

EEO PUBLIC FILE REPORT

AUGUST 1, 2019 THROUGH JULY 31, 2020

WNCT-FM, GREENVILLE, NC
WRHD-FM, FARMVILLE, NC
WTIB-FM, WILLIAMSTON, NC

This unit is part of Inner Banks Media, LLC and includes the corporate offices. Inner Banks Media 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 Inner Banks Media condone or tolerate any form of discrimination, harassment or intimidation of anyone in the Inner Banks Media Family of radio stations.

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

WNCT, WRHD, WTIB

During the period August 1, 2019 – July 31, 2020, the stations filled the following full-time vacancy:

ACCOUNT EXECUTIVE

The stations interviewed a total of 2 people for this full-time vacancy during the period covered in this report. The following are the recruitment sources used during the period covered in this report.

Recruitment Source	Address
Carolina School of Broadcasting	Alyson Young, Exec. VP 3435 Performance Road Charlotte, NC 27214 704-395-9272
Carteret Community College	Career Development 3505 Arendell Street. Morehead City, NC 28557 252-222-6000
Coast Carolina Community College	Career Services 444 Western Blvd Jacksonville, NC 28546 910-455-1221
Craven Community College	Career Development 800 College Court New Bern, NC 28562 252-638-7200
East Carolina University	Career Services East Fifth Street Greenville, NC 27858-4353 252-823-51886
Edgecomb Community College	Career Development 2009 W. Wilson Street Tarboro, NC 27886 252-823-5166
Elizabeth City State University	Director of Placement 1704 Weeksville Road Elizabeth City, NC 27909 252-335-3305
Employment Security Commission Pitt County	NC Works Career Center 3101 Bismark Street Greenville, NC 27834 252-355-9067
Employment Security Commission Green County	NC Works Career Center 818 Hwy 91 North Snow Hill, NC 28580 252-747-3434
Employment Security Commission Beaufort County	NC Works Career Center 1502 N. Market Street Suite B Washington, NC 27889 252-940-0900
Johnston Community College	Placement Office P.O. Box 2350 Smithfield, NC 27577 919-934-3051
Lenoir Community College	Director of Placement P.O. Box 188 Kinston, NC 28502 252-527-6223
Nash County Community College	Georgia Roberson, Job Placement P.O. Box 7488

Recruitment Source	Address
	Rocky Mount, NC 27804 252-443-4011
NAACP - Lenior	Lillie Streeter Williams, President PO Box 805 Kinston, NC 28502
NAACP - Pitt	Calvin Henderson, President 800 West 5 th Street Greenville, NC 27834
NCAB Job Bank	P.O. Box 627 Raleigh, NC 27602 919-821-7300
NC State University	Career Center 2100 Pullen Hall Raleigh, NC 27695 919-515-2396
NC Wesleyan College	Career Services 3400 N. Wesleyan Blvd Rocky Mount, NC 27804-9906
Pitt Community College	Director of Joblink P.O. Drawer 7007 Greenville, NC 27835 252-493-7200
Shaw University	Career Development 118 E. South Street Raleigh, NC 27601 919-546-8280
UNC – Chapel Hill Journalism Mass Com.	Howell Hall, CB 3365 Chapel Hill, NC 27599 919-962-1204
UNC – Wilmington	Career Services 601 College Road Wilmington, NC 28403 910-962-3000
Wayne Community College	Director of Job Placement 300 Wayne Memorial Drive Goldsboro, NC 27534 919-735-5152
Craigslist East Carolina Help Wanted All Access Existing Employees / Internal Postings Job Fairs Unsolicited Applications On Air and Radio Station Websites	eastnc.craigslist.org eastcarolinahelpwanted.com allaccess.com Referrals Listed in Outreach Activities Various 1079wnct.com, wtibfm.com, 943thegame.com

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

- The recruitment source that referred the person hired the full-time vacancy
- The total number of persons interviewed for the full-time vacancy; and
- The total number of applicants referred by each recruitment source used.

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

WNCT-FM, WRHD-FM, WTIB-FM

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:

Full – Time Vacancy Information

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 7/12/19

Date Vacancy Filled: 9/1/19

Recruitment Source That Referred The Person Hired: Exiting employee

Total Number of Persons Interviewed for the Vacancy 2

Total Number of Applicants 3. Sources cited by applicants: Existing employees, Craigslist and Unsolicited.

EXHIBIT B

EEO INFORMATION FOR OUTREACH ACTIVITIES

FOR

WNCT-FM, WRHD-FM, WTIB-FM

Inner Banks Media radio stations have engaged in the following outreach activities over the last twelve months:

Activity Classification	Type of Activity	Brief Description
1	Participation in at least four fairs by management	<p>On October 10th, 2019, Inner Banks Media Stations Participated in the East Carolina University Job and Internship Fair. General Manager Dann Miller hosted the Inner Banks Media booth for this 3-hour expo. Employment in broadcasting information and job applications were available as well as applications to take part in the Inner Banks Media internship program.</p> <p>On February 6th, 2020, Inner Banks Media Stations Participated in the East Carolina University Career Services Career Fair. Operations Manager Dylan McKay hosted the Inner Banks Media booth for this 2-hour expo. Employment in broadcasting information and job applications were available.</p>
2	Hosting of Job Fair	<p>On March 1st, 2020, Inner Banks Media Stations Hosted an Eastern Carolina Home and Living Expo a section of the expo was dedicated to recruitment by companies. IBX President Henry Hinton hosted the Inner Banks Media booth for this 7-hour expo. Employment in broadcasting information and job applications were available.</p>
5	Internship Program	<p>Inner Banks Media continued our internship program with East Carolina University's School of Fine Arts, Communications and Music. At least four communications school interns were engaged over the last 12-month period from ECU including the following:</p> <p>Derek Alcorn Xavier Johnson Matt McCauley Wallace Cortazar</p>
7	Participation in scholarship programs designed to encourage pursuit of a career in broadcasting.	<p>Henry Hinton, President, donated \$1,000 to East Carolina School of Communications for use in scholarship programs for students interested in broadcasting and communications.</p>

Activity Classification	Type of Activity	Brief Description
14	Management Level Personnel Training To Ensure EEO and Preventing Discrimination	Inner Banks Department Heads: President, Vice President, General Manager, Operations Manager and Business Manager spent two hours to review and discuss in-house case studies and accumulated articles from industry sources to ensure IBX Media adopts changes so that we continue to provide equal employment opportunity and prevent discrimination.
16	Participation in activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Inner Banks Media Stations appeared all over Eastern North Carolina at dozens of events each year. At every public event an Inner Banks Media Radio station attends, we have employment information including job applications available.