



EEO Public File Report

for

WKVS-FM | WJRI-AM/FM | WKGX-AM/FM

Lenoir, NC

This EEO Public File Report Covers the One-Year Period Ending on July 31, 2020

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.

EEO Contact Information for Curtis Media Group Employment Unit:

3012 Highwoods Blvd, Suite 201

Raleigh, NC 27609

Contact Person/Title: Jennifer Taylor, Payroll and Benefits Administrator

jtaylor@curtismedia.com; 919-882-3726

EEO Public File Report

This EEO Public File Report is filed in the public inspection files of the following stations pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's (FCC) rules:

WKVS-FM | WJRI-AM/FM | WKGX-AM/FM
Lenoir, NC

Summary: During the one-year period ending on July 31, 2020, the station filled the following full-time vacancies:

| Job Title | Referral Source |
|------------------------|-------------------------------------|
| Operations Manager (1) | Indeed, Employee Referral, Internal |
| AM Show Host (1) | Indeed |
| Account Executive (3) | Indeed, Employee Referral, Internal |
| Show Host (1) | Internal |

The station interviewed a total of **20** people for all full-time vacancies during the period covered in the report.

Exhibit A contains the following information for each full-time vacancy:

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

Appendix A – EEO Distribution List

EXHIBIT A

EEO INFORMATION FOR FULL-TIME VACANCIES

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 | Number of Interviewees | Referral Source for Interviewees |
|--------------------|-----------------------|-------------------------------|---|
| Operations Manager | 10/14/2019 | 4 | See Appendix A |
| AM Show Host | 10/14/2019 & 1/6/2020 | 6 | See Appendix A |
| Account Executive | 01/06/2020 & 2/03/202 | 10 | See Appendix A |

Recruitment/Referral Sources used to Seek Candidates for Each Vacancy

Job Title: Operations Manager **Referral Source of Hiree:** Indeed, Referral, Internal

| Name of Organization Notified of Job Vacancy | Contact person | Address/Website | Phone number | Number of Interviewees Referred | Did Recruitment Source Request Notification? |
|---|-----------------------|------------------------|---------------------|--|---|
| EEO Distribution List | N/A | See Appendix A | | 2 – Indeed | No |
| Internal Posting | General Manager | | | 1 | No |
| Employee Referral | | | | 1 | No |

Job Title: AM Show Host

Referral Source of Hiree: Indeed, Employee Referral, Internal Posting

| Name of Organization Notified of Job Vacancy | Contact person | Address/Website | Phone number | Number of Interviewees Referred | Did Recruitment Source Request Notification? |
|---|-----------------------|------------------------|---------------------|--|---|
| EEO Distribution List | N/A | See Appendix A | | 3 – Indeed | No |
| Employee Referrals | | | | 2 | No |
| Internal Posting | | | | 1 | No |

Job Title: Account Executive

Referral Source of Hiree: Indeed, Internal Posting, Employee Referral

| Name of Organization Notified of Job Vacancy | Contact person | Address/Website | Phone number | Number of Interviewees Referred | Did Recruitment Source Request Notification? |
|---|-----------------------|---------------------------------|---------------------|--|---|
| EEO Distribution List | N/A | See Appendix A | | 6 - Indeed | No |
| Employee Referrals | CMG Recruiter | 3012 Highwoods Blvd, Raleigh NC | | 4 | No |

EXHIBIT B

Outreach Activities for the time period covered by this report

| Initiative Classification | Type of Initiative | Brief Description of Activity |
|---------------------------|--|--|
| 9 | Mentoring Program | General Manager Kimberly Edmisten met one on one with each account executive once per week to address any concerns, mentors on some calls, and offers advice and ideas pertaining to clients. This helps each Account Executive to build confidence and growth within the company. |
| 14 | Management Training- EEO & Preventing Discrimination | EEO Training for Managers was held on July 15, 2020. Managers EEO Training went into detail regarding recruitment for Full Time openings, notifications for vacancies and outreach/long term recruitment initiatives. |
| 16 | Other | Local Spotlight Public Service Announcements were recorded on a regular basis with representatives from local municipalities, school systems and non-profit organizations. Career opportunities with our stations were regularly discussed as to allow for better referral of job candidates. Organizations included Town of Granite Falls, District Attorney from the 36th Prosecutorial District, Caldwell County Chamber of Commerce, Burke County Chamber of Commerce, Caldwell County Schools, and Communities in Schools, Economic Development Commission of Caldwell County and City of Lenoir. |

