

WNCN-TV
EEO PUBLIC FILE REPORT
August 1, 2014 - July 31, 2015

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
Accountant 350	1-6, 8, 10, 16-24, 27-28, 30-34	19
Multimedia Content Coordinator 351	1-6, 8, 10-11, 16-24, 27-28, 30-34	11
Embed Reporter 354	1-6, 8, 10, 16-24, 27-28, 30-34	19
Photojournalist 356	1-6, 8, 10, 13, 16-24, 26-28, 30-34	19
Anchor, Weather, WKND AM 357	1-2, 4-6, 8, 10, 16-20, 23-24, 27, 30, 32 -34	19
Executive Producer 358	1-6, 8, 10, 13, 16-24, 27-28, 30-34	13
Embed Reporter 364	6, 8, 10, 16-19, 24, 27, 32-34	19
Maintenance Engineer 359	1-6, 8, 10, 13, 16-25, 27-28, 30-34	25
Account Executive 361	1-2, 4-6, 8, 10-11, 13, 15-20, 24-25, 27, 30, 32-34	19
Producer 363	1-2, 4-6, 8-10, 13, 16-18, 20, 24, 27, 30, 32-34	13
Embed Reporter 365	1-2, 4-6, 8, 10, 13, 16-20, 24, 27, 32-34	13
Sales Assistant 366	1-2, 4-6, 8-11, 13, 16-20, 24-25, 27, 30, 32-34	13
Producer 367	1-2, 4-6, 8-10, 13, 16-20, 24, 27, 30, 32 -34	13
Multimedia Content Coordinator 368	1-2, 4-5, 8-12, 14, 17-18, 20-21, 24, 27, 30-34	11
Web Producer 369	1-2, 4-6, 8-11, 16-20, 24, 27, 30, 32-34	11
Embed Reporter 370	1-2, 4-6, 8-10, 16-20, 24-25, 27, 30, 32- 34	19
Multimedia Content Coordinator 371	1-2, 4-6, 8-11, 16-20, 24, 27, 30, 32-34	11
Multimedia Content Coordinator 372	1-2, 4-6, 8-11, 16-18, 20, 24, 27, 30, 32 -34	11
Reporter/Anchor 373	1-2, 4-6, 8, 10, 16-20, 24-25, 27, 30, 32 -34	19
Sales Assistant 374	1-2, 4-6, 8, 10-11, 16-20, 24, 27, 30, 32 -34	19
Senior Account Executive 376	1-2, 4-6, 8, 10-11, 16-20, 24, 26-27, 30, 32-34	26
Assignment Desk Manager 378	1, 3-10, 13-14, 16-19, 21-24, 27-35	13
Account Executive 383	1, 4-6, 8, 10-11, 14, 16-19, 21-24, 26- 28, 30-35	26
Director 387	1, 4-6, 8, 10-11, 13-14, 16-19, 22-23, 27-28, 30-33	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	2
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	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Michael Bille Manual Posting	N	0
8	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
9	DFW Network of Hispanic Communications P.O. Box 222313 Dallas, Texas Phone : 817-390-7807 Url : http://www.dfwhispanic.org Cary Pina Manual Posting	N	0
10	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
11	Employee Referral Jennifer Axness	N	16
12	Former Employee	N	1
13	Internal Transfer/Promotion	N	11
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	Linked In	N	1

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16	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
17	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
18	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
19	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	39
20	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
21	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

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22	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
23	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
24	Rice University 6100 Main Houston, Texas Phone : 713-348-4055 Url : http://www.rice.edu Email : ccd@rice.edu Jessica Fleenor	N	0
25	Self Referral	N	7
26	Spot n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : http://www.spotsndots.com/ Gene McKay Manual Posting	N	11
27	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
28	Talent Dynamics 8828 Simmons Suite 510 Dallas, Texas 72547 Phone : 214-640-3180 Url : http://www.talentdynamics.com Email : pumphrey@talentdynamics.com Julie Pumphrey	N	0

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29	TV Burea Adv. In NY 3 East 54th St 10th Floor New York, New York 10022 Phone : 212-891-2224 Url : http://www.tvb.org Job Posting Manual Posting	N	0
30	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Posting Manual Posting	N	0
31	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
32	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
33	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
34	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

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35	WNCN Website 1205 Front Street Raleigh, North Carolina 27609 Phone : 919-835-6213 Url : http://www.wncn.com Alisha Adams Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			88

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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	9/8/2014	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 commercials. 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 Executive Producer Digital Sales Manager Commerical Producer
2	5/27/2015	Provision of training to management	Media General BA Summit – two day training session on May 27 - 28, 2015. The Business Administrators convened in Indianapolis to receive training in HR compliance, employment & labor law relations, and other business matters.	1	Business Administrator