

WCNC-TV
EEO PUBLIC FILE REPORT
July 21, 2022 - July 20, 2023

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
Assignment Editor -09808	5-8, 10-11, 14-15, 17-20, 22, 26-31, 33, 39-40, 42-44, 46, 48, 50-53	42
Assistant News Director-12576	2-11, 13-31, 33-34, 38-46, 48-53	5
Senior Broadcast Engineer-12691	2-22, 24-31, 33-34, 36, 38-44, 46-53	42
Account Manager-12986	2-17, 19-22, 24-31, 33-42, 44, 46-53	42
Account Manager-12986	2-17, 19-22, 24-31, 33-42, 44, 46-53	37
Account Executive-12998	2-11, 13-17, 19-22, 24, 26-31, 33-34, 38-42, 44, 46-53	42
Photographer/Editor-13239	2-11, 13-22, 24-31, 33-34, 37-42, 44, 46, 48-53	42
Producer-13238	2-11, 13-17, 19-22, 24-31, 33-34, 38-42, 44, 46, 48-53	42
Anchor/MSJ-13519	2-11, 13-17, 19-22, 24-31, 33-34, 38-42, 44, 46, 48-53	42
Marketing Producer - 013533	5, 18, 42	18
Producer - 13606	2-5, 7-11, 13-17, 19-31, 33-34, 38-42, 44, 46, 48-53	23
Producer - 13606	2-5, 7-11, 13-17, 19-31, 33-34, 38-42, 44, 46, 48-53	42
Account Executive - 13651	2-5, 7-11, 13-17, 19-34, 38-44, 46, 48-53	42
Secondary Anchor/MSJ - 13679	2-5, 7-11, 13-17, 19-22, 24-34, 38-42, 44, 46, 48-53	42
Account Executive - 13919	2-5, 7-11, 13-17, 19-34, 38-42, 44, 46, 48-53	23
Editor/Photographer - 13945	2-5, 7-11, 13-34, 38-42, 44, 46, 48-53	18
Dir of Marketing - 14106	1-5, 7-11, 13-19, 21-34, 37-42, 44, 46, 48-53	23
Videographer/Editor - 14108	2-5, 7-11, 13-17, 19, 21-34, 38-42, 44, 46, 48-53	42
Producer - 14258	2-5, 7-11, 13-17, 19-22, 24-34, 38-42, 44, 46, 48-53	42
Photojournalist (2) - 14391	2-5, 7-9, 11, 13-22, 24-34, 38-42, 44, 46, 48-53	42

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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	Agency Referral	N	1
2	Allen University 1530 Harden St. Columbia, South Carolina 29204 Phone : 803-376-5758 Email : humanresources@allenuniversity.edu Andrea Herrin	N	0
3	Benedict College 1600 Harden Street Columbia, South Carolina 29204 Phone : 336-517-2304 Email : tlipscomb@bennett.edu Tom Lloyd	N	0
4	Bennett College 900 E. Washington Street Greensboro, North Carolina 27401 Phone : 336-517-2100 Email : yjohnson@bennett.edu Yolande Johnaon	N	0
5	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	3
6	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704.395.9272 Email : info@csbradiotv.edu Career Svcs Ctr. Career Services	N	0
7	Catawba College 2300 W Innes St. Salisbury, North Carolina 28144 Phone : 704-637-4187 Email : mfrederi20@catawba.edu Michael Frederick	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
8	Charlotte Area Association of Black Journalists NABJ local chapter P.O. Box 32383 Charlotte , North Carolina 28232 Phone : 704-246-3070 Email : kevin.r.hyrams@siderealbranding.com Kevin Hyrams	N	0
9	Claflin University 400 Magnolia Street Orangeburg, South Carolina 29115 Phone : 803-535-5517 Email : mmathis@claflin.edu Melissa Mathis	N	0
10	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
11	Connecticut School of Broadcasting 800 Clanton Road Suite U Charlotte, North Carolina 28217 Phone : 704-529-8146 Url : http://www.gocsb.com Email : jcasson.corporate@gmail.com John Casson	N	0
12	Denmark Technical College 1126 Solomon Blatt Blvd Denmark, South Carolina Phone : 803-793-5229 Email : bingt@denmarktech.edu kimberly Bing	N	0
13	Elizabeth City State University 1704 Weeksville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3874 Email : tfbrumsey@ecsu.edu Tanisha Brumsey	N	0

