

WITN
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Technical Media Producer	2,6,9,12,20	20
News Producer	2,6,9,12,20	6
News Producer	2,6,9,12,20	6
Anchor/Reporter	2,6,9,12,20	20
Anchor/Reporter	2,6,9,12,20	6
Anchor/Reporter	2,6,9,12,20	20
Anchor/Reporter	2,6,9,12,20	20
Weekend Sports Anchor	2,6,9,12,20	12
Account Executive	2,6,9,12,20	20
Account Executive	2,6,9,12,20	20
Meteorologist	2,6,9,12,20	20

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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	Appalachian State University – Emily Burleson Walker Hall 32039 Boone, NC 28608 828-262-2180	N	
2	Barton College – Webster Struthers Dept of Communications Wilson, NC 27893 252-399-6388	N	
3	Beaufort Community College – Kelly Rouse PO Box 1069 Washington, NC 252-946-6194	N	
4	Campbell University - Dr. J Dean Farmer PO Box 130/Office 108 Rogers Buies Creek, NC 27506 910-823-1520	N	
5	ECU Student Professional Development –Carol Woodruff 701 East 5 th Street Greenville, NC 27858 252-328-5598	N	
6	ECU School of Communications - Teresa Bullock 103 Joyner East Greenville, NC 27858-4353 252-328-6621	N	4
7	Elizabeth City State University – Melba Brown PO Box 804 Elizabeth City, NC 27909 252-335-3594	N	
8	Elon University School of Communications – Amber McCraw 2020 Campus Box Elon, NC 27244 336-278-5661	N	
9	Indeed.com 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750	N	
10	Media Line Medialine.com	N	
11	Lenoir Community College – Bobby Merritt PO Box 188 Kinston, NC 28501 252-527-6223	N	
12	Gray.tv (SNAG A Job GRAY SERVICE)	N	20

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	NC A&T University - Gail Wiggins 111 Crosby Hall Greensboro, NC 27411 910-334-7599	N	
14	NC Association of Broadcasters – Lisa Reynolds PO Box 627 Raleigh, NC 27602 919-821-7300	N	
15	Pitt Community College – Racheal Bridger P.O. Box 7707 Greenville, NC 27834 252-493-7819	N	
16	Syracuse University – Karen McGee 215 University Place – Newhouse Syracuse, NY 13244 315-443-3270	N	
17	TVJobs.com – Mark Holloway admin@tvjobs.com	N	
18	UNC–Chapel Hill JOMC Career Ctr. - Jay Eubank Carroll 162 Chapel Hill, NC 27599-3365 919-962-4518	N	
19	UNC – Pembroke – Sally Ann Clark Department of Mass Communications Pembroke, NC 28372 910-521-6378	N	
20	WITN-TV Station Posting/Employee Referrals www.witn.com	N	22
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			48

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Event or program sponsored by educational institution relating to career opportunities in broadcasting.	WITN provided Career/Informational Station Tour opportunity on October 5, 2018 for 8 student members of the East Carolina University Student Journalism Society.
2	Event or program sponsored by educational institution relating to career opportunities in broadcasting.	WITN provided Career/Informational Station Tour opportunity on November 5, 2018 for 8 student members of the East Carolina University Student Journalism Society.
3	Event or program sponsored by educational institution relating to career opportunities in broadcasting.	WITN provided Career/Informational Station Tour opportunity on March 2019 for 11 student members of the East Carolina University Public Relations Student Society of America.
4	Internship Program	WITN coordinated with Pitt County Vocational Rehabilitation to conduct a Fall Semester 2018 internship program for one student from Chowan University studying in the field of Design and Technology with goals to enter the broadcast or a related industry. This was aimed to help people with disabilities.
5	Internship Program	WITN coordinated with East Carolina University to conduct Spring Semester 2019 internship program for 1 student studying in the field of journalism with goals to enter the broadcast industry.
6	Internship Program	WITN coordinated with East Carolina University to conduct Fall Semester 2018 internship program for 1 student studying in the field of journalism with goals to enter the broadcast industry.
7	Participated in Job Fair	Lenoir Community College on campus Engineering Fair on 3/5/19. WITN's Chief

		Engineer and Operations Manager attended and staffed the booth in Kinston, NC Information about employment opportunities was provided to students.
8	Participated in Job Fair	East Carolina University School of Communication Career Fair on 2/28/19. WITN's News Director, Operations Manager, and Production Manager attended the event and staffed the booth. Information about employment opportunities and internships was provided to students and others seeking employment in the community.
9	Event or program sponsored by an educational institution relating to career opportunities in broadcasting.	WITN's News Director participated in a recruitment visit to the University of North Carolina on 4/3/19.
10	Event or program sponsored by an educational institution relating to career opportunities in broadcasting.	WITN's News Director participated in a recruitment visit to Elon University on 4/15/19.
11	-EEO/Job Postings and processes.	WITN management participated in Gray Human resources Training Call on June 20, 2019. The training focused on Job Posting best practices
12	Event or program sponsored by local organization to promote EEO recruitment opportunities.	WITN's News Director and Digital Media Producer attended Craven County Partners in Education (STEM) Luncheon in Havelock on 6/19/19, at the Havelock Visitors Center. WITN employees to educated attendees about employment at WITN.
13	Event or program sponsored by local organization to promote EEO recruitment opportunities.	WITN's General Manager and Operations Manager attended a Greenville- Pitt County Chamber of Commerce Power Luncheon in January of 2019 that featured presentation on Eastern North Carolina's economic outlook.