

EEO Public File Report

Station: **WNCT -TV, Greenville, North Carolina**
 Period Covered by Report: **August 01, 2008 through July 31, 2009**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy.	Number Interviewed	Number Hired	Recruitment Source for Candidate Hired*
1	Local Sales Manager	2/20/2008	8/11/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (<i>Spots N Dots</i>)	4	1	WNCT Employee
2	Anchor, Weather, WKND, PM	6/6/2008	8/25/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	4	1	Media General Website
3	Anchor, Sports, Weekend	6/2/2008	10/6/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	5	1	Talent Dynamics
4	Director	7/21/2008	00/06/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	6	1	WNCT Website
5	Anchor, WKND	2/14/2008	11/3/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	4	1	TV Jobs.com
6	Accountant	9/4/2008	11/3/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (<i>Daily Reflector; Kingston Free Press; New Bern Sun Journal; Jacksonville Daily News</i>)	5	1	The Daily Reflector
7	Account Executive	9/10/2008	11/17/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	4	1	WNCT Website
8	Account Executive	10/2/2008	11/17/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	4	1	The Daily Reflector
9	Production Tech I	9/25/2008	12/15/2008	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	5	1	WNCT Employee
10	Account Executive	1/2/2009	1/12/2009	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	3	1	WNCT Employee
11	Account Executive	11/21/2008	2/9/2009	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	3	1	Media General Website
12	Local Sales Manager	1/26/2009	7/13/2009	Recruitment Source List Contacted for Each Full-time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (<i>Spots N Dots</i>)	5	1	WNCT Website

* All sources on the attached list were contacted for each listed position.

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Recruitment Sources Contacted for Each Full-Time Vacancy

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Employment Security Commission of NC 3101 Bismark St., Greenville, NC 27834	Donna Cannon 252-355-9067	4	Y
2	UNC-G Dept of Broadcasting PO Box 26170, Greensboro, NC 27402	Frank Donaldson 336-334-4146		Y
3	Pitt Community College P.O. Box 7007, Greenville, NC 27837	Angela Jones 252-321-4534		N
4	East Carolina University - Cooperative Education Suite 2300 Bate Bldg., ECU, Greenville, NC 27858	Jessica Hilliard 252-328-6979	1	N
5	Beaufort Community College PO Box 1069, Washington, NC 27889	Norma Crutchfield 252-940-6350		N
6	Craven Community College 800 College St., New Bern, NC 28562	Human Resources 252-638-7225		N
7	Lenoir Community College PO Box 188, Kinston, NC 28502	Human Resources 252-527-0948		N
8	College of Journalism/Communications University of Georgia, Athens, GA 30602	D. Baker 706-542-2006		N
9	MediaLine PO Box 51909, Pacific Grove, CA 93950	Mark Shilstone 800-237-8073 Medialine@medialine.com	1	N
10	NATAS Nashville/Midsouth 161 Rains Ave., Nashville, TN 37203	Geneva Brignolo 615-259-0040		N
11	NCAB Job Bank Box 627, Raleigh, NC 27602	Wendy Beavers 919-821-7300	1	N
12	Norfolk State University 2401 Corprew Ave., Norfolk, VA 23504	Benjamin Ellis 757-823-8462		Y
13	Nash Community College PO Box 7488, Rocky Mount, NC 27804	Susan Barkalow 252-443-4011		N

