

WCNC-TV
EEO PUBLIC FILE REPORT
July 21, 2017 - July 20, 2018

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
Account Manager	1-3, 5-6, 9-12, 15, 21, 23-27, 29-32, 35-36	3
Lead Generation Specialist	1-3, 5-7, 9-14, 16, 18-19, 21, 23-36	31
Local Sales Manager	1-3, 5-7, 9-13, 16, 18-21, 23-30, 32-36	20
Photojournalist	1-3, 5-7, 9-11, 13, 16, 18-19, 21, 23-36	31
Executive Assistant	1-3, 5-11, 13, 16, 18-19, 21, 23-30, 32-36	8
Account Executive	1-3, 5-7, 9-11, 13, 16, 18-30, 32-37	20
Account Executive	1-3, 5-7, 9-11, 13, 16, 18-30, 32-37	20
Multi-Skilled Journalist	1-3, 5-7, 9-14, 16, 18-19, 21, 23-37	34
Multi-Skilled Journalist	1-3, 5-7, 9-14, 16, 18-19, 21, 23-37	14
Multi-Skilled Journalist	1-3, 5-7, 9-14, 16, 18-19, 21, 23-37	31
Account Executive	1-3, 5-7, 9-11, 13-14, 16, 18-19, 21, 23-30, 32-36	14
Account Executive	1-3, 5-7, 9-11, 13-14, 16, 18-19, 21, 23-30, 32-36	3
Sales Assistant	1-3, 5-11, 13, 16-19, 21, 23-30, 32-37	8
Brand Manager	1-3, 5-11, 13-14, 16, 18-19, 21, 23-30, 32-37	8
Digital Producer	1-3, 5-6, 8-12, 14, 17, 20-21, 23-27, 29-31, 35-36	31
Digital Producer	1-3, 5-6, 8-12, 14, 17, 20-21, 23-27, 29-31, 35-36	31
Weekend/Evening Producer	1-7, 9-11, 13-14, 16, 18-19, 21, 23-37	4
Weekend/Evening Producer	1-7, 9-11, 13-14, 16, 18-19, 21, 23-37	14

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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	Asian American Journalists Association 1182 Market Street Ste 320 San Francisco, California 94102 Phone : 415-346-2051 Url : http://www.aaaja.org Email : nialaboodhoo@gmail.com Fax : 1-415-346-6343 Niala Boodhoo	N	0
2	Asian American Journalists NC 15 East Peace Street Raleigh, North Carolina 27604 Phone : 919-508-2353 Url : http://aajanc.weebly.com/ Email : lynncowens@gmail.com Lynn Owens	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	7
4	Career Fair	N	1
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Connecticut School of Broadcasting 9144 Arrow Point Blvd. Suite 100 Charlotte, North Carolina 28273 Phone : 704-502-1979 Url : http://www.gocsb.com Email : jcasson.corporate@gmail.com John Casson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Emma L Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, New York 10019 Phone : 212-975-2545 Url : http://www.emmabowdenfoundation.com Sandra Rice Manual Posting	N	0
8	Employee Referral	N	5
9	Glassdoor 100 Shoreline Highway Sausalito, California Url : www.glassdoor.com Casi Young Manual Posting	N	2
10	Goodwill Industries Southern Piedmont NC & SC P.O. Box 668768 Charlotte, North Carolina 28256 Phone : 704-372-3434 Url : http://www.goodwill.org Fax : 1-704-372-3228 Paulette Griffin	N	0
11	Graeme Newel - 602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
12	High Point University 833 Montlieu Avenue High Point, North Carolina 27268 Phone : 336-841-9626 Url : http://www.highpoint.edu/communication/ Email : scampbel@highpoint.edu Dr. Shannon Campbell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Indeed.com 7501 North Capital of Texas Highway Building B Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Anne Murguia Manual Posting	N	0
14	Indeed.com	N	14
15	Indeed.com - Not Directly Contacted by SEU	N	2
16	Innervision 1801 North Tryon Street Charlotte, North Carolina 28206 Phone : 980-240-8558 Url : www.innervisionnc.org Email : loliverio@innervisionnc.org Lauren Oliverio	N	0
17	Job Board	N	2
18	JuJu 151 First Avenue New York, New York Url : www.juju.com Casi Young Manual Posting	N	0
19	Linked In 2029 Stierlin Court # 200 Mountain View, California 94043 Url : http://www.linkedin.com Career Service Manual Posting	N	0
20	Linked In	N	9
21	Nat'l Assoc for Multi-ethnicity in Communication 336 W 37th Street Ste 302 New York, New York 10018 Phone : (212) 594-5985 Ext. 2504 Url : http://www.namic.com Email : jim.jones@namic.com Fax : 1-212-594-8391 Jim Jones	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Nat'l Assoc of Press Photographers 3200 Croasdaile Drive Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : http://www.nppa.org Email : smcgregor@nppa.org Fax : 1-919-383-7261 Sarah McGregor	N	0
23	Nat'l Association of Hispanic Journalists 529 14th Street NW Ste 1000 Washington, District of Columbia 20064 Phone : 202-662-7168 Url : http://www.nahj.org Email : aguilar.thereporter@yahoo.com Rebecca Aguilar	N	0
24	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W. Suite 200 Washington, District of Columbia 20036 Phone : 202-463-8970 Email : nabobinfo@nabob.org Fax : 1-202-429-0657 James Winston	N	0
25	National Lesbian and Gay Journalist Association 1420 K Street NW # 910 Washington, District of Columbia 20037 Phone : 202-588-9888 Ext. 10 Url : http://www.nlgja.org Email : info@nlgja.org Bach Polakowski	N	0
26	NC A&T Univ Journalism & Mass Communication 1601 E. Market St. Crosby Hall 220 Greensboro, North Carolina 27411 Phone : 336-285-3448 Url : http://www.ncat.edu/academics/schools-colleges1/ca Email : whitley@ncat.edu Fax : 1-336-334-7770 Sheila Whitley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	North Carolina Assoc. of Broadcasters P.O. Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : http://www.ncbroadcast.com Email : info@ncbroadcast.com Lisa Reynolds	N	1
28	Simply Hired 525 Almanor Ave Sunnyvale, California Url : www.simplyhired.com Casi Young Manual Posting	N	0
29	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-253-1640 Url : http://www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
30	South Carolina Department of Employment & Workforce - Rock Hill, SC 454 S. Anderson Road BTC 505, Suite 202 Rock Hill, South Carolina 29730 Phone : (803) 328-3881 Url : https://www.dew.sc.gov/default.asp Fax : 1-803-328-3898 Pat Jones	N	0
31	Station Website	N	9
32	TEGNA Inc. 7950 Jones Branch Drive McLean, Virginia 22107-0150 Phone : 704-329-3642 Casi Young Manual Posting	N	1
33	The Broadbean Network 610 Newport Center Dr #1400 Newport Beach, California 92660 Url : www.broadbean.com Casi Young Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	TV Jobs (DBA Broadcast Employment Services) P.O. Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	1
35	University of South Carolina School of Journalism and Mass Communications 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-3347 Url : http://www.sc.edu/cic Email : KBULLARD@mailbox.sc.edu Katie Bullard	N	0
36	Veteran's Affairs 8601 University East Drive Charlotte, North Carolina 28213 Phone : 704-762-6149 Email : quentin.sanders@va.gov Quentin Sanders	N	0
37	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			54

