

Annual EEO Public File Report

for

WRHD-FM, WNCT-FM, WTIB-FM

This EEO Public File Report Covers August 1, 2021 ending July 31, 2022

This unit is part of the Inner Banks Media 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 providea 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 companies.

EEO Contact Information for Inner Banks Media Employment Unit:

1884 W. Arlington Blvd Greenville, NC 27834 on/Title: Daniel Miller, General

Contact Person/Title: Daniel Miller, General Manager dann@ibxmedia.com; 252-355-1037

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:

WRHD-FM, WNCT-FM, WTIB-FM

Farmville, Greenville, Williamston, North Carolina

Summary: During the one-year period ending on July 31, 2022, the stations had no full-time vacancies.

Exhibit A 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 B contains the station's EEO Distribution List. This list was updated during the period to reflect new sources and changes in contact names at existing sources.

EXHIBIT A

Outreach Activities for August 1, 2020 through July 31, 2022

Points for each activity	Activity Classification and Type of Activity	Brief Description
1/4	i) Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	On October 6th, 2021, Inner Banks Media Stations Participated in the East Carolina University Job and Internship Fair. Operations Manager Dylan McKay hosted the virtual Inner Banks Media booth for this 6-hour expo. Job applications were linked to our booth as well as applications to take part in the Inner Banks Media internship program.
1/4		On March 15th, 2022, Inner Banks Media Stations Participated in the East Carolina University School of Communications Job and Internship Fair. Operations Manager Dylan McKay hosted the virtual Inner Banks Media booth for this 6-hour expo. Job applications were linked to our booth as well as applications to take part in the Inner Banks Media internship program.
1	ii) Hosting of Job Fair	Inner Banks Media Partnered with the nonprofit Eastern North Carolina Alliance to host the "Better Skills, Better Jobs. Job Fair on October 26, 2021. This event took place at the Greenville Convention Center. Six morning sessions were for each of six area high schools that brought students to the job fair. The afternoon session was dedicated to the public at large. There was no charge to the 100 employers who set up booths or the countless number of job seekers who attended. Inner Banks Media's booth was staffed by our senior level management: Henry Hinton, Hank Hinton, Dann Miller and Dylan McKay each worked the booth for half the day.
1	v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Inner Banks Media continued our internship program with East Carolina University's School of Fine Arts, Communications and Music. The following interns were engaged over the last 12-month period from ECU: Courtney Guthrie, Hunter Jeanette, Phillip Pelkington Ron Smith, Ryan Winter, Phillip Elliot, Kathryn Sulked, Noah Walker, Christopher Cooke, Dominic Kassulke, Abbigail Bierlein, Nsanga Nsenda
1/4	x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Henry Hinton, President, was the opening speaker, June 6 th 2022 at Appalachian State University's Kellar Radio Talent Institute. The mission of this ten-day talent incubator is to discover and prepare the next generations of broadcasters.

Points for each activity	Activity Classification and Type of Activity	Brief Description
1	xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Twice each year (January and July) Inner Banks Media conducts in-house training with senior management on recruiting and developing employees. Topics covered also included review of section 73.2080 FCC EEO General Policy, effective interviewing, and staff diversity. (ongoing)

3 ¾ point this period

5 % - Total points August 1, 2020 through July 31, 2022

Appendix A – EEO Distribution List

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	Tom Halasz East Fifth Street Greenville, NC 27858-4353 252-328-6050
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

Recruitment Source	Address
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 Rocky Mount, NC 27804 252-443-4011
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 910-962-3174
Craigslist	eastnc.craigslist.org
Zip Recruiter	eastcarolinahelpwanted.com
Unsolicited Applications	Various
Existing Employees / Internal Postings	Referrals
Job Fairs	Listed in Outreach Activities
On Air and Radio Station Websites	1079wnct.com, wtibfm.com, 943thegame.com