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14	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336.278.2000 Email : ntonkins@elon.edu Nagatha Tonkins	N	0
15	Emma L Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, New York 10019 Phone : 212-664-3773 Url : http://www.emmabowdenfoundation.com Email : Everette.Harrison@nbcuni.com Everette Harrison	N	0
16	Fayetteville State University 1200 Murchison Road Fayetteville, North Carolina 28301 Phone : 910-672-1205 Email : cgmcgill@uncfsu.edu Connie McGill	N	0
17	Gaston College 201 US-321 Dallas, North Carolina 28034 Phone : 704-922-2256 Email : jurs.lisa@gaston.edu Dr. Lisa Albright-Jurs	N	0
18	Indeed.com	N	9
19	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
20	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28216 Phone : 704-378-1041 Email : career_services@jcsu.edu Fax : 1-704-378-1294 Tiffaie Turner-Henderson	N	0

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21	Lenoir-Rhyne University 625 7th Ave NE Hickory, North Carolina 28601 Phone : 828-328-7392 Email : kelli.barnette@lr.edu Kelli Barnette	N	0
22	Limestone University 1115 College Drive Gaffney, South Carolina 29340 Phone : 864-488-4557 Email : lbartholomew@limestone.edu Lindsay Bartholomew	N	0
23	Linked In	N	10
24	Livingstone College 701 W. Monroe St. Salisbury, North Carolina 28144 Phone : 704-216-6222 Email : bmittchell@livingstone.edu Brenda Mitchell	N	0
25	Morris College 100 W. College Street Sumter, South Carolina 29150 Phone : 803-934-3191 Fax : 1-803-773-3687 Director Career Services	N	0
26	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
27	Nat'l Assoc of Press Photographers 120 Hooper Street, Ste 306 Athens, Georgia 30602-3018 Phone : 919-237-1782 Url : http://www.nppa.org Email : tkenniff@nppa.org Thomas Kenniff	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
28	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
29	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
30	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.nlga.org Email : info@nlga.org Bach Polakowski	N	0
31	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
32	NC State Raleigh Raleigh, North Carolina 27695 Phone : 919-513-6423 Email : mrcharbo@ncsu.edu Mike Charbonneau	N	0
33	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	0

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34	North Carolina Central University 1801 Fayetteville St. Durham, North Carolina 27707 Phone : 919-530-6803 Email : fcaseyhicks@ncu.edu Felecia Casey-Hicks	N	0
35	North Carolina Central University School of Law 640 Nelson St. Durham, North Carolina 27707 Phone : 919-530-7701 Email : lawcareerservices@ncu.edu Gregory Raymond	N	0
36	Saint Augustine's College 1315 Oakwood Ave Raleigh, North Carolina 27610 Phone : 919-516-4000 Email : careerservices@st-aug.edu Career Services	N	0
37	Self Referral	N	4
38	Shaw University 118 E South Street Raleigh, North Carolina 27601 Phone : 919-546-8200 Email : Morgan.ray@shawu.edu Morgan Ray	N	0
39	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
40	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

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41	South Carolina State University 300 College Street NE Orangeburg, South Carolina 29117 Phone : 803-536-8577 Email : jthoma21@scsu.edu Joseph Thomas	N	0
42	TEGNA Inc. 8350 Broad Street Suite 2000 Tysons, Virginia 22102 Phone : 7038736600 Jody Gerwe Manual Posting	N	65
43	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	0
44	University of NC--Chapel Hill 284 Carroll Hall Campus Box 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-2197 Email : catuggle@unc.edu A Tuggle	N	0
45	University of North Carolina Charlotte 9201 University City Blvd Charlotte, North Carolina 28223 Phone : 704-687-0785 Email : jay.skipworth@uncc.edu Jay Skipworth	N	0
46	University of North Carolina Pembroke 1 University Drive Pembroke, North Carolina 28372 Phone : 910-521-6534 Email : joanneb.mcmillan@uncp.edu Joanne B. McMillan	N	0