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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	7/27/2017	Sponsorship of events in the community designed to increase public awareness	Weekly Boys & Girls Clubs presentation. Discussed pathways toward a career in the broadcast and journalism industry.	1	Chf Meteorologist
2	9/11/2017	Participation in other activities designed by the station employment unit	Allegro Foundation for Children/Golf Event. Discussed pathways toward a career in the broadcast and journalism industry.	1	Chf Meteorologist
3	10/17/2017	Participation in events or programs sponsored by educational institutions	Crown Point Elementary School Career Day. Discussed pathways toward a career in the broadcast and journalism industry.	1	Chf Meteorologist
4	11/2/2017	Participation in other activities designed by the station employment unit	Station Tour for Wingate University - Technology students. Discussed pathways toward a career in the broadcast and journalism industry.	1	Dir, Technology
5	11/4/2017	Participation in other activities designed by the station employment unit	JDRF Fundraiser at Westin Hotel. Discussed pathways toward a career in the broadcast and journalism industry.	1	Chf Meteorologist
6	1/19/2018	Participation in events sponsored by community groups	Make A Wish Gala. Discussed pathways toward a career in the broadcast and journalism industry.	1	Chf Meteorologist
7	1/26/2018	Establishment of training programs for station personnel	Byte Back Challenge - TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out electronically on Jan 26th and completed on Feb 2, 2018.	100	All Employees
8	2/14/2018	Establishment of training programs for station personnel	Participated in the Technology Leadership Summit sponsored by TEGNA. Discussed advancements in technology and its impact on our industry and our practices.	1	Dir, Technology
9	3/9/2018	Participation in Job Fairs	Charlotte Catholic STEM Fair - Charlotte Catholic HS. Discussed pathways toward a career in the broadcast and journalism industry.	1	Dir, Technology

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10	3/29/2018	Participation in events or programs sponsored by educational institutions	CHEM Lab West Charlotte High - Career Day. Discussed pathways toward a career in the broadcast and journalism industry.	1	Dir, Technology
11	4/10/2018	Establishment of training programs for station personnel	NAB Convention - Participant/Attendee @ NAB Convention for Professional Development	1	Dir, Technology
12	4/18/2018	Establishment of training programs for station personnel	TEGNA Innovation Summit - Employees from across the country come to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms.	1	Dir, News Dir, Digital
13	4/24/2018	Participation in events or programs sponsored by educational institutions	Wingate University - Career Day. Discussed pathways toward a career in the broadcast and journalism industry.	1	Dir, Technology
14	4/25/2018	Hosting of Job Fair	CHEM LAB - Career Day. Discussed pathways toward a career in the broadcast and journalism industry.	1	Dir, Technology
15	5/1/2018	Participation in events or programs sponsored by educational institutions	Celeste Henkel Elementary School - Weather Road Show. Discussed pathways toward a career in the broadcast and journalism industry.	1	Meteorologist
16	5/7/2018	Participation in events or programs sponsored by educational institutions	Monroe Middle School - Weather Road Show. Talked about careers in weather.	1	Meteorologist
17	5/7/2018	Establishment of training programs for station personnel	TEGNA Sales Summit - Annual summit revolved around the topic of leadership and the belief that it is the foundation for winning. Over the course for 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership expectations, pricing strategy, leadership coaching and cultural changes.	1	Dir, Sales
18	5/25/2018	Participation in events or programs sponsored by educational institutions	York Prep Career Day - Speaker. Discussed careers in journalism and broadcast industry	1	Chf Meteorologist

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19	6/18/2018	Establishment of training programs for station personnel	Content Summit - Over the course of 4 days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	4	General Manager Dir, News Dir, Marketing Dir, Digital
20	7/11/2018	Provision of training to management	TEGNA Monthly Labor Relations - Monthly webinar provides training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams	1	HRBP