

EEO PUBLIC FILE REPORT

3 STATION EMPLOYMENT UNIT WITH COMMON OWNERSHIP AND SHARED EMPLOYEES

This Report covers full-time job vacancy recruitment data for the one-year period
July 22, 2018 to July 21, 2019

Employment Unit Name: Pacific Broadcasting Group, Inc. (Newton, NC)
Newton-Conover Communications, Inc. (Newton, NC)

Station call signs and communities of license: WXRC-FM, Hickory, NC
WAIZ-AM, Hickory, NC
WNNC-AM, Newton, NC

Station Contact for EEO Information: Dave Lingafelt, President
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Listing of all full-time job vacancies by each station in this unit for this period:

WXRC:	Zero
WAIZ :	Zero
WNNC:	Zero

Narrative:

Even though job opportunities with our stations have been very limited over the years due to our small staff size, we have tried to be available, and recruit and encourage an interest in broadcasting. In the past WXRC, WAIZ, and WNNC have made available internships and scholarships to broadcasting schools to help create an interest in broadcasting.

Recruitments Initiatives this period:

15-week Internship for Maiden High School student (M.R.). This student, with an interest in broadcasting, contributed 9 hours per week to observing and learning here at our studios. She was directed by Dave Lingafelt (General Manager), Paul Kayanek (on-air personality) and Karol Lowery (Traffic Director). 1/28/19 – 5/31/19

10-week Internship for Fred T. Foard High School student (J.M.) This student, with an interest in broadcasting, spent 3 hours per week at our offices observing and learning the overall operation of our stations, specifically the Traffic Departments. 1/28/19 – 4/15/19

Scholarship for Kellar Radio Institute at Appalachian State University. We provided scholarship money to provide registration and housing for two broadcasting students for the 2019 session of the Kellar Radio Institute. May 2019.