

**WITN**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 – July 31, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
CS Digital Producer	7,8,16,17,18	16
CS Senior Producer	7,8,16,17,18	16
CS Producer/Videographer	7,8,16,17,18	7
Digital Content/Receptionist	7,8,15,16,17,18	8
News Producer	7,8,15,16,17,18	8
News Producer	7,8,15,16,17,18	16
Multimedia Journalist	5,7,8,15,16,17,18	5
Multimedia Journalist	7,8,15,16,17,18	7
Multimedia Journalist	7,8,15,16,17,18	7
Main Anchor	7,8,15,16,17,18	16
Multimedia Journalist	7,8,15,16,17,18	8
Anchor/MMJ	7,8,15,16,17,18	8
News Director	7,8,15,16,17,18	16
Anchor/Producer	7,8,15,16,17,18	8
Local Sales Manager	7,8,15,16,17,18	15
Account Executive	7,8,15,16,17,18	16
Account Executive	7,8,15,16,17,18	16
Account Executive	7,8,15,16,17,18	8
Technical Media Producer	7,8,16,17,18	16
Technical Media Producer	5,7,8,16,17,18	8
Technical Media Producer	5,8,16,17,18	5
Technical Media Producer	5,8,16,17,18	8

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Appalachian State University – Les Miller Walker Hall 32039 Boone, NC 28608 828-262-2180 careercenter@appstate.edu	N	
2	Barton College – Susan Fecho / sfecho@barton.edu Mass Communications Wilson, NC 27893 252-629-5472	N	
3	Campbell University - Dr. J Dean Farmer farmerd@campbell.edu PO Box 130/Office 108 Rogers Buies Creek, NC 27506 910-823-1520	N	
4	ECU Student Professional Development –Carol Woodruff 701 East 5 <sup>th</sup> Street Greenville, NC 27858 252-328-6131 woodruffc@ecu.edu	N	
5	ECU School of Communications – Mary McLaughlin 102 Joyner East Greenville, NC 27858-4353 252-328-6621 tuckermclaughlinm@ecu.edu	N	2
6	Elon University School of Communications – Amber Moser 2855 Campus Box Elon, NC 27244 336-278-5661 amoser2@elon.edu	N	
7	Indeed.com 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750	N	21
8	Gray.tv/careers (UKG)	N	61
9	NC A&T University - Gail Wiggins 111 Crosby Hall Greensboro, NC 27411 910-334-7599 gwiggins@ncat.edu	N	
10	NC Association of Broadcasters – Lisa Reynolds 804 E. Edenton St. Raleigh, NC 27601 919-821-7300 lreynolds@ncbroadcast.com	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	Syracuse University – Kelly Barnett 215 University Place – Newhouse Syracuse, NY 13210 315-443-3270 nhcdc@syr.edu	N	
12	UNC–Chapel Hill JOMC Career Ctr. - Jay Eubank Carroll Hall, CB 3365 Chapel Hill, NC 27599-3365 919-962-4518 jeubank@email.unc.edu	N	
13	UNC – Pembroke – Sally Ann Clark Old Main 266 Department of Mass Communications Pembroke, NC 28372 910-521-6378 Sallyann.clark@uncp.edu	N	
14	University of South Carolina – Laura Smith 800 Sumter St. Room 207 Columbia, SC 29208 <a href="mailto:iksmith@sc.edu">iksmith@sc.edu</a> / 803-777-5232	N	
15	LinkedIn / LinkedIn.com	N	3
16	WITN-TV Station Posting/Employee Referrals <a href="http://www.witn.com">www.witn.com</a>	N	32
17	Hand Shake, joinandshake.com	N	1
18	Career Builder, careerbuidr.com	N	1
(etc.)			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			121

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	EEO Management Training	7/12/2022 WITN Marketing Director attended a webinar presented by the NCAB and Brooks Pierce Law Firm on EEO Rules, Refreshers, and Practical Considerations.
<b>2</b>	EEO Management Training	11/3/21 & 11/4/21 WITN General Manager participated in the NAB Diversity Symposium which covered developing a corporate DEI strategy, and Fostering Diversity and belonging in media and the workplace.
<b>3</b>	EEO Management Training	May 11-June 10, 2022 News Director completed 5 training sessions on The Foundations of Racial Equity program through the Adaway group.
<b>4</b>	EEO Management Training	Feb 17, 2022 WITN Office Manager and Marketing Director attended a webinar with Joan Stewart of Wiley Rein on the FCC Rules & Regulations
<b>5</b>	Participated in Job Fair	3/15/22 WITN participated in ECU School of Communication Career Fair on the campus of East Carolina University
<b>6</b>	Internship Program	WITN offers an internship program where students can work with various departments to learn about jobs in broadcasting. During this reporting year, WITN had two interns from the following school: East Carolina University
<b>7</b>	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	WITN offered a station tour to the Pitt County Leadership Institute to discuss broadcast television including employment practices.
<b>9</b>	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	WITN's General Manager attended a Greenville- Pitt County Chamber of Commerce Power Luncheon Feb 22nd of 2022 that featured a presentation on Eastern North Carolina's economic & employment outlook.

