

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, 2022
Through July 31, 2023**

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, 2022 - July 31, 2023** the station filled the following full-time vacancies:

Master Control
Director -Production
Sports Anchor/Reporter
Morning Anchor/Reporter
Assistant News Director
Evening Anchor/Reporter
Digital Sales Specialist
Traffic Coordinator
Photographer
Creative Service Producer
General Sales Manager

The station interviewed a total of 52 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	7
Indeed.com	8
Internal Job Posting	1
Linkedin	6
Monster.com	1
Recruitment Grp. (Intersect)	4
TV Jobs.com	17
WCCB Website	6
Word of Mouth	2

EXHIBIT A

EEO INFORMATION FOR FULL-TIME VACANCIES

WCCB-TV

Job Title of Vacancy: Master Control

Date Vacancy Opened: 2/27/2023

Date Vacancy Filled: 4/17/2023

**Recruitment Source That
Referred the Hiree: 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@aac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte 28214	csbnc@bellsouth.net	704-396-9272		N
Charlotte-Mecklenburg Urban League	PO Box 34686 Charlotte, NC 28234	S. Funderburke	704-373-2256		N
CPEC	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
Gettsenane 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 Perm State and Arizona State					N
Indeed	indeed.com				1
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Margin	704-372-1800		N
Infra-Office job posting	BAHAKEL, WAKA,WFXB,WBFL,WOLO	Carol Dudley	202-806-5806		N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash, DC	Dir. Placement Ctr.	704-378-1000		N
Johnson C. Smith University	100 Beatties Ford Rd, Chle., NC 28216	Annie Cordell	704-373-1800		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205		704-336-6094		N
Meck-County Womens Comm	700 N. Tryon Street, Chle., NC 28202	Hal R. Marshall S. Ct	704-567-1000		N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205	medialine@medialine.com	800-237-8073		N
Medialine.com	PO Box 571909 Pacific Grove CA 93950	Ms. Colette Forrest	704-333-6457		N
NAACP	PO Box 16956, Charlotte, NC 28297	www.naacplive.net			N
National Alliance of State Broadcasters	NASBA	reb@nash.org	301-405-0248		N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	info@nabj.org	202-682-7145/f 682-7144		N
National Assoc. of Hispanic Journalist	1000 Nat'l Press Bldg, 529 14th. St. SW, DC 20045-2001	info@nhaa.com	605-677-3282 / 866-894-4264		N
Native American Journalist Assoc.	655 Dakota St. At Neuman Media Ctr. Vermillion SD 57069	Hurtis McDowell	704-531-5034/f 66-2856 F		N
NC Employment Security Com	5601 Executive Ctr Dr. Charlotte, 28212	Placement Ctr.	www.careerpage.org		N
NCCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Bret Chambers	919-530-5046		N
NCCU Assn. Black Journalist	bjchambers@NCCU.EDU				N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas				N
Spill Productions	Sportsastingjobs.com	Dave Benz	305-467-4681		N
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-894-2830		N
Talent Collective	billie@michaelsmedia.com	Bill Kadmis	214-630-9590		N
Talent Dynamics	600 E. Colinas Blvd, Irving TX 75039	blackjournalist@aol.com	312-408-1881 f. 408-1867		N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	Mark Holloway	www.tvjobs.com		N
TV Jobs	Internet.www.tvjobs.com	Dir. Placement Ctr.	919-962-2211		N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Caitlin Hearn	704-687-2683		N
UNCC	150 Atkins Bldg 9201 Univer. City Blvd, 28202	Joe Dennis.	706-542-5022		N
University of Georgia	Grady Sch. Of Journalism/Mass Comm		305-294-8186		N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	Dir. Placement Ctr.	910-521-6000		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372		803-777-7280		N
USC (University of South Carolina)	career@usc.edu	usc.careerlink	704-372-1800		N
Word of Mouth-Phone	One Television Pl, Charlotte, NC		704-372-1800		N
WCCB-TV Charlotte website	Internet. www.wccbcharlotte.tv				2
Winthrop University	112 McClaurin, Rock Hill, SC 29733	Career Center			N

