

WNCN-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Embed Reporter 375	1-2, 4-7, 9-10, 15-19, 23, 26, 28, 30-33	33
Production Technician 1 381	1, 4-7, 9-10, 14-18, 20-23, 26-33	18
Director of Marketing 384	1, 3-7, 9, 12, 14-18, 20-23, 26-34	12
Photojournalist 388	1, 4-7, 9, 14-18, 21-22, 26-31	18
Embed Reporter 389	1, 4-7, 9, 12, 14-18, 21-22, 26-34	18
Photojournalist 390	1, 4-7, 9, 14-18, 21-22, 26-32	18
Embed Reporter 391	1, 4-9, 12, 15-18, 21-23, 26-33	8
Specialty Reporter 392	1, 4-7, 9, 13-18, 21-22, 24, 26-33	13
Associate Producer 393	1, 4-7, 9-10, 12, 14-18, 21-22, 26-33	10
Embed Reporter 397	1, 4-7, 9, 12, 14-18, 21-23, 26-32, 34	12
Director 396	1, 4-7, 9-10, 13-18, 21-23, 26-34	13
Digital Account Executive 398	1, 4-7, 9, 13-18, 21-24, 26-32	13
Producer 399	1, 4-7, 9-10, 12, 14-18, 21-24, 26-32, 34	12
Graphics Artist 401	1, 4-7, 9, 14-18, 21-23, 26-32, 34	34
Producer 404	4-7, 9-10, 12, 14-18, 21-23, 26-32	12
Embed Reporter 403	4-7, 9, 12, 14-18, 21-22, 26-32, 34	12
Special Reporter 402	4-7, 9-10, 14-18, 21-22, 26-32, 34	10
Photojournalist 405	4-7, 9, 14-18, 21-22, 26-32, 34	34
Anchor 411	4-7, 9-11, 14-18, 21-22, 26-32, 34	10
Photojournalist 412	4-7, 9, 12, 14-18, 21-22, 24, 26-32, 34	12
Account Executive	1-2, 6-7, 9, 14-18, 20-24, 26-28, 30-32, 34	34
Digital Account Executive NCN-000414	1-2, 6-7, 9, 13-18, 20-24, 26-28, 30-32	13
Associate Producer NCN-000418 *	10, 13, 25, 33	25
Digital Content Producer 000421	1, 4, 6, 9-11, 14-15, 18, 21-22, 27, 30-32	18

* The station utilizes Broadcast 1 Source for its job postings. When the station's business administrator posted the job to B1S per normal protocol, a computing error caused the job not to post as normal. The station did not realize that the job had not been disseminated until completing this report and has since added new safeguards.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	American Women in Radio and TV 1760 Old Meadow Rd Suite 500 McLean, Virginia 22102 Url : www.awrt.org Email : info@awrt.org Janet Howitt	N	0
3	Career Builder 200 N LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 800-891-8880 Url : http://www.careerbuilder.com Email : theresa.leger@careerbuilder.com Theresa Legler	N	0
4	Career Center - East Carolina University 701 East Fifth Street Greenville, North Carolina 27858 Fax : 1-252-328-6425 Meredith Clinard	N	0
5	Career Center - St. Augustines College 1315 Oakwood Ave Raleigh, North Carolina 27610 Phone : 919-516-5082 Url : http://www.st-aug.edu/career-services.html Email : NRLewis@st-aug.edu Nichole Lewis	N	0
6	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone : 919-718-7396 Url : http://www.cccc.edu Email : mparker@cccc.edu Mary Parker	N	0

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7	College Foundation of NC Resources Center PO Box 26170 Greensboro, North Carolina 27402 Phone : 866-866-2362 Url : http://www.cfnc.net Job Posting Manual Posting	N	0
8	Current Employee/Internal Promotion	N	1
9	Eastern New Mexico University ENMU Station 34 Portales, New Mexico 88130 Phone : 575-562-2211 Url : http://www.enmu.edu Email : madison.bishop@enmu.edu Madison Bishop	N	0
10	Employee Referral	N	11
11	Internal Candidate	N	2
12	Internal Transfer/Promotion	N	12
13	Internet Ad-not directly contacted by SEU	N	12
14	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Url : http://www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
15	Media Line Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
16	Media Recruiter 167 Oakdale Road Johnson City, New York 13790 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	0