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47	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 : erobinso@mailbox.sc.edu Eric Robinson	N	0
48	Veteran's Affairs 8601 University East Drive Charlotte, North Carolina 28213 Phone : 704-762-6149 Email : quentin.sanders@va.gov Quentin Sanders	N	0
49	Voorhees College 481 Porter Road Denmark, South Carolina 29042 Phone : 803-780-1034 Email : cmclain@voorhees.edu Camron McClain	N	0
50	Wake Forest University 1834 Wake Forest Rd Winston-Salem, North Carolina 27109 Email : careers@wfu.edu Career Center Career Center	N	0
51	Winston Salem University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Phone : 336-750-3240 Email : careersvcs@wssu.edu Letitia Wall	N	0
52	Winthrop University 701 Oakland Avenue Rock Hill, South Carolina 29730 Phone : 803-323-2141 x6070 Ms. Tiffany Alexander Manual Posting	N	0

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53	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			92

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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	9/12/2022	Establishment of training programs for station personnel	The marketing director participated in a training opportunity to observe the day-in-the life of a General Manager and gain exposure to other critical functional areas outside of the area they currently work in. This was done to further train internal department heads for advanced training.	1	Marketing Director
2	9/15/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Executive Producer spoke to a class of Advanced Broadcast Production students at Gaston College. He shared with them about various positions in the industry and which roles are most coveted (producers). He distributed the link to WCNC's Pathway material so the students could explore at their own pace the jobs that might dovetail with their interests. He also made sure they have links to current job openings at WCNC, TSC, WLTX and WFMY.	1	Executive Producer
3	9/22/2022	Provision of training to management	The GM/President was a trainer for a group of content leaders from broadcasting groups across the country. The group discussed leadership, time management, ethical decision-making, collaboration, and more. The GM also educated and informed them about the field of journalism and potential employment opportunities.	1	GM/President
4	9/23/2022	Establishment of training programs for station personnel	Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems. In September, TEGNA launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.	119	All Station Staff
5	10/17/2022	Establishment of training programs for station personnel	Essential Executive Leadership Program (ELP) is a deep dive into leadership development for senior leaders/department heads to grow their careers within TEGNA.	2	Marketing Director Director of Sales

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6	11/28/2022	Establishment of training programs for station personnel	TEGNA rolled out the final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help you recognize risks and increase your understanding of the ever-changing threat landscape. Keeping our systems safe requires constant vigilance. This is mandatory training for all employees.	119	All Station Staff
7	1/18/2023	Establishment of training programs for station personnel	Active Shooter Training led by Officer Frisk from CMPD to teach employees how to react during active shooter incidents. Provided guidance for leadership on how to respond and protect employees.	90	All Station Staff
8	2/24/2023	Establishment of training programs for station personnel	Executive producer completed Pilot-in-Command training to become a drone pilot. Training focused on how to operate the drone to capture imagery and video to assist with news stories.	1	Executive Producer
9	3/6/2023	Establishment of training programs for station personnel	The Secure TEGNA quarterly training module for 2023 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	119	All Station Staff
10	3/22/2023	Provision of training to personnel of unaffiliated non-profit organizations	The Kneeland Project is a non-profit that is for responsible journalism that consists of a group of trainers who are content leaders from broadcasting groups across the country. The purpose of the group is to discuss leadership, time management, ethical decision-making, collaboration and more across the broadcast industry. This group meets one to two times per year.	1	GM/President

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11	4/18/2023	Establishment of training programs for station personnel	TENGA's Leadership Development Program is an incremental learning series consisting of both virtual and classroom sessions including targeted content appropriate for the relevant leadership audience. All content is directly aligned to provide development for each of TEGNA's Critical Leadership Skills.	1	News Director
12	6/5/2023	Establishment of an intern program designed to assist members of the community	Internships - WCNC-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, WCNC hired and trained three intern(s) for three-month assignments.	3	Intern Intern Intern
13	6/13/2023	Establishment of training programs for station personnel	Leadership in Action is a leadership development program that is based on TEGNA's Critical Leadership Skills. This is a six-month leadership development program that is organized around four main leadership themes, including: Leadership Self Awareness, Leading Individuals for High Performance, Leading Teams for Results, and Leading Strategically for Innovation and Change. The TEGNA Critical Leadership Skills cut across these four areas and will be reinforced throughout the program.	1	Major Accounts Manager

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14	6/26/2023	Establishment of training programs for station personnel	<p>This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on -the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.</p>	2	<p>Producer in Residence Producer in Residence</p>