Job Title of Vacancy: Director-Production
Date Vacancy Opened: 8/2022
Date Vacancy Filled: 7/2023

Recruitment Source That
Referred the Hire: Indeed.com
Total Number of Persons
Interviewed for the
Vacancy: 5

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?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran, CA 94102	Job Placement	415-346-2061/ 346-6343	N	N
Belmont Abbey	matthewcagorale@bbc.edu			N	N
Career PAGE	www.careerpage.org			N	N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte 28214	csbnc@belsouth.net	704-395-9272	N	N
Chal-Wachlenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funderburke	704-373-2256	N	N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722	N	N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	1	N
Geisermane AME Zion C	531 Campus St, Charlotte, NC 28216	Dr. Baker	704-375-3900	N	N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163	N	N
Handshake .com Penn State and Arizona State				N	N
Indeed	Indeed .com			4	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	N	N
Intra-Office job posting	BAHAKEL, WAKA, WF, XB, WBBJ, WOLO	Carol Dudley	202-806-5806	N	N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Dir. Placement Ctr.	704-378-1000	N	N
Johnson C. Smith University	100 Beatties Ford Rd, Chle., NC 28216	Annie Cordell	704-373-1800	N	N
Mail n Resumes	1 Television Place, Charlotte, NC 28205	Hal R. Marshall S.Ct	704-336-6094	N	N
Meck-County Womens Comm	700 N. Tryon Street, Chle., NC 28202		704-567-1000	N	N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205	medialine@medialine.com	800-237-8073	N	N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	Ms. Colette Forrest	704-333-6457	N	N
NAACP	PO Box 16956, Charlotte, NC 28297	www.naacp.org		N	N
National Alliance of State Broadcasters	NASBA			N	N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	nabj@nabj.org	301-405-0248	N	N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg, 529 14th. St. SW, DC 20045-2001	nahj@nahj.org	202-662-7145/ 662-7144	N	N
Native American Journalist Assoc	555 Dakota St. At Neunath Media Ctr. Vermillion SD 57069	info@naja.com	605-677-8282 / 866-694-4284	N	N
NC Employment Security Com	5601 Executive Cier Dr, Charlotte, 28212	Hurtis McDowell	704-531-5034/ 566-2856 F	N	N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org	N	N
NCCU Assn. Black Journalist	bobanthony@NCCU.EDU	Bret Chambers	919-530-5046	N	N
RTNDAC	Radio & TV Assn. of Carolinas			N	N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681	N	N
Spots n Dots	seliv@aol.com	607-729-7331 fax	888-884-2630	N	N
Talent Collective	blle@nichelsmedia.com	Bill Kadmis	214-630-9590	N	N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	blackjournalis@aol.com	312-408-1881 f, 408-1867	N	N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	Mark Holloway	www.tlvjobs.com	N	N
TV Jobs	Internet www.tlvjobs.com	Dir. Placement Ctr.	919-962-2211	N	N
UNC School of Journalism	Campus Box 3365 Chapel Hill, NC 27599	Joe Dennis	704-687-2683	N	N
UNCC	150 Atkins Bldg 9201 Univer. City Blvd. 28262	Dir. Placement Ctr.	706-542-9022	N	N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	lherrera@miami.edu	305-284-8186	N	N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	Dir. Placement Ctr.	910-521-6000	N	N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	career@sc.edu	803-777-7280	N	N
USC (University of South Carolina)	career@sc.edu	usc career link	704-372-1800	N	N
Word of Mouth-Phone	One Television Pl, Charlotte, NC			N	N
WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv			N	N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center	704-372-1800	N	N
LinkedIn	linkedin.com	linkedin.jobs		N	N

Job Title of Vacancy: Sports Anchor/ Reporter

Date Vacancy Opened: 8/1/2022

Date Vacancy Filled: 8/22/2022

Recruitment Source That
Referred the Hire: TV Jobs
Total Number of Persons
Interviewed for the
Vacancy: 5