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17	Mediabistro.com 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-547-7893 Url : http://www.mediabistro.com Job Posting Manual Posting	N	0
18	MG Website 111 North 4th Street Richmond, Virginia 23219 Phone : 919-835-6213 Url : http://www.mediageneral.com Email : aadams@wncn.com Alisha Adams	N	30
19	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0719 Url : http://www.nabj.org/ Email : info@nagjcareers.org Jenae' Bryant	N	0
20	National Association of Hispanic Journalism 1000 National Press 529 14th Street NW Washington, District of Columbia 20045 Phone : 888-975-1386 Url : http://www.nahj.org Leticia Salazar Manual Posting	N	0
21	North Carolina Broadcasters Association PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : http://www.ncbroadcast.com Email : associationinfo@bellsouth.net Gail Summerville	N	0
22	North Carolina Employment Security Commission 3351 Carl Sandburg Court Raleigh, North Carolina 27610 Phone : 919-212-3849 Url : http://www.ncesc1.com Email : walter.stead@ncmail.net Walter Stead	N	0

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23	Rice University 6100 Main Houston, Texas Phone : 713-348-4055 Url : http://www.rice.edu Email : ccd@rice.edu Jessica Fleenor	N	0
24	Spot n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : http://www.spotsndots.com/ Gene McKay Manual Posting	N	0
25	Station Website	N	3
26	STG International 99 Canal Center Plaza Suite 500 Alexandria, Virginia 22314 Phone : 703-578-6030 Url : http://www.stginternational.com Joselyn Gamble Manual Posting	N	0
27	Talent Dynamics 8828 Simmons Suite 510 Dallas, Texas 75247 Phone : 214-640-3180 Url : http://www.talentedynamics.com Email : pumphrey@talentedynamics.com Julie Pumphrey	N	0
28	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Posting Manual Posting	N	0
29	University Career Services - NC State 2100 Pullen Hall Campus Box 7303 Raleigh, North Carolina 27695 Phone : 919-515-2369 Url : http://www.ncsu.edu/students/career-services Email : woody_catoe@ncsu.edu Woody Catoe	N	0

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30	University Career Services - UNC-CH CB5140 Hanes Hall Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Url : http://www.careers.unc.edu Email : tlholt@email.unc.edu Teresa Holt	N	0
31	University of North Carolina at Pembroke Po Box 1510 Pembroke, North Carolina 28372 Phone : 919-521-6270 Url : http://www.uncp.edu Email : branda.jacobs@uncp.edu Brenda Jacobs	N	0
32	Wake Technical Community College 9101 Fayetteville Rd Raleigh, North Carolina 27603 Phone : 919-866-5424 Url : http://www.waketech.edu Email : lcbethea@waketech.edu Laura Bethea	N	0
33	Walk In/Self-Referral	N	16
34	WNCN Website 1205 Front Street Raleigh, North Carolina 27609 Phone : 919-835-6217 Url : http://www.wncn.com Janine Worthy Manual Posting	N	27
TOTAL INTERVIEWS OVER REPORTING PERIOD:			114

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/18/2015	Participation in events or programs sponsored by educational institutions	Our meteorologist conduct school visits regularly. They travel to schools throughout our viewing area to teach students about weather.	6	Digital Sales Manager Cheif Meteorologist Meteorologist Anchor
2	9/2/2015	Provision of training to management	Henry Gola provided training to RBM's and BA's on EEO to ensure compliance.	1	Business Administrator
3	9/18/2015	Establishment of an intern program designed to assist members of the community	Host interns from area colleges & universities as part of course credit who are majoring in various subjects and expose them to all areas of a TV Station including: producing broadcasts, reporting news, editing film, investigating, engineering, sales, and shooting TV commericals. Schools participated: NC State 2 Credits, NC State 1 Credit, Shaw Univ 3 Credits, Shaw Univ 3 Credits, Elon Univ 2 Credits, NC State 1 Credit, Northeastern Univ 4 Credits, Campbell Univ 3 Credits, UNC-Chapel Hill 3 Credits, Meredith Coll 2 Credits, UNC-Greensboro 6 Credits, Elon Univ 1 Credit, NC State 1 Credit, and NC State 3 Credits	6	Director of Operations Investigative Reporter Marketing Producer Commercial Producer
4	10/29/2015	Participation in events or programs sponsored by educational institutions	UNC School of Media and Journalism's "Pitch Day" - Each year a team of News Managers attend this event. They spend the day giving the students feedback on their various projects.	2	Director of Content Executive Web Producer
5	1/7/2016	Participation in events sponsored by community groups	Our meteorologist conduct school visits regularly. They travel to schools throughout our viewing area to teach students about weather.	6	Digital Sales Manager Cheif Meteorologist Meteorologist Anchor