gaston.edu |
| GOLDSBORO HIGH SCHOOL | School Counselor P.O. Box 1757 Goldsboro, NC 27801 919-731-5930 |
| GREENSBORO COLLEGE | 815 West Market Street Greensboro, NC 27401 336-272-7102 Nicka Thornton – Dir. Of Career Services career@gborocollege.edu |
| HIGH POINT COLLEGE | 833 Montlieu Avenue High Point, NC 27262 336-841-9025 sbeck@highpoint.edu |

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| HOWARD UNIVERSTIY | Joan Browne, Assoc. Director 2400 Sixth Street, NW Washington, DC 20059 202-806-6100 202-806-7513 huocreuit@gmail.com |
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| ISOTHERMAL COMMUNITY COLLEGE | Director of Placement P.O. Box 804 Spindale, NC 28160 828-286-3636 jsmith@isothermal.edu |
| JOHNSON C. SMITH UNIVERSITY DIRECTOR OF PLACEMENT | 100 Beatties Ford Road Charlotte, NC 28216 704-378-1042 Barbara Wilkes bwilkes@jcsu.edu |
| JOHNSTON COMMUNITY COLLEGE | Placement Office P.O. Box 2350 Smithfield, NC 27577 919-934-3051 edwardsd@johnstoncc.edu |
| LENOIR COMMUNITY COLLEGE | Director of Placement P.O. Box 188, 231 HWY 58 South Kinston, NC 28502 252-527-6223 fgaskins@lenoircc.edu |
| LENOIR-RHYNE COLLEGE | Director of Placement 625 7 th Avenue Hickory, NC 28601 828-328-1741 nicholsr@lrc.edu |

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| LOUISBURG COLLEGE | 501 North Main Street Louisburg, North Carolina 27549 919-496-2521 Sharon Moore, Manager rgill@louisburg.edu |
| MARSHALL UNIVERSITY | 1 John Marshall Drive Huntington, West Virginia 25755 304-696-2370 Patricia Gallagher, Recruiting Coordinator career-services@marshall.edu |
| MEREDITH COLLEGE | 3800 Hillsborough Street Raleigh, NC 27605 919-760-8341 Marie Sumerel, Career Center Director career@meredith.edu |
| METHODIST COLLEGE | 5400 Ramsey Street Fayetteville, North Carolina 28311 910-630-7027/7279 Marisa Saenz, Director of Career Services gstewart@methodist.edu |
| METROPOLITAN BAPTIST CHURCH | 1213 Leggett Road Rocky Mount, NC 27801 252-442-4623 metropolitanbaptist1@earthlink.net |
| NASH COUNTY COMMUNITY COLLEGE | P.O. Box 7488 Rocky Mount, NC 27804 252-443-4011 Georgia Roberon, Job Placement Officer georgia@nashcc.edu |
| NORTH CAROLINA A&T UNIVERSITY | Career Services 1601 E. Market Street Greensboro, NC 27411 336-334-7755 markc@ncat.edu |

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| NC CENTRAL UNIVERSITY | Director of Placement 1801 Fayetteville and Lawson Street Durham, NC 27707 919-530-6100 nccucareerservices@ncsu.edu |
| NC STATE UNIVERSITY CAREER CENTER | Joan Busko, or Director 2100 Pullen Hall Raleigh, NC 27695 919-515-2396 bridget_yarborough@ncsu.edu |
| NC STATE MEDIA ADVISING | 354 Witherspoon CB8607 Raleigh, NC 27695 919-515-2401 jamie_gilbert@ncsu.edu |
| NC WESLEYAN COLLEGE | Career Services 3400 N. Wesleyan Blvd. Rocky Mount, NC 27804-9906 252-985-5100 |
| WILLIAM PEACE UNIVERSITY | 15 East Peace Street Raleigh, NC 27601 919-508-2006 Barbara Efirm careercenter@peace.edu |
| PIEDMONT TECHNICAL COLLEGE | Placement Coordinator P.O. Box 1197 Roxboro, NC 27573 864-941-8376 omundson.a@ptc.edu |
| PITT COMMUNITY COLLEGE | P.O. Drawer 7007 Greenville, NC 27835-7007 252-493-7200 AJ Tyson, Director of Joblink brouse@email.pittcc.edu |

