

WXII-TV
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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
Promotion Photographer/Producer Open Date: 3/23/2016 Hire Date: 8/22/2016	1-2, 4-5, 7-10, 12-16, 18-19, 22-25, 28-30, 32-34	4
Digital Sales Manager Open Date: 4/29/2016 Hire Date: 8/15/2016	4-5, 8-10, 12-15, 17-19, 22-25, 28-34	9
Digital Media Manager Open Date: 5/12/2016 Hire Date: 12/12/2016	1-8, 10, 12-15, 18-19, 21-25, 28-34	6
Weekend Evening Anchor/Reporter Open Date: 6/7/2016 Hire Date: 11/28/2016	1-5, 7-8, 10, 12-15, 18-25, 28-34	20
Business Manager Open Date: 6/9/2016 Hire Date: 8/8/2016	1-8, 10, 12-16, 18-19, 21-25, 28-34	16
News Producer Open Date: 7/5/2016 Hire Date: 8/22/2016	1-8, 10, 12-15, 18-19, 21-25, 28-34	6
Account Executive Open Date: 7/19/2016 Hire Date: 12/1/2016	1-5, 7-8, 10, 12-19, 21-26, 28-34	4
Production Assistant Open Date: 7/26/2016 Hire Date: 8/30/2016	1-8, 10, 12-15, 18-19, 21-22, 24-25, 28-34	6
Production Assistant Open Date: 7/26/2016 Hire Date: 9/26/2016	1-8, 10, 12-15, 18-19, 21-22, 24-25, 28-34	4
Assignment Editor Open Date: 9/8/2016 Hire Date: 1/16/2017	1-2, 4-5, 7-8, 10, 12-15, 18-19, 21-22, 24-25, 28-34	4
News Producer Open Date: 9/14/2016 Hire Date: 1/9/2017	1-8, 10, 12-15, 18-19, 21-22, 24-25, 27-34	6
Assistant Creative Services Director Open Date: 11/2/2016 Hire Date: 3/1/2017	1-10, 12-15, 17-19, 21-22, 24-25, 27-34	9
Anchor/Reporter Open Date: 11/23/2016 Hire Date: 3/6/2017	1-8, 10, 12-15, 18-19, 21-22, 24-25, 27-34	6
Client Services Specialist Open Date: 12/13/2016 Hire Date: 1/23/2017	1-2, 4-5, 7-8, 10, 12-15, 18-19, 21-22, 24-25, 27-34	31

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Photographer Open Date: 12/22/2016 Hire Date: 5/30/2017	1-8, 10, 12-16, 18-19, 21-22, 24-25, 27-34	16
Production Assistant Open Date: 12/22/2016 Hire Date: 2/13/2017	1-8, 10, 12-15, 18-19, 21-22, 24-25, 27-34	6
Chief Photographer Open Date: 1/17/2017 Hire Date: 3/1/2017	1-8, 10, 12-15, 18-19, 21-22, 24-25, 27-34	6
Newscast Producer Open Date: 1/26/2017 Hire Date: 3/14/2017	1-5, 7-8, 10, 12-15, 19, 21-22, 24-25, 27-34	4
Executive Producer Open Date: 2/7/2017 Hire Date: 5/1/2017	1-8, 10, 12-15, 18-19, 21-22, 24-25, 27-34	6
Editor/Photographer Open Date: 3/7/2017 Hire Date: 5/8/2017	1-8, 10, 12-14, 18-19, 21-22, 24-25, 27-34	6
Reporter Open Date: 3/7/2017 Hire Date: 6/26/2017	1-5, 7-10, 12-14, 18-19, 21-22, 24-25, 27-34	4
Assignment Editor Open Date: 5/4/2017 Hire Date: 6/27/2017	1-5, 7-8, 10-14, 18-19, 21-22, 24-25, 27-34	11
Production Assistant Open Date: 5/25/2017 Hire Date: 5/29/2017	1-8, 10, 12-14, 18-19, 21-22, 24-25, 27-32, 34	6

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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	AAJA 5th 3rd Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
2	Appalachian State University John E. Thomas Hall, Room 369 Boone, North Carolina 28608 Phone : (828) 262-2180 Carl Tyre Manual Posting	N	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	30
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Current Employee	N	16
7	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-2000 Arli Eicher Manual Posting	N	0

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8	Emma L Bowen Foundation 524 West 57th St New York, New York 10112 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
9	Employee Referral	N	4
10	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
11	Former Employee	N	1
12	FPC Job Services 617 North Elm St Greensboro, North Carolina 27401 Phone : 336-478-4755 Email : FPCJobsInfo@gmail.com Bill Linton	Y	0
13	Guilford College Career Dev Center 5800 W Friendly Ave Greensboro, North Carolina 27410 Phone : 336-316-2000 Email : muellerac@guilford.edu Jen Ognasky	N	0
14	High Point University 833 Montilieu Ave High Point, North Carolina 27268 Phone : 800-345-6993 Email : Jobs@highpoint.edu Sara Adkins	N	0
15	High Point University Career Internship 833 Montilieu Ave High Point, North Carolina 27268 Phone : 336-841-9000 Email : sbrien@highpoint.edu Sue Brien	N	0