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian American Journalist Association	1182 Market St, Suite 320, San Fran, CA 94102	Job Placement	415-346-2051/f 346-6343	N	N
Belmont Abbey	mathewcapodale@pac.edu			N	N
Career PAGE	www.careerpage.org			N	N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte 28214	csbnc@bellsouth.net	704-395-9272	N	N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funeburke	704-373-2256	N	N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722	N	N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	1	N
Getsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900	N	N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163	N	N
Handshake .com Penn State and Arizona State				N	N
Indeed	indeed.com				N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office job posting	BAHAKEI, WAKA, WFXB, WBFL, WOLO	Carol Dudley			N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash, DC	Dir. Placement Ctr.	202-806-5806		N
Johnson C. Smith University	100 Beattles Ford Rd, Chlie., NC 28216	Annie Cordell	704-378-1000		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205		704-373-1800		N
Meck-Couny Womens Comm	700 N. Tryon Street, Chlie., NC 28202	Hal R. Marshal 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.nasbonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD		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. At Neunhein Media Ctr. Vermillion SD 57069	info@naja.com	605-677-9282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Ctr Dr, Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F		N
NCCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602		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	seativ@aol.com	607-728-7331 fax	888-884-2830		N
Talent Collective	blle@michaelsmedia.com	Bill Kadmis	214-630-9590		N
Target Dynamics	600 E. Colinas Blvd, Irving TX 75039	blackjournalists@aol.com	312-408-1881 f, 408-1867		N
TV Jobs	228 S. Wadash Ave., Suite 210 Chicago 60604	Mark Holoway	www.tvjobs.com	3	N
UNC School of Journalism	Internet.www.tvjobs.com	Dir. Placement Ctr.	919-962-2211		N
UNCC	Campus Box 3365, Chapel Hill, NC 27599	Caitlin Hearn	704-687-2683		N
University of Georgia	150 Atkins Bldg 9201 Univer City Blvd 28262		706-542-5022		N
University of Miami Sch. Of Communications	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	305-284-8186		N
University of Pembroke	5100 Brunson Dr. Coral Gables, FL 33146	lherrera@miami.edu	910-521-6000		N
USC (University of South Carolina)	PO Box 1510, Pembroke NC 28372	Dir. Placement Ctr.	803-777-7280		N
Word of Mouth-Phone	career@usc.edu	usc career link	704-372-1800		N
WCCB-TV Charlotte website	One Television Pl, Charlotte, NC		704-372-1800		N
Wthitop University	Internet www.wccbcharlotte.tv				N
	112 McClaurin, Rock Hill, SC 29733	Career Center			N

Job Title of Vacancy: Morning Anchor Reporter

Date Vacancy Opened: 5/31/2022

Date Vacancy Filled: 10/17/2022

Recruitment Source That
Referred the Hiree: TV Jobs
Total Number of Persons
Interviewed for the
Vacancy: 9

