

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WERO-FM / WRNS-FM / WRNS-AM / WXQR-FM / WQSL-FM / WQZL-FM / WSSM-FM / WANG - AM public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on July 31, 2007, the station filled the following full-time vacancies:

- 1. WRNS On-Air Talent**
- 2. WRNS On-Air Talent**
- 3. WRNS On-Air Talent**
- 4. Chief Engineer**
- 5. Account Executive**
- 6. Account Executive**
- 7. Account Executive**
- 8. Account Executive**
- 9. Account Executive**
- 10. Local Sales Manager**
- 11. Local Sales Manager**
- 12. Local Sales Manager**
- 13. WQSL Program Director**
- 14. WQSL On-Air Talent**
- 15. WXQR Program Director**
- 16. WXQR On-Air Talent**
- 17. Promotions Director**
- 18. Promotions Manager**

The station interviewed a total of **113** people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

| Source | Interviewees |
|--------------------------------|--------------|
| All Access | 8 |
| Career Page | 0 |
| Carteret Community College | 0 |
| Coastal Community College | 0 |
| Craven Community Colleg | 0 |
| Direct Competition | 3 |
| East Carolina Help Wanted.com | 14 |
| Industry Referral | 16 |
| Inside Radio | 37 |
| Internal Candidates | 3 |
| Joel Raab | 2 |
| Monster.com | 8 |
| NAB | 0 |
| NCAB | 0 |
| NextMedia Corporate Website | 0 |
| On Air - All Statioesn | 10 |
| Pitt Community College | 0 |
| Radio Sales Today | 2 |
| SCBA | 0 |
| Self Referral | 2 |
| Society of Broadcast Engineers | 4 |
| Station Websites | 4 |
| Total | 113 |

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

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

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A
EEO INFORMATION FOR FULL-TIME
VACANCIES

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

Vacancy Number: 1 **Source** Joelrabb.com

Job Title: WRNS ON AIR TALENT **Date Filled:** 2/1/2007

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|----------------------|----------------|--|--------------|----------------|---------------------------------|---------|
| Joel Raab Associates | Joel Rabb | joelraab.com | 212-750-6868 | 7 | 2 | 1 |
| All Access.com | | allaccess.com | | 34 | 3 | 0 |

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

Vacancy Number: 1 **Source** Industry Referral

Job Title: WRNS ON AIR TALENT **Date Filled:** 8/6/2006

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|----------------------|----------------|--|--------------|----------------|---------------------------------|---------|
| Joel Raab Associates | Joel Rabb | joelraab.com | 212-750-6868 | 5 | 0 | 0 |
| Industry Referral | | | | 1 | 1 | 1 |

EEO INTERNAL JOB VACANCY SUMMARY FORM**A. Full-Time Vacancy Filled**

| | | | |
|------------------------|----------|---------------|--------------------------|
| Vacancy Number: | 1 | Source | Industry Referral |
|------------------------|----------|---------------|--------------------------|

| | | | |
|-------------------|---------------------------|---------------------|----------------|
| Job Title: | WRNS ON AIR TALENT | Date Filled: | 4/10/07 |
|-------------------|---------------------------|---------------------|----------------|

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|----------------------|----------------|--|--------------|----------------|---------------------------------|---------|
| Joel Raab Associates | Joel Rabb | joelraab.com | 212-750-6868 | 5 | 5 | 1 |
| Industry Referral | | | | 1 | 1 | 0 |

EEO INTERNAL JOB VACANCY SUMMARY FORM**A. Full-Time Vacancy Filled**

| | | | |
|------------------------|----------|----------------|---------------------------------------|
| Vacancy Number: | 1 | Source: | Society of Broadcast Engineers |
|------------------------|----------|----------------|---------------------------------------|

| | | | |
|-------------------|-----------------------|---------------------|-----------------|
| Job Title: | Chief Engineer | Date Filled: | 1/8/2007 |
|-------------------|-----------------------|---------------------|-----------------|

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | Number of Referrals | Number of Interviews | Referral Hired? |
|--------------------------------|----------------|--|-------------|---------------------|----------------------|-----------------|
| Society of Broadcast Engineers | | www.sbe.org | | 4 | 4 | 1 |

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

1. EastCarolinaHelpWanted.com

- 2. On-Air**
- 3. On-Air**
- 4. On-Air**
- 5. On-Air**

Vacancy Number:

5

Source

Job Title:

Account Executive

Date Filled:

- 1. 4/9/07
- 2. 4/16/07
- 3. 4/16/07
- 4. 6/1/07
- 5. 6/12/07

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|------------------------------------|-----------------|--|--------------|----------------|---------------------------------|---------|
| Inside Radio | Gene Mckay | genemckay@insideradio.com | 615-793-2905 | 12 | 6 | |
| Radio Sales Today (RAB) | | rab.com | | 4 | 0 | |
| Carteret Community College | John Smith | jms@carteret.edu | 252-222-6000 | 0 | 0 | |
| Craven Community College | Wanda Thomas | thomasw@cravenc.edu | 252-638-7401 | 0 | 0 | |
| On-Air - All Stations | Kerri Nicholson | knicholson@nextmediagroup.net | 252-639-7909 | 21 | 10 | 4 |
| Station Websites | Kerri Nicholson | knicholson@nextmediagroup.net | | 20 | 4 | |
| Pitt Community College | Bobbe Rouse | brouse@email.pittcc.edu | 252-493-1565 | 0 | 0 | |
| NCAB | | | | 1 | 0 | |
| SCBA | | | | 0 | 0 | |
| Industry Referral | | | | 18 | 7 | 0 |
| Self Referral | | | | 4 | 2 | |
| Monster.com | Kerri Nicholson | knicholson@nextmediagroup.net | | 31 | 8 | |
| eastcarolinahelpwanted.com | Kerri Nicholson | knicholson@nextmediagroup.net | | 25 | 10 | 1 |
| Coastal Carolina Community College | Jeff Nardo | | | 1 | 0 | |
| Nextmedia Corporate Website | | www.nextmediagroup.net | | 0 | 0 | |