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| SAINT AUGUSTINE COLLEGE | Director of Placement 1315 Oakwood Avenue Raleigh, NC 27610 919-516-4242 flalston@st-aug.edu |
| SALEM COLLEGE [YES] | P.O. Box 10548 Winston-Salem, NC 27108-0548 336-721-2625 Andrea R. Hall, Director of Career Services |
| SCHOOL OF COMMUNICATION ARTS | 3000 Wakefield Crossings Drive Raleigh, NC 27614 919-488-8495 Lynn McGee, Director of Professional Services mgreenedmonds@higherdigital.com |
| SEYMOUR JOHNSON FAMILY SUPPORT | 1255 Andrews Street, Bldg. 3616 SJAFB, NC 27531 |
| SHAW UNIVERSITY | Career Development 118 E. South Street Raleigh, NC 27601 919-546-8280 jholley@shawu.edu |
| ST ANDREWS PRESBYTERIAN COLLEGE | Career Services 1700 Dogwood Mile Laurinburg, NC 28352 910-277-5555 careers@sapc.edu |
| UNC – ASHEVILLE | DIRECTOR OF PLACEMENT One University Heights Asheville, NC 28804 828-251-6515 career@unca.edu |

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| UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL | Career Services Campus Box 5140 Chapel Hill, NC 27599 919-962-6507 ucs@unc.edu |
| UNC – CHAPEL HILL JOURNALISM AND MASS COMMUNICATION | Howell Hall, CB 3365 Chapel Hill, NC 27599 919-962-1204 jeubank@email.unc.edu |
| UNC – CHARLOTTE | Career Center 9201 University City Blvd. Charlotte, NC 28223-0001 704-687-2231 career@email.uncc.edu |
| UNC – GREENSBORO | P.O. Box 26170 Greensboro, NC 27402-6170 336-334-5454 Donna Seckar – Director of Career Services career_services@uncg.edu |
| UNC – PEMBROKE | Career Services P.O. Box 1510 Pembroke, NC 28372-1510 910-521-6270 brenda.jacobs@uncp.edu |
| UNC – WILMINGTON | Career Services 601 College Road Wilmington, NC 28403 910-962-3000 careercenter@uncw.edu |
| VANCE-GRANVILLE COMMUNITY COLLEGE | Career Center P.O. Box 917 Henderson, NC 27536 252-492-2061 Barbara Smith, Career Center Coord. smith@vgcc.edu |

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| <p>WAKE TECHNICAL COMMUNITY COLLEGE</p> | <p>Director of Placement 9101 Fayetteville Road Raleigh, NC 27603 919-866-5696 jmoss@waketech.edu</p> |
| <p>WAYNE COMMUNITY COLLEGE</p> | <p>Anne Millington, Director of Job Placement and Referrals 300 Wayne Memorial Drive Goldsboro, NC 27534 919-735-5152 loriew@waynecc.edu</p> |
| <p>WESTERN CAROLINA UNIVERSITY</p> | <p>460 HFR Administration Building Cullowhee, NC 28723 828-227-7133 careerservices@wcu.edu</p> |
| <p>WILSON COUNTY TECHNICAL COLLEGE</p> | <p>Placement Office P.O. Box 4305 Woodard Station Wilson, NC 27893 252-291-1195 tblack@wilsontech.edu</p> |

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| WINSTON-SALEM STATE UNIVERSITY | Director of Placement 601 Martin Luther King Jr. Drive Winston-Salem, NC 27110 336-750-3240 careersvcs@wssu.edu |
| AMA JOB BANK | c/o Ericsson GE Mobile Comm Director of Job Placement P.O. Box 13969 Research-Triangle Park, NC 27709 amainfo@bellsouth.net |
| HISPANIC LINK NEWS SERVICE, Inc. | 1420 N. Street NW Washington, DC 20036 202-234-0280 |
| NAB EMPLOYMENT CLEARINGHOUSE | 1771 North Street NW Washington, DC 20036 202-429-5497 |
| NATIVE AMERICAN PBC | P.O. Box 83111 Lincoln, NE 68501 402-472-3522 |
| ORGANIZATION OF CHINESE AMERICANS | 1001 Conn. Avenue NW St. Washington, DC 20036 202-223-5500 Vana Tran, Director of Prog. oca@ocanatl.org |
| THE HOT SHEET | P.O. Box 1476 Palm Havor, FL 34682 |
| THE LINKS, INC. | 1200 Massachusetts Avenue NW Washington, DC 20005 800-574-3720 deborah.reeves@linksinc.org |
| BROOKS, PIERCE, McLENDON HUMPHREY & LEONARD | 1600 First Union Capital Center 150 Fayetteville Street Mall Raleigh, NC 27601 919-839-0300 |
| NATIONAL HISPANIC MEDIA ORGANIZATION | 2514 South Grand Avenue Los Angeles, CA 90007-2651 |