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran CA 94102	Job Placement	415-346-2051/f.346-6343	N	N
Belmont Abbey	matthewcaporale@pac.edu			N	N
Career PAGE	www.careerpage.org			N	N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte 28214	csbnc@bellsouth.net	704-395-9272	N	N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Turner/urke	704-373-2266	N	N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722	N	N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	2	N
Getsemane AME Zion C	531 Campus St, Charlotte, NC 28216	Dr. Baker	704-375-3900	N	N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163	N	N
Handshake .com Penn State and Arizona State				N	N
Indeed	indeed.com			N	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Margin	704-372-1800	N	N
Intra-Office job posting	BAHAKEL, WAKA WFXB WFBJ WOLO	Carol Dudley		N	N
John H. Johnson School of Communications	525 Bryant St., SW rm 107 Wash DC	Dir. Placement Ctr.	202-806-5806	N	N
Johnson C. Smith University	100 Beattles Ford Rd, Chlfe, NC 28216	Annie Cordell	704-378-1000	N	N
Mail in Resumes	1 Television Place, Charlotte, NC 28205		704-373-1800	N	N
Meck County Womens Comm	700 N. Tryon Street, Chlfe, NC 28202	Hal R. Marshal S.Ct	704-336-6094	N	N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205		704-567-1000	N	N
MediaLine.com	PO Box 51909/Pacific Grove CA 93950	mediaLine@medialine.com	800-237-8073	N	N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457	N	N
National Alliance of State Broadcasters	NASBA	www.nasbaonline.net		N	N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	nabj@nabj.org	301-405-0248	N	N
Native American Journalist Assoc.	1000 Natl. Press Bldg. 529 14th. St. SW DC 20045-2001	info@naja.com	202-682-7145/f.682-7144	N	N
NC Employment Security Com	555 Dakota St. At Neurain Media Ctr. Vermillion SD57069		605-677-9282/1866-694-4264	N	N
NCCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Hurtis McDowell	704-531-5034/566-2856 F	N	N
NCCU Assn. Black Journalist	bjchambers@NCCU.EDU	Bret Chambers	www.careerpage.org	919-530-5046	N
RTINDAC	Radio & TV News Dir. Assn. of Carolinas			N	N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681	N	N
Spots n Dots	sellu@aol.com		888-884-2630	N	N
Talent Collective	billie@michaelsmedia.com	Bill Kadmis	214-630-9590	N	N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	blackjournalist@aol.com	312-408-1881 f. 408-1867	N	N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	Mark Holloway	www.tvjobs.com	7	N
TV Jobs	Internet.www.tvjobs.com	Dir. Placement Ctr.	919-962-2211	N	N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Caitlin Hearn	704-687-2683	N	N
UNCC	150 Atkins Bldg 9201 Univer. Ctr Bldg. 28282	Joe Dennis,	706-942-5022	N	N
University of Georgia	Grady Sch. Of Journalism/Mass Comm			N	N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables FL 33146	jferrer@miiami.edu	305-284-8186	N	N
University of Pembroke	PO Box 1510, Pembroke NC 28372	Dir. Placement Ctr.	910-521-6000	N	N
USC (University of South Carolina)	career@usc.edu	usc.careerlink	803-777-7280	N	N
Word of Mouth-Phone	One Television Pl, Charlotte, NC		704-372-1800	N	N
WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv		704-372-1800	N	N
Winthrop University	112 McLaurn, Rock Hill, SC 29733	Career Center		N	N

Job Title of Vacancy: Assistant News Director

Date Vacancy Opened: 5/31/2022

Date Vacancy Filled: 9/6/2022

**Recruitment Source That
Referred the Hire: TV Jobs
Total Number of Persons
Interviewed for the
Vacancy: 7**

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian American Journalist Association	1182 Market St, Suite 320, San Fran, CA 94102	Job Placement	415-346-2051/f 346-6343	N	N
Belmont Abbey	mathewcapociale@aac.edu			N	N
Career PAGE	www.careerpage.org			N	N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte, NC 28214	csbmc@bellsouth.net	704-395-9272	N	N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funeburke	704-373-2256	N	N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722	N	N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	N	N
Getsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900	N	N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163	N	N
Handshake .com Penn State and Arizona State				N	N
Indeed	indeed.com			N	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	1	N
Intra-Office job posting	BAHAKEI, WAKA, WFXB, WBL, WOLO	Carol Dudley	202-806-5806	N	N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash, DC	Dir. Placement Ctr.	704-378-1000	N	N
Johnson C. Smith University	100 Beatties Ford Rd, Chlta., NC 28216	Arnie Cordell	704-373-1800	N	N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Hal R. Marshall S Ct	704-336-6094	N	N
Meck-County Womens Comm	700 N. Tryon Street, Chlta., NC 28202	clients@medialabinfo.com		N	N
Mediabistro	www.mediabistro.com		704-567-1000	N	N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205	medialine@medialine.com	800-237-8073	N	N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	www.monster.com		1	N
Monster.com					N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457	N	N
National Alliance of State Broadcasters	NASBA	radio@nasb.org		N	N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	radio@nasb.org	301-405-0248	N	N
National Assoc. of Hispanic Journalist	1000 Natl. Press Bldg, 529 14th, St. SW, DC 20045-2001	info@naja.org	202-662-7145/f 662-7144	N	N
Native American Journalist Assoc.	555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	Hurts McDowell	605-677-5282 f 866-694-4264	N	N
NC Employment Security Com	5601 Executive Ctr Dr, Charlotte, 28212	Placement Ctr.	704-531-5034/566-2856 F	N	N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Bret Chambers	www.careerpage.org	N	N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU		919-530-5046	N	N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas			N	N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681	N	N
Spots n Dots	seilv@aol.com	607-729-7331 fax	888-884-2630	N	N
Talent Collective	bille@michaelsmedia.com	Bill Kadimis	214-630-9590	N	N
Talent Dynamics	600 E. Collins Blvd, Irving TX 75039	blackjournalists@aol.com	312-408-1881 f 408-1867	N	N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	Mark Holloway		4	N
TV Jobs	Internet www.tvjobs.com		www.tvjobs.com	N	N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211	N	N
UNCC	150 Atkins Bldg 9201 Univer. City bld, 28262	Carlin Heam	704-687-2683	N	N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022	N	N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	jherrera@miami.edu	305-284-8186	N	N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000	N	N
USC (University of South Carolina)	career@usc.edu	usc career link	803-777-7280	N	N
Word of Mouth-Phone	One television Pl, Charlotte, NC		704-372-1800	N	N
WCCB- TV Charlotte website	Internet www.wccbcharlotte.tv		704-372-1800	1	N
Winthrop University	112 McClaurin, Rock Hill, SC 29733	Career Center		N	N