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

| | | | |
|------------------------|------------------------------|---------------------|--------------------------|
| Vacancy Number: | 1 | Source | Industry Referral |
| Job Title: | WXQR Program Director | Date Filled: | 9/5/2006 |

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|---|----------------|--|--------------|----------------|---------------------------------|---------|
| NAB | | khunter@nab.org | 202-429-5484 | 0 | | |
| Career Page The source for Broadcast Radio Jobs | | careerpage.org | | 0 | | |
| Industry Referrals | | | | 7 | 2 | |
| All Access | | allaccess.com | | 4 | 4 | |

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

| | | | |
|------------------------|---------------------------|---------------------|-------------------------------------|
| Vacancy Number: | 1 | Source | Direct Hire from Competition |
| Job Title: | WXQR ON AIR TALENT | Date Filled: | 7/2/2007 |

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|----------------------------|----------------|--|-------------|----------------|---------------------------------|---------|
| All Access | | allaccess.com | | 11 | 0 | |
| Direct Competition-Archway | | | | 1 | 1 | 1 |

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

Vacancy Number: 1 **Source** **Industry Referral**

Job Title: Promotions Director **Date Filled:** 7/1/2007

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|-------------------------------------|----------------|--|-------------|----------------|---------------------------------|---------|
| EastCarolinaHelpWanted.com | | eastcarolinahelpwante.com | | 11 | 4 | |
| NextMedia Corporate Website | | www.nextmediagroup.net | | 0 | 0 | |
| All Access | | allaccess.com | | 1 | 1 | |
| Internal Candidates | | - | | 2 | 2 | |
| Industry Referral | | - | | 3 | 2 | 1 |
| National Association of Broadcaster | | nab.com | | 0 | 0 | |
| Station Websites | | - | | 0 | 0 | |

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

Vacancy Number: 1 **Source** **Hired from With-in**

Job Title: Promotions Coordinator **Date Filled:** 6/1/2007

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

Vacancy Number: 1 **Source** Direct Hire from Competition

Job Title: WQSL ON AIR TALENT **Date Filled:** 7/1/2007

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|--|----------------|---------|-------------|----------------|---------------------------------|---------|
| Candidate came to us with Unique talent, from our Direct competition | | | | | | |

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

Vacancy Number: 1 **Source** Direct Hire from Competition

Job Title: WQSL Program Director **Date Filled:** 3/22/2007

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Number of Referrals Interviewed | # Hired |
|--|----------------|---------|-------------|----------------|---------------------------------|---------|
| Candidate came to us with Unique talent, from our Direct competition | | | | | | |

EEO INTERNAL JOB VACANCY SUMMARY FORM

A. Full-Time Vacancy Filled

Job Title: **General Sales Manager** Date Filled: **1. 9/19/2006**
2. 9/29/2006
3. 4/1/07

Source **1. Inside Radio**
2. Inside Radio
3. Inside Radio

B. Recruitment Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position.

| Source | Contact Person | Address | Telephone # | # Of Referrals | Interviewed |
|--------------------|------------------|--|--------------|----------------|-------------|
| Radio Sales Today | | Rab.com | | 5 | 2 |
| NCAB | Gail Summerville | ncbroadcast.com | 919-821-7300 | 0 | 0 |
| SCBA | | scba.net/job_bank/jobs.php | 803-732-1186 | 0 | 0 |
| Industry Referrals | | | | 9 | 4 |
| Inside Radio | Gene Mckay | genemckay@insideradio.com | 615-793-2905 | 56 | 31 |

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WRNS AM/FM, WERO-FM, WSSM-FM, WANG-AM WXQR-FM, WQSL/WQZL –FM, has engaged in the following outreach activities during the year covered by this report:

| Activity Classification | Type of Activity | Brief Description |
|-------------------------|--|---|
| [*]1. | Job Fair Participation | Had Booth with Hiring Sales Manager, handed out job descriptions and collected applications at the Carteret County Job Fair. We have registered to participate in the Coastal Carolina Community College Job Fair in Jacksonville, NC. |
| 5 | Internship Program | 1 Intern per quarter who works apprx. 10 hours per week in all different departments |
| 8 | Internal Training Program | Each month during our All Staff Meeting a department is assigned to share operational elements of their department affording all personnel the opportunity to gain knowledge of all aspects of the broadcasting industry and giving them the knowledge to qualify for higher level positions. |
| | | |
| 12 | Upper Level Postings in Job Banks and News Letters | Promotions Director Position was posted in East Carolina Help Wanted.com, NCAB, and The NextMedia Group Corporate Website Job Bank. Our Local Sales Manager Positions were posted on SCBA and NCAB. |
| | | |
| | | |

* For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station 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.