

EEO PUBLIC FILE REPORT

FOR

**NORTH CAROLINA BROADCASTING
PARTNERS**

STATION WCCB-TV

CHARLOTTE, NORTH CAROLINA

**This EEO Public File Report
Covers the
One Year Period
August 1, 2019
Through July 31, 2020**

This EEO Public File Report is filed in Station **WCCB-TV's** public inspection file pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period from **August 1, 2019 - July 31, 2020**, the station filled the following full time vacancies:

Account Executive
Business Manager
Creative Service Producer
Edge/Late Night Show Producer
Morning Show Producer
Newscast Producer

The station interviewed a total of 27 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Employee Referral	2
Indeed.com	1
Internal Job Posting	4
Spots n Dots	2
TVJobs.com	2
WCCB Website	16

EXHIBIT A

EEO INFORMATION FOR FULL-TIME VACANCIES

WCCB-TV

Job Title of Vacancy: Newscast Producer

Date Vacancy Opened: 9/25/2019

Date Vacancy Filled: 12/18/2019

Recruitment Source That Referred the Hire: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 10

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification? Y/N
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey	matthewcaporale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	2	N
Gethsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Handshake .com					N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office job posting	BAHAKEL, WAKA,WFXB,WBBJ,WOLO				N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Carol Dudley	202-806-5806		N
Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800		N
Meck-County Womens Comm	700 N. Tryon Street, Chlte., NC 28202	Hal R. Marshall S.Ct	704-336-6094		N
Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		704-567-1000		N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	medialine@medialine.com	800-237-8073		N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457		N
National Alliance of State Broadcasters	NASBA	www.nasbaonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabi@nabi.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg, 529 14th. St. SW DC 20045-2001	nahj@nahj.org	202-662-7145/f. 662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Cter Dr., Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F		N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU	Bret Chambers	919-530-5046		N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas				N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681		N
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	bille@michaelsmedia.com				N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590		N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867		N
TV Jobs	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com		N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211		N
UNCC	150 Atkins Bldg.9201 Univer. City blvd. 28262	Caitlin Hearn	704-687-2683		N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022		N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N
USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280		N
Word of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800		N
WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv		704-372-1800	8	N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center			N

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 10/29/2019

Date Vacancy Filled: 12/19/2019

Recruitment Source That Referred the Hire: Spots n Dots

Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification? Y/N
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey	matthewcaporale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800		N
Gethsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Handshake .com					N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office job posting	BAHAKEL, WAKA,WFXB,WBBJ,WOLO				N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Carol Dudley	202-806-5806		N
Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800		N
Meck-County Womens Comm	700 N. Tryon Street, Chlte., NC 28202	Hal R. Marshall S.Ct	704-336-6094		N
Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		704-567-1000		N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	medialine@medialine.com	800-237-8073		N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457		N
National Alliance of State Broadcasters	NASBA	www.nasbaonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabi@nabi.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg, 529 14th. St. SW DC 20045-2001	nahj@nahj.org	202-662-7145/f. 662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Cter Dr., Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F		N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU	Bret Chambers	919-530-5046		N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas				N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681		N
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630	2	N
Talent Collective	bille@michaelsmedia.com				N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590		N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867		N
TV Jobs	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com		N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211		N
UNCC	150 Atkins Bldg.9201 Univer. City blvd. 28262	Caitlin Hearn	704-687-2683		N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022		N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N
USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280		N
Word of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800		N
WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv		704-372-1800		N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center			N