Job Title of Vacancy: Evening Anchor

Date Vacancy Opened: 6/22/2022

Date Vacancy Filled: 10/3/2022

Recruitment Source That
Referred the Hiree: WCCB Website
Total Number of Persons
Interviewed for the
Vacancy: 5

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?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/ 346-6343	N	N
Belmont Abbey	matthewcaborale@bbc.edu			N	N
Career PAGE	www.careerpage.org			N	N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272	N	N
Char-Mecklenburg Urban League	PO Box 34686 Charlotte, NC 28234	S. Funderbure	704-373-2256	N	N
CPOC	PO Box 35009 Charlotte, NC 28235	Student Career Ctr.	704-330-2722	N	N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	1	N
Getsemane AWE Zion C	531 Campus St. Charlotte, NC 28216	Dr. Baker	704-375-3900	N	N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163	N	N
Handshake .com Penn State and Arizona State				N	N
Indeed	indeed.com			N	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Margin	704-372-1800	N	N
Intra-Office job posting	BAHAKEI, WAKA, WFXB, WBBJ, WOLO	Carol Dudley	202-806-5806	N	N
John H. Johnson School of Communications	525 Bryant St., SW m 107, Wash, DC	Dr. Placement Ctr.	704-378-1000	N	N
Johnson C. Smith University	100 Beattles Ford Rd, Chle, NC 28216	Annie Cordell	704-373-1800	N	N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Hal R. Marshall S.Ct	704-336-6094	N	N
Meck-County Womens Comm	700 N. Tryon Street, Chle., NC 28202		704-567-1000	N	N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205	medialine@medialine.com	800-237-8073	N	N
MediaLine.com	PO Box 51909 Pacific Grove CA 93950	Ms. Colette Forrest	704-333-6457	N	N
NAA CP	PO Box 16956, Charlotte, NC 28297	www.asstacoline.net		N	N
National Alliance of State Broadcasters	NASBA			N	N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	nahj@nahj.org	301-405-0248	N	N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW, DC 20045-2001	info@naja.com	202-662-7145/ 662-7144	N	N
Native American Journalist Assoc.	555 Dakota St. At 1 Neunath Media Ctr. Vermillion SD 57059	Hurtis McDowell	605-617-8282 / 866-894-4264	N	N
NCAB, Job Bank	5601 Executive Ctr Dr. Charlotte, 28212	Placement Ctr.	704-531-5034/ 566-2856 F	N	N
NCCU Assn. Black Journalist	P.O. Box 627, Raleigh, NC 27602	Bret Chambers	www.careerpage.org	N	N
RTNDAC	rchlanders@NCCU.EDU		919-530-5046	N	N
Spill Productions	Radio 8, TV News Dir. Assn. of Carolinas	Dave Benz	305-467-4681	N	N
Spots n Dots	sportscastingdots.com	607-729-7331 fax	888-884-2630	N	N
Talent Collective	billie@nichelsmedia.com	Bill Kadmis	214-630-9590	N	N
Talent Dynamics	609 E. Colinas Blvd. Irving TX 75039	blackjournalist@aol.com	312-408-1881 f. 408-1867	N	N
Target Market News	228 S. Webash Ave., Suite 210 Chicago 60604	Mark Holloway	www.tvpbs.com	3	N
TV Jobs	Internet.www.tvjobs.com	Dr. Placement Ctr.	919-962-2211	N	N
UNC School of Journalism	Campus Box 3365 Chapel Hill, NC 27599	Caitlin Hearn	704-687-2683	N	N
UNCC	150 Atkins Bldg 9201 Univer. City Blvd. 28262	Joe Dennis.	706-542-5022	N	N
University of Georgia	Grady Sch. Of Journalism/Mass Comm		305-284-8186	N	N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	therrera@miami.edu	910-521-6000	N	N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dr. Placement Ctr.	803-777-7280	N	N
USC (University of South Carolina)	career@usc.edu	usc career link	704-372-1800	N	N
Word of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800	1	N
WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv			N	N
Winthrop University	112 McLaurn, Rock Hill, SC 29733	Career Center		N	N

