



EEO Public File Report

for

**WNCT (AM), WIKS, WMGV, WSFL-FM, WMJV,
WELS-FM, WAVQ**

New Bern, Greenville, Kinston and Jacksonville, North Carolina

This EEO Public File Report Covers the One-Year Period Ending on July 31, 2025

This unit is part of the Curtis Media Group and includes the corporate offices. Curtis Media Group 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 Curtis Media Group condone or tolerate any form of discrimination, harassment or intimidation of anyone in the Curtis Media Group family of companies.

EEO Contact Information for Curtis Media Group Employment Unit:

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Raleigh, NC 27609

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:

WNCT (AM), WIKS, WMGV, WSFL-FM, WMJV, WELS-FM, WAVQ

New Bern, Greenville, Kinston and Jacksonville, North Carolina

Summary: During the one-year period ending on July 31, 2025, the stations filled the following full-time vacancies:

Job Title	Referral Source
a. Digital Sales Specialist	LinkedIn
b. Sales Leader	LinkedIn
c. On-Air/Music Director	Internal Promotion

The station interviewed a total of 6 people for all full-time vacancies during the period covered in the report.

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

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

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.

Appendix A – EEO Distribution List

EXHIBIT A

EEO INFORMATION FOR FULL-TIME VACANCIES

WNCT (AM), WIKS, WMGV, WSFL-FM, WMJV, WELS-FM, WAVQ

New Bern, Greenville, Kinston and Jacksonville, North Carolina

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:

Position	Date Filled	Number of Interviewees	Referral Source for Interviewees
Digital Sales Specialist	09/18/2024	2	See Appendix A
Sales Leader	10/30/2024	3	See Appendix A
On-Air/Music Director	05/19/2025	1	See Appendix A

Recruitment/Referral Sources used to Seek Candidates for Each Vacancy

Job Title: Digital Sales Specialist

Referral Source of Hiree: LinkedIn

Name of Organization Notified of Job Vacancy	Contact person	Address/Website	Phone number	Number of Interviewees Referred
EEO Distribution List	N/A	See Appendix A		(2) LinkedIn

Job Title: Sales Leader

Referral Source of Hiree: LinkedIn

Name of Organization Notified of Job Vacancy	Contact person	Address/Website	Phone number	Number of Interviewees Referred
EEO Distribution List	N/A	See Appendix A		(3) LinkedIn

Job Title: On-Air/Music Director

Referral Source of Hiree: Internal Promotion

Name of Organization Notified of Job Vacancy	Contact person	Address/Website	Phone number	Number of Interviewees Referred
EEO Distribution List	N/A	See Appendix A		(1) Internal Promotion

EXHIBIT B

Outreach Activities for the period covered by this report

Initiative: Establishment of training programs for station personnel. Activity Classification 8.

Date: Ongoing

Participants: Sales staff

Founder and CEO of Curtis Media Group, Don Curtis, hosts weekly sales training sessions via Zoom for company employees, including Unit personnel. These sessions are designed to assist staff in improving sales and marketing skills.

Initiative: Participation in NC Works job fair. Activity Classification 1.

Date: November 7, 2024

Participants: Vice President of CMG Coastal Carolina

The VP of CMG Coastal Carolina attended the 4th Annual Veterans Day Job Fair in New Bern, NC hosted by NC Works to possibly recruit for advertising and broadcasting.

Initiative: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. Activity Classification 5.

Date: May 27, 2025 - August 1, 2025

Participants: Coastal Management

Curtis Media Group has an ongoing internship program in the programming, promotions, marketing and production departments. These are for-credit programs that allowed students the opportunity to experience radio station operations by shadowing station employees on-air, in the studio, projects, events and promotions.

Initiative: Participation in an event sponsored by educational institutions relating to career opportunities in broadcasting. Activity Classification 10.

Date: June 6, 2025

Participants: Vice President of CMG Network

The General Manager of CMG News traveled to Atlanta to deliver a lecture at the Media Sales Institute, hosted by the National Association of Black Owned Broadcasters.

Appendix A – EEO Distribution List

Recruitment Source	Contact Information	Did Recruitment Source Request Notification?
Job Fairs	Listed in Outreach Activities	No
Indeed	Indeed.com	No
Glassdoor	Glassdoor.com	No
Handshake (Career Development website that distributes our postings to various college and university career services contacts)	Handshake.com	No
ZipRecruiter	ZipRecruiter.com	No
Internal Job Postings	Curtis Media Group Locations	No
LinkedIn	LinkedIn.com	No
Curtis Media Group Websites	www.curtismedia.com	No
Walk - ins	General application dropped off at various CMG locations.	No