Job Title of Vacancy: Business Manager

Date Vacancy Opened: 11/15/2019

Date Vacancy Filled: 1/19/2020

Recruitment Source That Referred the Hire: WCCB Website

Total Number of Persons Interviewed for the Vacancy: 4

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification? Y/N
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey	matthewcaporale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686,Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009,Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800		N
Gethsemane AME Zion C	531 Campus St.,Charlotte, NC 28216	Dr. Baker	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Handshake .com					N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office job posting	BAHAKEL, WAKA,WFXB,WBBJ,WOLO				N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Carol Dudley	202-806-5806		N
Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800		N
Meck-County Womens Comm	700 N. Tryon Street, Chlte., NC 28202	Hal R. Marshall S.Ct	704-336-6094		N
Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		704-567-1000		N
Medialine.com	PO Box 51909,Pacific Grove CA 93950	medialine@medialine.com	800-237-8073		N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457		N
National Alliance of State Broadcasters	NASBA	www.nasbaonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.org	202-662-7145/f.662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Cter Dr.,Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F		N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU	Bret Chambers	919-530-5046		N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas				N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681		N
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	bille@michaelsmedia.com				N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590		N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867		N
TV Jobs	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com	2	N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211		N
UNCC	150 Atkins Blq.9201 Univer. City blvd. 28262	Caitlin Hearn	704-687-2683		N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022		N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N
USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280		N
Word of Mouth-Friend	One Television Pl. Charlotte, NC		704-372-1800		N
WCCB-TV Charlotte Website	Internet www.wccbcharlotte.tv		704-372-1800	2	N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center			N

Job Title of Vacancy: Morning Show Producer

Date Vacancy Opened: 1/6/2020

Date Vacancy Filled: 1/24/2020

Recruitment Source That Referred the Hire: WCCB Website

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification? Y/N
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey	matthewcaporale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800		N
Gethsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Handshake .com					N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	2	N
Intra-Office job posting	BAHAKEL, WAKA, WFXB, WBBJ, WOLO				N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Carol Dudley	202-806-5806		N
Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800		N
Meck-County Womens Comm	700 N. Tryon Street, Chlte., NC 28202	Hal R. Marshall S.Ct	704-336-6094		N
Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		704-567-1000		N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	medialine@medialine.com	800-237-8073		N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457		N
National Alliance of State Broadcasters	NASBA	www.nasbaonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.org	202-662-7145/f.662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Cter Dr., Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F		N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU	Bret Chambers	919-530-5046		N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas				N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681		N
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	bille@michaelsmedia.com				N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590		N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867		N
TV Jobs.com	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com		N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211		N
UNCC	150 Atkins Bldg. 9201 Univer. City Blvd. 28262	Caitlin Hearn	704-687-2683		N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022		N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N
USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280		N
Word of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800		N
WCCB-TV Charlotte Website	Internet www.wccbcharlotte.tv		704-372-1800	1	N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center			N
Indeed.com	Indeed.com				N

Job Title of Vacancy: Creative Service Producer

Date Vacancy Opened: 7/19/2019

Date Vacancy Filled: 12/2/2019

Recruitment Source That Referred the Hire: WCCB Website

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification? Y/N
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey	matthewcaporale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686,Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009,Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800		N
Gethsemane AME Zion C	531 Campus St.,Charlotte, NC 28216	Dr. Baker	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Handshake .com					N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office job posting	BAHAKEL, WAKA,WFXB,WBBJ,WOLO				N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Carol Dudley	202-806-5806		N
Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800		N
Meck-County Womens Comm	700 N. Tryon Street, Chlte., NC 28202	Hal R. Marshall S.Ct	704-336-6094		N
Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		704-567-1000		N
Medialine.com	PO Box 51909,Pacific Grove CA 93950	medialine@medialine.com	800-237-8073		N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457		N
National Alliance of State Broadcasters	NASBA	www.nasbaonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.org	202-662-7145/f.662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Cter Dr.,Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F		N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU	Bret Chambers	919-530-5046		N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas				N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681		N
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	bille@michaelsmedia.com				N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590		N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867		N
TV Jobs	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com		N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211		N
UNCC	150 Atkins Blq.9201 Univer. City blvd. 28262	Caitlin Hearn	704-687-2683		N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022		N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N
USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280		N
Word of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800		N
WCCB-TV Charlotte Website	Internet www.wccbcharlotte.tv		704-372-1800	2	N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center			N
Indeed.com	Indeed.com	Indeed.com		1	N

EXHIBIT B

OUTREACH INITIATIVES

OUTREACH INITIATIVES

Station WCCB has engaged in the following outreach initiatives during the year covered by this report

Type of Initiative	Brief Description
#5 WCCB Charlotte the CW Internship Program, August 1, 2019 thru July 31, 2020	WCCB-TV had 1 intern from York Technical College between August 1, 2019 through July 31, 2020 learning the day to day activities of a TV station, they helped with clerical task on the assignment desk, they shadowed anchors on assignment, etc.
#8 Unleashing Your Broadcast and Digital Sales Success September 10 th . 2019.	WCCB Sales and Marketing department participated in the teleconference call, regarding Broadcast and Digital Sales.

For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.