

**EEO PUBLIC FILE REPORT
-AUGUST 1, 2020 THROUGH JULY 31, 2021-**

WKJO-FM – 102.3 - SMITHFIELD, NORTH CAROLINA

WKJO-FM is licensed to Triangle Marketing Associates, Inc., which is committed to providing equal employment opportunities to all individuals without regard to race, color, religion, gender, national origin, age or disability.

This EEO Public File Report is filed in the WKJO-FM public inspection file pursuant to Section 73.2080 of the Federal Communication Commission's ("FCC") rules.

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During the period August 1, 2020 - July 31, 2021, the station posted the following full-time vacancies:

OFFICE MANAGER SEP 2020 (no one hired)

Revised position to OFFICE ADMINISTRATOR JAN 2021 (hire in April 2021)

The station interviewed a total of **6 people** for all full-time vacancies and hired **1** full-time employee.

METHODS USED TO RECRUIT REFERRALS

The following are the recruitment sources used during the period covered in this report.

SOURCE	REQUESTED NOTIFICATION ?	ADDRESS	NUMBER OF INTERVIEWEES	INTERVIEWEES HIRED
ALL ACCESS	N	Allaccess.com	0	
CEDARS PRODUCTION	N	Cedarsproductionstudios.com	0	
CLAYTON CHAMBER JOB BANK	N	Claytonchamber.com 301 E Main St, Clayton Dana Wooten 919-553-6352	0	
CRAIGSLIST	N	Craigslist.org	0	
EMPLOYEE REFERRALS	N/A	Postings on internal bulletin boards	0	
INDEED	N	Indeed.com	0	
JOHNSTON COMMUNITY COLLEGE	N	Johnstoncc.edu	0	
JOHNSTON COUNTY.TODAY	N	www.johnstoncounty.today	0	
JOB FAIR(S)	N	No Job Fairs were conducted during this period due to COVID-19 gathering restrictions	0	
KELLAR RADIO TALENT INSTITUTE	N	Appalachian State University Boone, NC 28608 (828)262-7621	0	
ACCENTUATE STAFFING (Commercial Staffing Service)	N	113 E Oak St, Selma, NC 27576	2	1
MEDIA REFERRALS	N	Various friends and industry associates; primarily phone and face to face contact	1	
NC WORKS	N	NCworks.gov 8998 US-70 BUS, Clayton, NC Michelle Deal 919-553-0953	0	
ON-AIR	N/A	WKJO-FM 102.3	1	
SMITHFIELD CHAMBER -JOB BANK	N	Smithfieldselma.com 1115 Industrial Park Dr. Smithfield 919-934-1337	0	
STATION FACEBOOK PAGE	N/A	Facebook.com/countrysuperstars1023	1	
STATION WEBSITE	N/A	countryss.com	1	
UNKNOWN REFERRALS	N	Walk-ins or mailed in applications w/o naming source	0	
		TOTAL	6	1

RECORD OF POSITIONS FILLED

POSITION FILLED	DATE FILLED	NO. OF INTERVIEWEES	REFERRAL SOURCE(S) FOR INTERVIEWS	REFERRAL SOURCE FOR HIRE(S)
Office Administrator (2020-2021)	4-12-2021	6	Media Referrals (1) On Air Ads (1) Station Facebook Page (1) Station Website (1)	Staffing Agency (1)
		6		1

OUTREACH ACTIVITIES

Special Note: Due to the impacts of business, educational institution closings and health and safety provisions and gathering restrictions for COVID-19, many normally planned recruitment and outreach activities were curtailed during the bulk of the 12 months covered by this report. WKJO-FM did engage in the following outreach initiatives during the period covered by this report:

CLASS	TYPE OF OUTREACH	BRIEF DESCRIPTION
5, 16	Internship Program	Reviewed Internship Program requirements with new acting Program Director on 7/27/21, regarding interested intern candidate.
14	Training to management-level personnel about equal employment opportunity and preventing discrimination.	Discussion held on 1/5/21 between GM, OM, and PD, and staff members in monthly promotions meeting, explaining station's commitment to EEO policy, providing equal employment opportunities, preventing discrimination and FCC EEO rules. Discussed station plans to accomplish Outreach Activities.