Appendix A – EEO Distribution List

| Recruitment Source | Contact Information |
|---|---|
| Appalachian State University Boone, North Carolina http://careers.appstate.edu | Susan McCracken Director Career Development and Economic Engagement 828-262-2180 |
| Central Carolina College Posting Board | 1105 Kelly Dr. Sanford, NC 27330 |
| Davidson College Davidson, North Carolina http://www.davidson.edu/offices/career-development | Stephanie Burns Assistant Director for Career Development 704-894-2132 |
| East Carolina University Greenville, North Carolina https://www.ecu.edu/career | Adam Denney Associate Director, Employer Relations 252.328.6050 career@ecu.edu |
| Emory University Atlanta, Georgia http://www.career.emory.edu | (404) 727-6211 recruiting@emory.edu |
| Furman University Greenville, South Carolina https://www.Furman.edu/ocs | career.engagement@furman.edu |
| Georgetown University Washington, District of Columbia https://georgetown.edu | (202) 687-3493 careercenter@georgetown.edu |
| James Madison University Harrisonburg, Virginia http://www.jmu.edu | 540-568-6555 cap@jmu.edu |
| Meredith College Raleigh, North Carolina http://www.meredith.edu/ | Dana Sumner career@meredith.edu |
| North Carolina Central University Durham, North Carolina www.nccu.edu/ | 919-530-6337 nccucareerservices@nccu.edu |
| University of Georgia Athens, Georgia http://www.career.uga.edu | 706-542-3375 career@uga.edu |
| UNC-Chapel Hill Chapel Hill, North Carolina http://careers.unc.edu | 919-962-6507 ucs@unc.edu |
| UNC-Greensboro Greensboro, North Carolina https://uncg.edu/ | 336-334-5454 careers@uncg.edu |
| UNC-Pembroke Pembroke, North Carolina www.uncp.edu | Brenda Bullard Administrative Support Specialist 910-521-6000 |

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|---|--|
| UNC-Wilmington Wilmington, North Carolina https://uncw.edu/career | 910-962-3174 careercenter@uncw.edu |
| Recruitment Source | Contact Information |
| Villanova University Villanova, Pennsylvania www.careers.villanova.edu Recruitment Source | Kevin Grubb (610) 519-4060 Contact Information |
| University of South Carolina Columbia, South Carolina http://www.sc.edu/career | 803-777-7280 |
| Virginia Commonwealth University Richmond, Virginia, United States www.vcu.edu | Anita Hazel Taylor P.H.R. Taylor Director, College of Engineering Career Services (804) 828-0100 |
| University of Virginia Charlottesville, Virginia https://career.virginia.edu | 434-924-8900 careercenter@virginia.edu |
| Wake Forest University Winston-Salem, NC, USA http://opcd.wfu.edu | Lisa Simmons Associate Director 336.758.5902 |
| NCWorks Career Centers 1830-B Tillery Place Raleigh, NC 27604 www.ncworks.gov | Phone (919) 715-0111 |
| Curtis Media Group Websites | www.curtismedia.com www.laleync.com www.wptf.com www.947QDR.com www.961bbb.com www.thenewpulsefm.com www.kix1029.com www.goblueridge.net www.goldsborodailynews.com www.sportshubtriad.com www.justrightcountry.com www.929starfm.com www.wgbr.com www.stategovernmentradio.com www.v1033.com www.1019online.com www.wsfl.com www.beachboogieandblues.com www.ncjobsnow.com www.enradio.com www.justrightradio.com www.SFNtoday.com www.trianglehelpwanted.com www.GoFoothills.com |

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| Job Fairs | Listed in Outreach activities |
| Indeed | Indeed.com |
| Glassdoor | Glassdoor.com |
| LinkedIn | LinkedIn.Com |
| Recruitment Source | Contact Information |
| Radio ads (on CMG-East Stations) | Various stations |
| Internal Job Postings | Curtis Media Group Locations |
| Walk - ins | General application dropped off at various CMG locations |
| DVRS - Raleigh | NC DHHS 4900 Waters Edge Dr. Raleigh, NC 27606 Ashley Chassereau |
| Sierra Marketing | Deb McCain Cell: 615-887-8859 Deb@Sierra-Marketing.com |
| Networking with Nate | Nate Brown SB Financial Group, LLC 2000 Aerial Center Parkway Suite #112 Morrisville, NC 27560 nate@sbfqnc.com 919-819-7594 |
| Colonial Jobseekers http://jobseekers.colonial.org/ | Paula Bryan Colonial Baptist Church 6051 Tryon Road Cary, NC 27511 Phone: 919.233.9100 Jobseekers@colonial.org paulabryan@yahoo.com |