

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **August 1, 2016, through July 31, 2017**. This EEO Public File Report is filed in the Public Files of WGSP-AM *, WXNC*, WGSP-FM**, W254BN-FM & W247CV-FM***, WCEE-LP**** and is simultaneously placed on the stations internet web pages (www.larazalaraza.com & www.latina1023.com & www.norsanmedia.com), pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

Norsan Consulting and Management, Inc. and Norsan Broadcasting of NC, LLC are an Equal Opportunity Employer and have an "open application" policy. We welcome anyone at anytime during our normal business hours to fill out an application for employment. Applications are available during regular business hours 9:00 A.M. to 6:00 P.M, Monday through Friday, except Holidays. In North Carolina, our office is at 4801 E. Independence Blvd, Suite 800, Charlotte, North Carolina.

**Station WRML (FM) was acquired July 13, 2006.

* WGSP AM & WXNC AM are simulcasting 100%

*** Station W254BN- (FM) & W247CV- (FM) was acquired March 2, 2016

**** TV-Station WCEE-LP was acquired August 13, 2013

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| 1) Licensees:
(Employment Unit) | Norsan Consulting and Management, Inc.
Norsan Broadcasting of NC, LLC |
| 2) Stations in Market Area:
(Unit Members) | WGSP (AM), Charlotte, NC
WXNC (AM), Monroe, NC
WGSP (FM), Pageland, SC
W254BN (FM), Charlotte, NC
W247CV (FM), Charlotte, NC
WCEE-LP, Charlotte, NC |

Stations WGSP, WXNC, W254BN, W247CV, WGSP-FM, WCEE-LP are Equal Opportunity Employers.

3) EEO Contact Information for Licensee:

Mailing Address: Norsan Consulting and Management, Inc. 4801 E. Independence Blvd Suite 800 Charlotte, NC 28212	Telephone Number: 704-405-3170	Contact Person: Norberto Tenorio	E-mail Address: btenorio@norsanmedia.com
Mailing Address: Norsan Broadcasting of NC , LLC 4801 E. Independence Blvd Suite 800 Charlotte, NC 28212	Telephone Number: 704-405-3170	Contact Person: Norberto Tenorio	E-mail Address: btenorio@norsanmedia.com

4) List all Full-time Job Vacancies Filled by Each Station in the Market Area:

<u>Job Title</u>	<u>Recruitment Source Referring Hired</u>
1. One Local Sales Rep	(2)

5) Job Title: PROMOTIONS COORDINATOR Referral Source(s) of Hired: (0)

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
N/A				

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6) Job Title: LOCAL SALES REP

Referral Source(s) of Hired: (4)

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
On Air Ad				

7) Job Title: DJ

Referral Source(s) of Hired: (1)

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
N / A				

8) Total # of Interviewees Referred by Each Source: For the period from August 1, 2016 through July 31, 2017, the Licensees interviewed 4 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(These are samples – please list what sources you use)	
(1) On Air Radio Advertisements	Total= 4
(2) Internal Bulletin Board Posting	
(3) Internal Promotion	
(4) Newspaper Advertising (Hola Noticias www.holanoticias.com)	
(5) Stations Website (www.larazalaraza.com , www.latina1023.com & www.norsanmedia.com)	
(6) NC Association of Broadcasters	
(7) SC Association of Broadcasters	
(8) NC Employment Commission	
(9) SC Employment Commission	
(10) Referral	
(11) Colleges or Universities	
(12) Minority Organizations (Latin American Chamber of Commerce, Latin American Coalition, Latin American Women Association)	

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9) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
N/A		

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Latin American Chamber of Commerce	August 1, 2016 to July 31, 2017	Pamela Sanchez – Community Manager

(c) Participation in Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
None		

(d) Training Management Personnel.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)

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