

ANNUAL EEO PUBLIC FILE REPORT

WNCN(TV)

August 1, 2019 through July 31, 2020

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WNCN(TV)

The information contained in this Report covers the time period beginning August 1, 2019 to and including July 31, 2020 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit ("SEU") during the Applicable Period.
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follows have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from August 1, 2019 through July 31, 2020

Station(s) Comprising the Station Employment Unit: WNCN(TV)

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	MMJ	8/12/19	26	3	1-16, 23-24, 26-28
2	Newscast Director	8/13/19	2	9	1-16, 23, 27-28
3	Sales Account Executive	8/19/19	6	10	1-16, 23, 27-28
4	News Anchor	9/26/19	2	5	1-16, 24, 27-28
5	Sales Assistant	10/7/19	5	4	1-16, 27-28
6	Assistant Chief Engineer	10/14/19	8	4	1-16, 27-28
7	Executive Producer	11/4/19	5	3	1-16, 27-28
8	HR Business Coordinator	12/23/19	6	2	1-16, 27-28
9	News Reporter	12/30/19	3	4	1-16, 27-28
10	MMJ	12/31/19	6	4	1-16, 24, 27-28
11	News Photographer	2/3/20	6	3	1-3, 5-6, 8, 24
12	News Producer	3/23/20	3	6	1-3, 5-6, 8, 24
13	Assignment and Web Producer	3/30/20	3	5	1-3, 5-6, 8, 24-25
14	News Producer	4/6/20	6	5	1-2, 6
15	News Producer	4/9/20	3	4	1-3, 5-6, 8
16	Meteorologist	4/13/20	6	4	1-3, 5-6, 8, 24
17	News Photographer	5/18/20	8	3	1-3, 5-6, 8, 24
18	MMJ	6/1/20	8	3	1-3, 6, 8, 24
19	Research Coordinator	6/15/20	6	4	1-3, 5-6, 8
20	Sales Account Executive	6/29/20	8	12	1-3, 6, 8, 24
21	Newscast Director	7/20/20	5	17	1-2, 5-6, 8, 24
22	News Producer	7/30/20	8	9	1-2, 5-6, 8, 24-25

Total Number of Persons Interviewed During Applicable Period: 123

Appendix 2 to Annual EEO Public File Report
 Covering the Period from August 1, 2019 through July 31, 2020

Station(s) Comprising the Station Employment Unit: WNCN(TV)

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
1.	WNCN Website		1205 Front Street Raleigh, NC 27609		N	22
2.	Nexstar Career Site				N	22
3.	Employee referral				N	15
4.	American Women in Radio & TV www.awrt.org	Janet Howitt	1760 Old Meadow Rd. Ste. 500, McLean, VA 22102		N	0
5	www.careerbuilder.com				N	12
6	www.indeed.com				N	20
7	Career Center – East Carolina University, www.career.ecu.edu	Adam Denney Manual Posting	701 East Fifth Street Greenville, NC 27858	252-328-6050	N	0
8.	Linked In				N	17
9.	NC Association of Broadcasters http://www.ncbroadcast.com/ info@ncbroadcast.com	Gail Summerville	150 Fayetteville St., # 1270, Raleigh, NC 27601	(919) 821-7300	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
10..	Career Center-St. Augustine's College http://www.handshake.com	Cindy Love Manual Posting	1315 Oakwood Ave. Raleigh, NC.27610	(919) 516-5082	N	0
11.	602 Communications slizik@602communications.com	Sandy Lizik	1011 Lyndhurst Falls Lane, Knightdale, NC 27545	(919) 217-4438	N	0
12.	Central Carolina Community College http://www.ccc.edu	Mary Parker	1105 Kelly Dr. Sanford, NC. 27330	(919)- 718-7396	N	0
13.	Eastern New Mexico University http://www.enmu.edu	Madison Bishop	ENMU Station 34 Portales, New Mexico 88130	(575) 562-2211	N	0
14.	Journalismjobs.com http://www.journalismjobs.com	Dan Rohn	72 Plaza Dr. 2 nd Floor Berkeley, Ca.94705	(510) 653-1521	N	0
15.	Medialine www.medialine.com medialine@medialine.com	Mark Shilstone	Box 51909 Pacific Grove, Ca. 93950	(800) 237-8073	N	0
16.	National Association of Black Journalists http://www.nabjcareers.org	Jenae' Bryant	1100 Knight Hall Suite 3100 College Park, MD 20742	(301) 405-0719	N	0
17.	University Career services- NC State http://www.ncsu.edu/students/career-services	Kelly Laraway Manual Posting	2100 Pullen Hall Campus Box7303 Raleigh, NC. 27695	(919) 513-1370	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
18.	Department of Veteran Affairs Rachelle.alexander@va.gov	Rachelle Alexander	5500 Executive Center Drive, Ste. 132, Charlotte, NC 28212	(828) 632-5411	N	0
19.	University Career Services – UNC-CH http://www.careers.unc.edu	Teresa Holt	CB5140 Hanes Hall Chapel Hill, NC.27599	(919) 962-6507	N	0
20.	University of North Carolina at Pembroke http://www.uncp.edu	April Whittmore Loclear Manual Posting	PO box 1510 Pembroke. NC. 28372	(919) 521-6766	N	0
21.	Wake Technical Community College http://www.waketech.edu	Laura Bethea	9101 Fayetteville Rd. Raleigh, NC. 27603	(919) 866-5424	N	0
22.	Mediagignow.com http://www.mediagignow.com		300 South Riverside Plaza Suite 800 Chicago, IL. 60606	(336) 553-0620	N	0
23.	Professional/Industry Trade Organization				N	2

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
24.	Internal Employee/ Promotions				N	10
25.	www.dice.com				N	2
26.	www.tvjobs.com info@tvjobs.com		PO Box 4116 Oceanside, CA. 92052	(800) 374-0119	N	1
27.	Media Recruiter http://www.mediarecruiter.com	Art Scott Manual Posting	167 Oakdale Road Johnson City, NY. 13790	(303) 400-5150	N	0
28.	North Carolina Employment Security Commission http://www.ncesc1.com	Walter Stead	3351 Carl Sandburg Court Raleigh, NC. 27610	(919) 212-3849	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from August 1, 2019 through July 31, 2020

Station(s) Comprising the Station Employment Unit: WNCN(TV)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WNCN(TV)

DATE	Recruitment Initiative	Description	Participant Title
9/20/2019	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operation including news, marketing, production, sports, weather and sales.</p> <p>The Station hosted one (1) intern during the Fall 2019 Semester, three (3) interns during the Spring 2019 Semester, both from East Carolina University, and two (2) interns from University of North Carolina Chapel Hill and one (1) intern from William Peach University during the Spring 2020 Semester.</p>	<p>Director of Operations Intern committee Members – News/Marketing</p>