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16	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas Phone : . Url : www.indeed.com Career Services Manual Posting	N	9
17	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	8
18	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 706 364 7564 Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
19	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Corp Recruiter Manual Posting	N	0
20	National Association of Black Journalists 8701A Adelphi Road Adelphi, Maryland Phone : 301-405-2592 Aprill Turner Manual Posting	N	1
21	NC Department of Commerce- Workforce Solutions 450 W. Hanes Mill Rd. Ste 101 Winston Salem, North Carolina 27105 Phone : 336-776-6770 Email : david.monteleone@ncommerce.com David Monteleone	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	NC Division of Workforce Solutions 5601 Executive Center Drive Charlotte, North Carolina 28212 Phone : 704-566-2870 Email : bill.dodgen@nccommerce.com Fax : 1-704-566-2857 Bill Dodgen	Y	0
23	NC Employment Security Commission 700 Wade Avenue Raleigh, North Carolina 27605 Phone : 919-707-1150 Email : jon.sunderman@ncesc.gov Jon Sunderman	N	0
24	North Carolina Association of Broadcasters PO Box 627 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : http://associationdatabase.com/aws/NCAB/pt/sp/jobs Amy VanArkel Manual Posting	N	0
25	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
26	Spots N Dots 1635 Old Hwy 41NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-864-2620 Url : http://www.spotsndots.com/sectional.asp?id=39814 Spots Dots Manual Posting	N	1
27	Synergistic Staffing Service Inc. 1060 Westside Drive Greensboro, North Carolina 27405 Phone : 336-291-1013 Email : bmw32867@yahoo.com Sabrina Banks	Y	0

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28	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	1
29	TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	0
30	University of North Carolina-Chapel Hill UNC School of Journalism and Mass Communication Carroll Hall, CB 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-2211 Email : jeubank@email.unc.edu Jay Eubank	N	0
31	University of North Carolina-Charlotte 9201 University City Blvd Charlotte, North Carolina Url : https://www.myinterfase.com/uncc/employer/ Career Services Manual Posting	N	1
32	University of North Carolina-Greensboro UNCG Career Services PO Box 26170 Greensboro, North Carolina 27402 Phone : 336-334-5000 Email : ajabbruz@uncg.edu Tony Abbruzzi	N	0
33	Women's Resource Center 628 Summit Ave Greensboro, North Carolina 27405 Phone : 336.275.6090 Url : www.womenscentergso.org Email : lucy@womenscentergso.org Lucy Wellmaker	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	YMCA 301 N Main St Winston-Salem, North Carolina 27101 Phone : (336) 722-5022 Email : d.clowers@ymcanwnc.org Dottie Sangallo	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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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	8/12/2016	Participation in scholarship programs	WXII is hosting an Emma Bowen Foundation Intern, a scholarship sponsored by the the National Association of Broadcasters Foundation. The intern worked in the News Department and learned various positions.	2	News Director Asst. News Director
2	10/26/2016	Participation in Job Fairs	WXII participated in the Winston-Salem Urban League Career Expo on 10/26/16. The station had a booth at the job fair.	1	Director of Broadcast Operations
3	11/28/2016	Establishment of training programs for station personnel	WXII's IT Specialist, attended a 5 day VMware Training session at the Training Camp in Virginia. Employee learned the latest on vSphere 6.0 installation, configuration and management.	1	IT Specialist
4	3/2/2017	Participation in Job Fairs	Station News Management attended the Elon University Job Expo on March 2, 2017. The station had a booth at the job expo.	2	News Director Assistant News Director
5	3/17/2017	Participation in events or programs sponsored by educational institutions	<p>WXII News Director spoke at the NABJ Short Course Program on 3/17/17. She spoke to a group of 30 students The topic was: "Preparing a New Generation of Leaders." She spoke on reinforcing the skills-set we must have as journalists of the 21st century.</p> <p>The students in the Short Course program were all journalism and mass communication students from various colleges and universities. They attended the three and a half day event focusing on improving their skills as an MMJ and understanding what it is like to work in today's broadcast and digital newsrooms. By the end, students produced a 30 minute newscast and wrote an article for the NABJ/A&T online paper/blog.</p>	1	News Director

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6	4/21/2017	Establishment of training programs for station personnel	Station Creative Services Producer attended a Drone Pilot FAA Training program and has been certified. As technology has changed in broadcasting, this certification helps the employee gain those skills needed for a changing newsroom.	1	CS Producer
7	5/23/2017	Establishment of an intern program designed to assist members of the community	WXII hosted 4 interns over the course of the 2016-2017 EEO Year. August 1, 2016-July 31, 2017. They came from the following universities: UNC Chapel Hill, UNC Greensboro, High Point University.	2	Assistant News Director News Director
8	6/23/2017	Establishment of training programs for station personnel	Sound of Life Storytelling Workshop in Asheville, NC on June 23-24. Station news personnel attended a two day seminar given by seasoned journalists from around the country sharing their insights and tips on journalist storytelling.	6	Reporter Photographer Sports Anchor Anchor