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| EMPLOYMENT SECURITY COMMISSION | 309 N. William Street Goldsboro, NC 27530 919-731-7950 William Pate, Manager |
| DURHAM HUMAN RELATIONS COMMISSION | Director of Placement 101 City Hall Plaza Durham, NC 27713 919-560-4107 yvonne.pena@durhamnc.gov |
| EMPLOYMENT SECURITY COMMISSION | Job Placement Office 700 Wade Avenue Raleigh, NC 27605 919-212-3849 |
| NAACP | Reverend Elbert Lee, President 1121 Sandon Circle Rocky Mount, NC 27801 |
| NCAB JOB BANK | P.O. Box 627 Raleigh, NC 27602 919-821-7300 jobbank@ncbroadcast.com |
| OFFICE OF THE GOVERNOR | 20301 Mail Service Center Raleigh, NC 27699-0301 919-733-4240 919-733-5811 |

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| WOMEN'S CENTER OF RALEIGH | 128 East Hargett Street 10 Raleigh, NC 27601 919-829-3711 Denise Rhodes, Employment Counselor |
| GOLDSBORO – WAYNE NAACP | PO Drawer 1205 Goldsboro, NC 27530 919-734-7299 |
| RED BUD HOLY CHURCH | 1108 Luper Street Rocky Mount, NC 27801 252-977-1337 |

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| SOUTH CENTRAL WAKE NAACP | 7749 Kingsberry Court Raleigh, NC 27615-5041 919-846-7045 www.southcentralwakenaacp.com |
| AMA JOB BANK | Director of Placement P.O. Box 13969 RTP, NC 27709 |
| EMMA L. BOWEN FOUNDATION | 524 West 57 th Street New York, NY 10019 212-975-2545 / 202-637-4494 Sandra Rice, VP of Eastern Division phylis.eagle-oldson@corporate.ge.com |
| TRIANGLEHELPWANTED.COM | www.trianglehelpwanted.com |
| TRIADCAREERS.COM | www.triadcareers.com |
| REGIONALHELPWANTED.COM | www.regionalhelpwanted.com |
| ALLACCESS.COM | www.allaccess.com |
| BURLINGTON TIMES-NEWS | 707 South Main Street Burlington, NC 27215 Tel (336) 227-0131 Fax (336) 228-1889 |
| JOB FAIRS | Listed in Outreach Activities |
| REFERRALS | Variety of Sources, Including Various Colleagues |
| EXISTING and FORMER EMPLOYEES | Various |
| INTERNAL JOB POSTINGS | Various Curtis Media Group Locations |

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| GOLDSBORO NEWS ARGUS | 310 N. Berkeley Blvd. P.O. Box 10629 Goldsboro, N.C. 27532 Tel (919) 778-2211 Fax (919) 778-9891 |
| UNSOLICITED APPLICATIONS | Various |
| RADIO ADS (ON CMG-EAST STATIONS) | Various Curtis Media Group Stations |
| NC JOBS NOW | www.ncjobsnow.com |

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| <p>CMG WEBSITES</p> | <p>www.LaleyNc.com www.wptf.com www.947QDR.com www.961bbb.com www.thenewPulsefm.com www.kix1029.com www.Q977FM.com www.TriadSports.com www.GoBlueRidge.net www.goldsborodailynews.com www.TheBestSongsOnTheRadio.com www.WGBR.com www.730WFMC.com www.FMTalk1011.com www.920WPCM.com www.WSJS.com www.Highway1061FM.com www.Mix1023.com www.WATAradio.com www.StateGovernmentRadio.com www.newrock99x.com www.V1033.com www.1019online.com www.wsfl.com www.beachboogieandblues.com www.ncjobsnow.com www.accsports.com www.sfntoday.com</p> |
| <p>SOCIETY OF BROADCASTING ENGINEERS</p> | <p>www.sbe.org</p> |
| <p>JACOB'S MEDIA</p> | <p>www.jacobsmedia.com</p> |

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|----------------------|-----------------------------------------------------------------------|
| CRAIGSLIST | www.craigslist.org |
| GREER STAFFING GROUP | 3109 Charles B. Root Wynd Raleigh, NC 27612 Phone: 919-571-0051 |
| THE FRANKLIN TIMES | 109 South Bickett Blvd. Louisburg, NC 27549 |
| THE WAKE WEEKLY | 209 Owen Avenue Wake Forest, NC 27588 |
| LINKEDIN | www.linkedin.com |
| INSIDE RADIO | www.insideradio.com |

Exhibit A contains 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.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC’s EEO rules during the time period covered by this report.