Job Title of Vacancy: Digital Sales Specialist

Date Vacancy Opened: 9/13/2022

Date Vacancy Filled: 10/10/2022

**Recruitment Source That
Referred the Hire: Recruitment Grp. (Intersect)**
**Total Number of Persons
Interviewed for the
Vacancy: 4**

Recruitment Sources Used to Fill The Vacancy

				Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification? Y/N
Name of Recruitment Source	Address	Contact Person	Telephone Number		
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@aac.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. Funderbure	704-373-2286		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
Getsemane 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 Penn State and Arizona State					N
Indeed	indeed.com				N
Intersect Recruitment Grp.	1435 W. Morehead St. Ste. 130 charlotte NC 28208	Renee Duggin		4	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office job posting	BAHAKEL, WAKA WFXB WMBL 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, Chle, NC 28216	Dir. Placement Ctr.	704-378-1000		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Amie Cordell	704-373-1800		N
Meck-County Womens Comm	700 N. Tryon Street, Chle, NC 28202	Hail R. Marshall S. Ct	704-336-6094		N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205		704-561-1000		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	nabl@nabl.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l Press Bldg. 329 14th. St. SW DC 20045-2001	natl@nabl.org	202-662-7145/f 662-7144		N
Native American Journalist Assoc.	555 Dakota St. At Neunrath Media Ctr. Vermillion SD 57069	info@naja.org	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Ctr Dr. Charlotte, 28212	Hurtis McDowell	704-531-5034/f 666-2856 F		N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	bcjmembers@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	selftv@aol.com	607-729-7331 fax	886-884-2630		N
Talent Collective	billie@michaelsmedia.com	Bill Kadams	214-630-9590		N
Target Market News	600 E. Collins Blvd, Irving TX 75039	blackjournalists@aol.com	312-408-1881 f. 408-1867		N
TV Jobs	228 S. Walnut Ave., Suite 210 Chicago 60604	Mark Holloway	www.tvjobs.com		N
UNC School of Journalism	Internet www.tvjobs.com	Dir. Placement Ctr.	919-962-2211		N
UNCC	Campus Box 3365, Chapel Hill, NC 27599	Caitlin Heam	704-687-2683		N
University of Georgia	150 Atkins Bldg 9201 Umver. City Blvd. 28262	Joe Dennis,	706-542-5022		N
University of Miami Sch. Of Communications	Grady Sch. Of Journalism/Mass Comm	jherrera@miami.edu	305-284-8186		N
University of Pembroke	5100 Brunson Dr. Coral Gables FL 33146	Dir. Placement Ctr.	910-521-6000		N
USC (University of South Carolina)	PO Box 1510, Pembroke, NC 28372	usc career link	803-777-7280		N
Word of Mouth-Phone	career@sc.edu		704-372-1800		N
WCCB- TV Charlotte website	One Television Pl. Charlotte, NC	Internet www.wccbcharlotte.tv	704-372-1800		N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center			N

