

EEO PUBLIC FILE REPORT

FOR

**WERO (FM), WQSL (FM),
WQZL(FM), WRNS(AM),
WRNS-FM & WXQR-FM**

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

EEO Annual Public File Report

WERO (FM), WQSL (FM), WQZL(FM), WRNS(AM), WRNS-FM & WXQR-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 WERO (FM), WQSL (FM), WQZL(FM), WRNS(AM), WRNS-FM & WXQR-FM. This Report will be placed in WERO (FM), WQSL (FM), WQZL(FM), WRNS(AM), WRNS-FM & WXQR-FM public inspection file and posted on WERO (FM), WQSL (FM), WQZL(FM), WRNS(AM), WRNS-FM & WXQR-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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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
Promotions Director/Coordinator	1-22, 24	24
Cluster Account Executive	1-22, 24	20
Cluster Account Executive	1-22, 24	20
Cluster Account Executive	1-22, 24	2
Cluster Account Executive	1-22, 24	2
Digital Sales Manager	1-22, 24	2
WRNS Evening Show Personality	1-22, 24, 25	25
WXQR Afternoon Show Personality	1-22, 24	20
Operations Manager	1-22, 24	24
WERO Program Director	1-22, 24	24
WXQR Program Director	1-22, 24	24

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Craven 100 Alliance 406 Craven Street New Bern, NC 28562 Timothy Downs 252-639-5300	Y	
2	Dick Broadcasting Company www.dbcradio.com/careers	Y	3
3	East Carolina Help Wanted Website www.eastcarolinahelpwanted.com	Y	
4	East Carolina University 701 E. 5 th Street Greenville, NC 27858 Contact: Career Services career@ecu.edu 252-328-6050	Y	
5	Onslow County Job Link 461 Western Blvd Jacksonville, NC 28546 Contact: Ralph Leeds 910-347-2121	Y	
6	Lenoir County Job Link P.O. Box 188 Kinston, NC 28502 Contact: Phoebe Emory 252-527-6223	Y	
7	Craven County Job Link 1305 Simmons Street New Bern N.C. 28562 Contact: Joy Hudson 252-527-6223	Y	
8	Carteret County Job Link 309 Commerce Ave Morehead City, NC 28857 Contact: Larry Woods 252-726-7151	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Craven Community College 800 College Ct New Bern, NC 28562 Contact: Katherine Tuttle (tuttle@cravencc.edu) 252-638-4597	Y	
10	Coastal Carolina Community College 444 Western Blvd Jacksonville, NC 28546 Contact: James Anderson (anderson@coastalcarolina.edu) 910-938-6761	Y	
11	Lenoir Community College P.O. Box 188 Kinston, NC 28501 Contact: Donna Williams (williamsdp@email.lenoir.cc.edu) 252-527-1199	Y	
12	Pitt Community College P.O. Drawer 7007 Greenville, NC 27835 Contact: Arwen Parris 252-493-7565 (mparris@email.pittcc.edu)	Y	
13	Pamlico Community College P.O. Box 185 Grantsboro, NC 28529 Contact: Eric Cedars (ecedars@pamlicocc.edu) 252-745-9931	Y	
14	North Carolina State University African American Student Affairs 1107 Pullen Hall Raleigh, NC 27695-7314 Contact: Ray Easterlin (breaster@ncsu.edu) 91-515-2396	Y	
15	University of North Carolina School of Mass Communication Carroll Hall CB 3365 Chapel Hill, NC 27599 Contact: Jay Eubank 919-962-4518	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	University of Mount Olive 2912 Trent Rd. New Bern, NC 28562 Contact: Melissa Avery (mavery@umo.edu) 252-658-7880	Y	
17	North Carolina Association of Broadcasters 150 Fayetteville St. Raleigh, NC 27601 Contact: www.ncbroadcast.com 919-821-7300	Y	
18	Shaw University 118 East South St. Raleigh, NC 27601 Contact: careerdevelopment@shawu.edu 919-278-2672	Y	
19	Appalachian State University 369 JET Building Boone, NC 28607 Contact: www.careers@appstate.edu 828-262-2180	Y	
20	Word-of-Mouth Referral	Y	3
21	All Access Website www.allaccess.com	Y	
22	Indeed Website www.indeed.com	Y	
23	Walk-In/Self-Referral	Y	
24	Internal Transfer/Promotion	Y	4
25	Facebook	Y	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program for or on behalf of a community organization relating to careers in broadcasting	None.
2	Participate in Job Fair	On March 20, 2018 our SEU participated in the “Craven Works” Job Fair held at the New Bern Riverfront Convention Center, New Bern, NC. SEU participants included our General Manager and a Senior Account Executive, who occupied a booth and spoke with attendees about career opportunities in the radio industry as well as job openings within the SEU. Applications and or resumes were collected from interested attendees.
3	Participate in Job Fair	On April 18, 2018, our SEU participated in the Pitt Community College Job Fair, Greenville, NC. SEU participants included our Promotions Coordinator and Senior Account Executive, who spoke with attendees about career opportunities in the radio industry as well as job openings within the SEU. Applications and or resumes were collected from interested attendees.
4	Note	During the remainder of the year, no job fair participation due to Hurricane Florence.