14	Wake Technical Community College 9101 Fayetteville Road, Raleigh, NC 27603	Sarah Boswell 919-773-9103		N
15	Wayne Community College PO Box 8002, Goldsboro, NC 27433	Human Resources 919-735-5151		N
16	Wilson Technical Community College PO Box 4305, Wilson, NC 27893	Human Resources 336-334-4146		N
17	James Sprunt Community College PO Box 398, Kenansville, NC 28349	Latasha Moore 910-296-2400		N
18	Media General Website 333 Franklin Street, Richmond, VA 23293	www.mediageneral.com	8	N
19	WNCT Website 3221 S Evans Street, Greenville, NC 27834	Angie Carter 252-355-8507 wnct.com	7	N
20	WNCT Employee 3221 South Evans St., Greenville, NC 27834	Angie Carter 252-355-8500	5	N
21	Cape Fear Community College 411 N. Front St., Wilmington, NC 28401	Human Resources 910-362-7191		N
22	Carteret Community College 3505 Arendell St., Morehead City, NC 28557	Human Resources 252-222-6000		N
23	CBS Newspath on Campus 524 W. 57th St., New York, NY 10019	Matthew Margo 212-554-0060		N
24	Coastal Carolina Community College 444 Western Blvd., Jacksonville, NC 28546	Jeff Nardo 910-455-1221		N
25	East Carolina University-Communications Broadcast Dept Joyner East 103, Greenville, NC 27858	Teresa Bullock 252-328-4227		N
26	East Carolina University-Career Services 701 East 5th St., Greenville, NC 27858	Brian Newton 252-328-6873		N
27	Elizabeth City State University Campus Box 804, Elizabeth City, NC 27909	Brutus Jackson 252-335-3287		N
28	Fayetteville State University Room 241, Butler Building, Fayetteville, NC 28301	Kevin Coaxum 910-486-1111		N
29	Martin Community College 1161 Kehukee Park Rd, Williamston, NC 27892	Human Resources 252-792-1521		N
30	NC AT&T State University Room 1, Murphy Hall, Greensboro, NC 27411	Leon Warren 336-334-7755		N

31	Pamlico Community College PO Box 185, Orinetal, NC 28529	Human Resources 252-249-1851		N
32	Sampson Community College PO Drawer 318, Clinton, NC 28329	Human Resources 910-596-0406		N
33	Shaw University 118 E. South St., Raleigh, NC 27611	Mac Sowell 919-546-8280		N
34	Syracuse University 215 University Place, Room 20, Syracuse, NY 13244	Bridget Lichtinger 252-328-6979		N
35	Telecommunications/WNCP-TV PO Box 1510, Pembroke, NC 27372	Sally Ann Clark 910-522-0070		N
36	NAACP 800 West 5th St., Greenville, NC 27858	Calvin Henderson 252-758-7645		N
37	WNCT-TV On-Air Ad 3221 South Evans St., Greenville, NC 27834	A Carter/J Hinson 252-355-8500		N
38	Industry Referral/Agents		6	N
39	WNCT Job Board 3221 S Evans Street Greenville, NC 27834	A Carter 252-355-8507		N
40	Careerbuilders.com 5550-A Peachtree Parkway, Atlanta GA 30092	866-438-1485	1	
41	TVJobs.com P. O. Box 4116, Oceanside, CA 92052	Dan Rohn drohn@tvjobs.com	7	N
42	Talent Dynamics 8828 Stemmons, Suite 510, Dallas, TX 75247	talentdynamics.com 214-630-9590	3	N

No.	Recruitment Source Contaced for Specific Vacancies	Contact	Total Interviewed	Entitled to Notification
43	Spots N Dots (For: Local Sales Manager) 600 West Peachtree St, Atlanta, GA 30308	Classified 888-884-2630		
44	The Daily Reflector (For: Accountant) 1500 Sugg Parkway, Greenville, NC 27834	Display Ad Coordinator 252-329-9523	7	N
45	Kinston Free Press (For: Accountant) 2103 N. Queen St., Kinston, NC 28501	Display Ad Coordinator 252-527-3191		N
46	New Bern Sun Journal (For: Accountant) 3200 Willons Blvd., New Bern, NC 28562	Display Ad Coordinator 252-527-3191	1	N
47	Jacksonville Daily News (For: Accountant) 724 Bell Fork Rd., Jacksonville, NC 28540	Display Ad Coordinator 252-527-3191		N

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Supplemental Recruitment Initiatives

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	August-July	Intern Program	Expose college students majoring in Broadcasting careers to workplace experience	Allow student to work under direction of current employee in order for student to receive credit hours.	News Director, HR Coordinator
2	August-June	Shadowing Program	Expose local High school student to Carers in Broadcasting.	Students are allowed to come and shadow current employees in order to experience different career choices.	HR Coordinator and Department Heads
3	May-09	Career Day	Edgcombe Community	Career Day. Able to meet and talk with over 100 students about career opportunities with WNCT and Media General.	HR Coordinator and Department Heads