Job Title of Vacancy: Traffic Coordinator
Date Vacancy Opened: 6/7/2022
Date Vacancy Filled: 8/22/2022

Recruitment Source That
Referred the Hiree: Employee Referral
Total Number of Persons
Interviewed for the
Vacancy: 1

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran, CA 94102	Job Placement	415-346-2051/ 346-6343	N	N
Belmont Abbey	matthewcabotale@bac.edu			N	N
Career PAGE	www.careerpage.org			N	N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272	N	N
Char-Mecklenburg Urban League	PO Box 34886 Charlotte, NC 28234	S. Funturhne	704-373-2256	N	N
CPC	PO Box 35009 Charlotte, NC 28235	Student Career Ctr.	704-330-2722	N	N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	1	N
Getsemane AME Zion C	531 Campus St. Charlotte, NC 28216	Dr. Baker	704-375-3900	N	N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163	N	N
Handshake .com Perm State and Arizona State				N	N
Indeed	indeed.com			N	N
Intersect Recruitment Grp.	1435 W. Morehead St. Ste. 130 charlotte NC 28208	Renee Doggin		N	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	N	N
Intra-Office job posting	BAHAKEI, WAKA, WFXB, WFBX, WOLO			N	N
John H. Johnson School of Communications	525 Bryant St., SW m 107, Wash, DC	Carol Dudley	202-806-5806	N	N
Johnson C. Smith University	100 Beatties Ford Rd, Chle, NC 28216	Dir. Placement Ctr.	704-378-1000	N	N
LinkedIn	linkedin.com			N	N
Main in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800	N	N
Meck-Couny Womens Comm	700 N. Tryon Street, Chite, NC 28202	Hal R. Marshall S.Ct	704-336-6094	N	N
Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		704-567-1000	N	N
MediaLine.com	PO Box 51909 Pacific Grove CA 93950	medialine@medialine.com	800-237-8073	N	N
NAACP	PO Box 16956 Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457	N	N
National Alliance of State Broadcasters	NASBA	www.nasbaonline.net		N	N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nah@nah.org	301-405-0248	N	N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg, 529 14th. St. SW, DC 20045-2001	info@nah.com	202-662-7145/662-7144	N	N
Native American Journalist Assoc.	555 Dakota St. A1 Neunath Media Ctr. Vermillion SD57069	Hurts McDowell	605-677-5282 1866-694-4264	N	N
NC Employment Security Com	5601 Executive Ctr Dr. Charlotte, 28212	Placement Ctr.	704-531-5034/566-2856 F	N	N
NCAB Job Bank	P.O. Box 627, Raleigh, NC 27602		www.careerpage.org	N	N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU	Bret Chambers	919-530-5046	N	N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas			N	N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4881	N	N
Spots n Dots	sellty@aol.com	607-729-7331 fax	888-894-2630	N	N
Talent Collective	billie@michaelsmedia.com	Bill Kadins	214-630-9590	N	N
Talent Dynamics	608 E. Colinas Blvd. Irving TX 75039	blackjournalist@aol.com	312-408-1881 f. 408-1867	N	N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	Mark Holloway	www.tvjobs.com	N	N
TV Jobs	Internet.www.tvjobs.com	Dir. Placement Ctr.	919-962-2211	N	N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599		704-687-2883	N	N
UNCC	150 Atkins Bldg 9201 Univer. City Blvd. 28262	Joe Dennis	706-542-5022	N	N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	lherrera@miami.edu	305-284-8186	N	N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	Dir. Placement Ctr.	910-521-6000	N	N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	usc career link	803-777-7280	N	N
USC (University of South Carolina)	career@usc.edu	One television Pl. Charlotte, NC	704-372-1800	N	N
Word of Mouth-Phone	Internet www.wordcharlotte.tv		704-372-1800	N	N
WCCB-TV Charlotte website	112 Mid.aurin, Rock Hill, SC 29733	Career Center		N	N
Winthrop University				N	N