EXHIBIT A

EEO INFORMATION FOR FULL-TIME VACANCIES

For

WGBR, WFMC, WZKT, WSSG, WWMC

Goldsboro, North Carolina

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the applicable period are as follows:

| POSITION | DATE FILLED | #OF INTERVIEWEES | REFERRAL SOURCE FOR INTERVIEWEES |
|----------------------------|--------------------|-------------------------|-----------------------------------------------------|
| General Manager | 4/12/2018 | 3 | Networking Referrals |
| Station/Operations Manager | 3/26/2018 | 6 | Existing Employee; All Access; Networking Referrals |
| Account Executive | 7/30/2018 | 7 | Employee Referrals; GrassRoots; Indeed.com |

FULL-TIME VACANCY INFORMATION

Job Title of Vacancy: General Manager

Recruitment Source That Referred
the Hiree: Networking Referral

Date Vacancy Opened: 4/30/2018

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 3/27/2017

Job Title of Vacancy: Station Manager/Operations Manager

Recruitment Source That Referred
the Hiree: Existing Employee

Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 3/15/2018

Job Title of Vacancy: Account Executive

Recruitment Source That Referred
the Hiree: Employee Referral

Total Number of Personal Interviewed for the Vacancy: 7

Date Vacancy Filled: 7/30/2018

See Sources Listed at the Beginning of This Report

Outreach Activities for the Period August 1, 2017 - July 31, 2018

Stations WGBR, WFMC, WZKT, WSSG, WWMC

have engaged in the following outreach initiatives during the year covered by this report:

Initiative Classification

Type of Initiative

Brief Description

Job Fairs:

- Doug Brisotti (Raleigh – WYMY - Account Executive) represented Curtis Media Group at the Guilford College Opportunities Fair on April 4, 2019 as an alumni mentor and as a representative of Curtis Media Group.
- Hector Valencia (Raleigh – WYMY Announcer) and Nancy Ginger (Raleigh – HR Director) represented Curtis Media Group at the Sanderson High School Hispanic Career Fair on November 9, 2017 at Sanderson High School in Raleigh.

Internship Program

Allowed students to receive academic credit for work performed while learning about the broadcast industry. The Internship program is on-going. It is open to any college student who maintains a GPA of 2.5 or higher, is recommended in writing by a faculty member in his or her respective major, and is able to work a minimum of 10 hours a week for academic credit. Interns work in various departments including: News/Public Affairs, Programming/Productions, Marketing/Sales, and Promotions.

Scholarship Programs

Company Chairman/CEO has established a scholarship for Communications students at the University of North Carolina at Chapel Hill to assist qualified students needing financial aid to pursue studies leading to a career in media.

The Curtis Foundation has established the Bessemer City Curtis Scholars Program that will present four annual high school Scholarships each year. Each scholarship will be \$5,000 payable in four payments over four years. To renew the scholarship for each of the four years, the student must maintain a 2.5 GPA and have either a summer internship, summer job or be on a course of study or travel. Renewals will be confirmed by the selection committee. The grants will be paid directly to the college of choice selected by the student.

Management Training

On a continuous basis, Curtis Media Group provides training to management level personnel to make all efforts possible to ensure Equal Employment Opportunity and to understand the importance of diversity in the workplace.

Our President, Trip Savery, counsels Senior Management on a quarterly basis in ways to promote diversity in hiring.

Programs offered at or by Education Institutions

- **Meredith College, Raleigh, NC**
David Stuckey (Raleigh – WBBB General Manager) and Mimi Nichols (Raleigh – WQDR Promotions and Music Director) spoke to students at Meredith College in Raleigh regarding the role of media and employment opportunities in the business.
- **Leadership Craven Class of 2017 - 2018**
Bruce Simel (New Bern - Coastal Cluster Market Manager) hosted the Leadership Craven Class of 2017 -2018 Media Day in New Bern on November 9, 2018. They discussed issues such as how the radio stations work to serve local communities in Eastern NC and job opportunities in the business.