

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **July 1st, 2021**, through **July 31st, 2022**. This EEO Public File Report is filed in the Public Files of WGSP-FM, WGSP-AM, W298CF-FM, WXNC-AM, WNOW-AM, W247CV-FM, W256BP- FM and WCEE-LP and is simultaneously placed on the stations internet web pages (www.norsanmedia.com, www.latinatumusica.com and www.lazetacharlotte.com), pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

Norsan Consulting and Management, Inc., Norsan Media, LLC and Norsan Media of South Carolina, LLC are an Equal Opportunity Employer and have an "open application" policy. We welcome anyone at anytime during our normal business hours to fill out an application for employment. Applications are available during regular business hours 9:00 A.M. to 6:00 P.M, Monday through Friday (except Holidays). In North Carolina, our office is at 4801 E. Independence Blvd, Suite 800, Charlotte, North Carolina.

1. WGSP-FM & WGSP-AM are simulcasting 100%
2. WXNC-AM & WNOW-AM are simulcasting 100%
3. Station W298CF (FM) & W247CV- (FM) were acquired March 2, 2016
4. TV-Station WCEE-LP was acquired August 13, 2013

- 1) **Licensees:**
(Employment Unit)
Norsan Consulting and Management, Inc.
Norsan Media, LLC
Norsan Media of South Carolina, LLC
- 2) **Stations in Market Area:**
(Unit Members)
WGSP-FM, WGSP-AM, W298CF-FM, WXNC-AM,
WNOW-AM, W247CV-FM, W256BP- FM and WCEE-LP
- 3) **EEO Contact Information for Licensee:**

Mailing Address: Norsan Consulting and Management, Inc. 4801 E. Independence Blvd Suite 800 Charlotte, NC 28212	Telephone Number: 704-405-3170	Contact Person: Maria Bueno	E-mail Address: mbueno@norsanmedia.com
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Stations WGSP-FM, WGSP-AM, W298CF-FM, WXNC-AM, WNOW-AM, W247CV-FM, W256BP- FM and WCEE-LP are Equal Opportunity Employers.

Mailing Address: Norsan Media, LLC 4801 E. Independence Blvd Suite 800 Charlotte, NC 28212	Telephone Number: 704-405-3170	Contact Person: Maria Bueno	E-mail Address: mbueno@norsanmedia.com
Mailing Address: Norsan Media of South Carolina, LLC 4801 E. Independence Blvd Suite 800 Charlotte, NC 28212	Telephone Number: 704-405-3170	Contact Person: Maria Bueno	E-mail Address: mbueno@norsanmedia.com

4) List all Full-time Job Vacancies Filled by Each Station in the Market Area:

<u>Job Title</u>	<u>Recruitment Source Referring Hired</u>
1. Local Sales Reps	(1) Internal referral (2) Website application
2. DJ	(1) Internal Referral
3. Promotions Team member	(1) Internal Referral

5) Total # of Interviewees Referred by Each Source: For the period from **July 1st, 2021**, through **July 31st, 2022**, the Licensees interviewed 4 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) On Air Radio Advertisements	0
(2) Internal Bulletin Board Posting	0
(3) Internal Promotion/Internal Referral	0
(4) Newspaper Advertising (Hola News; www.holanoticias.com)	0
(5) Stations Website (www.larazalaraza.com , www.latina1023.com & www.norsanmedia.com	0
(6) NC Association of Broadcasters	0
(7) SC Association of Broadcasters	0

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- (8) NC Employment Commission 0
- (9) SC Employment Commission 0
- (10) Referral 3
- (11) Colleges or Universities
- (12) Minority Organizations (Latin American Chamber of Commerce,
Latin American Coalition, Latin Americans Working for Achievement) 0
- (13) Website Application 2
- (14) Rehire 0

9) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Latin American Chamber of Commerce	All Year	Denise Coleman Chief of Staff & Community Affairs

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