

WXII-TV & WCWG(TV)
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer Open Date: 4/11/2017 Hire Date: 1/29/2018	1-5, 7-8, 10-12, 14, 16-21, 23-26, 28-30, 32, 34	14
Client Services Specialist Open Date: 5/2/2017 Hire Date: 8/1/2017	1-5, 7-8, 10-12, 16-26, 28-30, 32, 34	22
Weekend AM Meteorologist Open Date: 6/6/2017 Hire Date: 6/25/2018	1-8, 10-12, 16-21, 23-26, 28-30, 34	26
Newscast Producer Open Date: 7/11/2017 Hire Date: 1/22/2018	1-5, 7-8, 10-12, 16-21, 23-26, 28-30, 34	4
Reporter Open Date: 7/11/2017 Hire Date: 1/22/2018	1-5, 7-8, 10-13, 16-21, 23-26, 28-30, 34	13
News Editor Open Date: 7/11/2017 Hire Date: 9/10/2017	1-5, 7-8, 10-12, 16-21, 23-26, 28-30, 34	4
Account Executive Open Date: 10/30/2017 Hire Date: 3/28/2018	1-5, 7-8, 10, 12-14, 16-21, 23-26, 28-30, 34	4
Photographer Open Date: 11/13/2017 Hire Date: 12/11/2017	1-5, 7, 10, 12, 16-21, 23-26, 28-30, 34	4
Photographer Open Date: 12/1/2017 Hire Date: 2/26/2018	1-5, 7-10, 13, 16-21, 23-26, 28-30, 33-34	4
Producer Open Date: 12/12/2017 Hire Date: 6/11/2018	1-5, 7-10, 16-21, 23-26, 28-30, 33-34	26
Producer Open Date: 2/26/2018 Hire Date: 6/11/2018	1-2, 4-5, 7-10, 12, 16-21, 23-30, 33-34	4
Client Service Specialist - WCWG Open Date: 2/28/2018 Hire Date: 4/16/2018	1-2, 4-5, 7-8, 10, 12-13, 16-21, 23-30, 33-34	4
Commercial Producer Open Date: 6/6/2018 Hire Date: 7/9/2018	1-2, 4-8, 10, 12-13, 15-21, 23, 25-31, 33-34	6

The licensee acquired WCWG as of February 16, 2018. Accordingly, the EEO Reporting period for WCWG commenced on that date.

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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	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	18
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	2
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	3
10	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
11	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
12	High Point University 833 Montilieu Ave High Point, North Carolina 27268 Phone : 800-345-6993 Email : Jobs@highpoint.edu Sara Adkins	N	0
13	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78750 Phone : . Url : www.indeed.com Career Services Manual Posting	N	6
14	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-691-9552 Career Services Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
16	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
17	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Corp Recruiter Manual Posting	N	0
18	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@nccommerce.com David Monteleone	N	0
19	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
20	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
22	Referral 700 Coliseum Drive Winston Salem , North Carolina 27106 Phone : 336-703-6110 Bob Ladka	N	1
23	Synergistic Staffing Service Inc. 1060 Westside Drive Greensboro, North Carolina 27405 Phone : 336-291-1013 Email : bmw32867@yahoo.com Sabrina Banks	Y	0
24	Triad Career Network 617 North Elm St Greensboro, North Carolina 27401 Phone : 336-478-4755 Email : TriadCareerNetwork@gmail.com Bill Linton Prong 2 Ended Date: 5/9/2018	N	0
25	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
26	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	3

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27	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting UC-Boulder started requesting station postings on 1/22/18.	Y	0
28	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
29	University of North Carolina-Charlotte 9201 University City Blvd Charlotte, North Carolina 28223 Phone : 704-687-8622 Url : https://www.myinterfase.com/uncc/employer/ Career Services Manual Posting	N	0
30	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
31	Virginia Workforce Connection 5520 Cherokee Ave, Ste 100 Alexandria , Virginia 22314 Christopher Finta Manual Posting	N	0
32	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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33	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
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:			35

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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	10/30/2017	Participation in events or programs sponsored by educational institutions	Wake Forest University's Sports Broadcasting class of 25 students came to the station to get a behind-the-scenes look at a news broadcast. In addition, WXII's Sports Director lectured on such topics as writing, shooting, editing, sports coverage and reporting.	1	Sports Director
2	11/1/2017	Participation in events or programs sponsored by educational institutions	WXII's News Director participated in the Appalachian State University's Career Development Center's "Building a Successful Professional Presence" program for their students. The News Director also had the opportunity to conduct mock interviews in helping students prepare for future opportunities.	1	News Director
3	11/28/2017	Participation in events or programs sponsored by educational institutions	WXII's Morning Executive Producer and Chief Photographer visited the campus of North Carolina A&T University to conduct mock interviews with students in the Journalism Department. This was done, in preparation for the students' interviews with hiring television/radio stations.	2	Chief Photographer Executive Producer
4	2/13/2018	Participation in events or programs sponsored by educational institutions	WXII sent its Evening Executive Producer to Elon University's Department of Communications Internship Showcase and ePortfolio Review. Our representative interviewed students for potential internships with WXII. She also provided the students with feedback about their interviews and portfolios.	1	Executive Producer
5	2/28/2018	Participation in Job Fairs	WXII participated in the UNC-Greensboro Career Fair on February 28, 2018.	1	Business Manager

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6	3/16/2018	Participation in events or programs sponsored by educational institutions	WXII News Director spoke at the NABJ Short Course Program on 3/16/18. She spoke to a group of 30 students The topic was: "Preparing a New Generation of Leaders." She spoke on reinforcing the skill-set journalists must have in the 21st century. 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 Multimedia Journalists and understanding what it is like to work in today's broadcast and digital newsrooms.	1	News Director
7	3/27/2018	Participation in events or programs sponsored by educational institutions	WXII's General Manager spoke to two sections of a Management class at the Communications School at Appalachian State University. The topic of discussion centered upon managing employees, leadership, hiring and management policies.	1	General Manager
8	7/28/2018	Establishment of an intern program designed to assist members of the community	WXII hosted 3 interns over the course of this reporting period. The interns were from the following universities: University of North Carolina-Chapel Hill, North Carolina A&T University, and Wake Forest University.	3	News Director Asst. News Director Executive Producer