



EEO Public File Report

for

**WPTF, WKIX (AM), WQDR (AM), WQDR-FM,
WBBB, WKIX-FM, WPLW-FM, WKJO, WKXU,
WYMY, and Corporate Office**

Raleigh – Durham, 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:

3012 Highwoods Blvd, Suite 201
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:

WPTF, WKIX (AM), WQDR (AM), WQDR-FM, WBBB, WKIX-FM, WPLW-FM, WYMY, WKXU, WKJO

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

Job Title	Referral Source
a. Account Executive (5)	Referral, LinkedIn, Walk-In
b. Digital Sales Specialist (3)	LinkedIn
c. Marketing Specialist (4)	Referral, Previous Intern, LinkedIn
d. Executive Vice President	Referral
e. Broadcast Engineer	Referral
f. Vice President of Sales	Internal Promotion
g. Traffic & Continuity	Referral
h. Payroll & Benefits Administrator	Indeed

The station interviewed a total of 81 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

WPTF, WPTK, WQDR-AM, WQDR-FM, WBBB, WKIX-FM, WPLW-FM, WWPL, and
Corporate Offices

Raleigh, 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
Account Executive (5)	08/19/2024, 09/23/2024, 10/18/2024, 12/16/2024, 01/06/2025,	42	See Appendix A
Digital Sales Specialist (3)	09/03/2024, 11/04/2024, 04/03/2025	21	See Appendix A
Broadcast Engineer	10/21/2024	2	See Appendix A
Payroll & Benefits Administrator	10/28/2024	6	See Appendix A
Executive Vice President	01/24/2024	3	See Appendix A
Traffic & Continuity	04/01/2025	1	See Appendix A
Vice President of Sales	05/01/2025	2	See Appendix A
Marketing Specialist (4)	06/02/2025, 07/24/2025	4	See Appendix A

Recruitment/Referral Sources used to Seek Candidates for Each Vacancy

Job Title: Account Executive (filled 8/19/24)

Referral Source(s) of Hiree: Referral

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) Referral (2) LinkedIn

Job Title: Account Executive (filled 09/23/24)

Referral Source(s) 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		(9) Referral (17) LinkedIn

Job Title: Account Executive (filled 10/18/24)

Referral Source(s) of Hiree: Referral

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) Referral (2) LinkedIn

Job Title: Account Executive (filled 12/16/24)

Referral Source(s) 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: Account Executive (filled 1/06/25)

Referral Source(s) of Hiree: Walk-In

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) Referral (4) LinkedIn (1) Walk-In

Job Title: Digital Sales Specialist (filled 09/03/24) **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		(5) LinkedIn

Job Title: Digital Sales Specialist (filled 11/04/24) **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		(9) LinkedIn

Job Title: Digital Sales Specialist (filled 04/03/25) **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		(7) LinkedIn

Job Title: Broadcast Engineer

Referral Source(s) of Hiree: Referral

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) Referral (1) LinkedIn

Job Title: Payroll & Benefits Administrator

Referral Source(s) of Hiree: Indeed

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) Indeed (5) LinkedIn

Job Title: Executive Vice President

Referral Source of Hiree: Referral

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) Referral (1) LinkedIn

Job Title: Traffic & Continuity

Referral Source of Hiree: Referral

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) Referral

Job Title: Vice President of Sales

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 (1) Referral

Job Title: Marketing Specialist
(filled 3 on 06/02/2025)

Referral Source of Hiree: Referral, Previous Intern

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) Referral (2) Previous Intern

Job Title: Marketing Specialist (filled 07/24/2025)

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		(1) LinkedIn

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

Date: May 12, 2025 – July 25, 2025

Participants: Digital Media Manager

Curtis Media Group continued its internship program during the reporting period, offering for-credit opportunities designed to provide students with hands-on experience in broadcast and media-related roles. CMG hosted one individual as the Summer 2025 Intern for Creative & Design at the Raleigh corporate office. Under the guidance of the Digital Media Manager, our intern contributed to daily design and creative tasks across the CMG brand, supported the execution of creative production for marketing campaigns, and completed an independent design project. This initiative underscores CMG's ongoing commitment to developing a diverse pipeline of future media and creative professionals through practical learning and mentorship.

Initiative: Participation in an event or program 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