Job Title of Vacancy: Photographer
Date Vacancy Opened: 3/23/2023
Date Vacancy Filled: 6/12/2023

Recruitment Source That
Referred the Hire: Employee Referral
Total Number of Persons
Interviewed for the
Vacancy: 7

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran, CA 94102	Job Placement	415-346-2051/ 346-6343		N
Belmont Abbey	matthewcaporale@baac.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. Furuturpe	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	1	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 Penn State and Arizona State					N
Indeed	indeed.com			1	N
Intersect Recruitment Grp.	1435 W. Morehead St. Ste. 130 Charlotte NC 28208	Renee Doggin			N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office job posting	BAHAKEL, WAKA WFXB WFBX WOLO				N
John H. Johnson School of Communication	525 Bryant St., SW rm 107, Wash. DC	Carol Dudley	202-806-5806		N
Johnson C. Smith University	100 Beatties Ford Rd. Chlre, NC 28216	Dir. Placement Ctr.	704-376-1000		N
LinkedIn	LinkedIn.com			4	N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800		N
Meck-Counry Womens Comm	700 N. Tryon Street, Chlre, NC 28202	Hai R. Marshai 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. Collette 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		301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.org	202-662-7145/1662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neunath Media Ctr. Vermillion SD57069	info@naia.com	605-677-5282 / 866-694-4264		N
NC Employment Security Com	5601 Executive Ctr Dr. Charlotte, 28212	Hurts McDowell Placement Ctr.	704-531-5034/566-2856 F		N
NCCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602		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	sellty@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	billie@michaelsmedia.com	Bill Kadins	214-630-9590		N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	blackjournalist@aol.com	312-406-1881 f 408-1867		N
Target Market News	228 S. Wabash Ave. Suite 210 Chicago 60604	Mark Holloway			N
TV Jobs	Internet.www.tvjobs.com		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 Communication	5100 Brunson Dr. Coral Gables, FL 33146	lherrera@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@usc.edu	usc career link	803-777-7280		N
Word of Mouth-Phone	One television Pl. Charlotte, NC		704-372-1800		N
WCOB-TV Charlotte website	Internet www.wcobcharlotte.tv		704-372-1800	1	N
Winthrop University	112 Mcl.aurin, Rock Hill, SC 29733	Career Center			N

Job Title of Vacancy: Creative Service Producer
Date Vacancy Opened: 1/25/2023
Date Vacancy Filled: 3/22/2023

Recruitment Source That
Referred the Hiree: Indeed.com
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 Interviews 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.careepage.org				N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte 28214	csbnc@belisouth.net	704-396-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funderburke	704-373-2266		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
Gettsenname 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 Penn State and Arizona State					N
Indeed	indeed.com				2
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Marglin	704-372-1800		N
Intra-Office job posting	BAHAKEL, WAKA, WFXB, WVB, WOLO	Carol Dudley	202-806-5806		N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash, DC	Dir. Placement Ctr.	704-378-1000		N
Johnson C. Smith University	100 Beatties Ford Rd, Chlre, NC 28216	Annie Cordell	704-373-1800		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205		704-336-6094		N
Meck-County Womens Comm	700 N. Tryon Street, Chlre, NC 28202	Hal R. Marshall S.Ct	704-667-1000		N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205	medialine@medialine.com	800-237-8073		N
Medialine .com	PO Box 51909, Pacific Grove CA 93950	Ms. Colette Forrest	704-333-6457		N
NAACP	PO Box 16956, Charlotte, NC 28297	www.nasbaonline.net			N
National Alliance of State Broadcasters	NASBA				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	info@nhaa.org	202-662-7145/f 662-7144		N
Native American Journalist Assoc.	855 Dakota St. At Neuman Media Ctr. Vermillion SD 57069		605-677-9282 / 1866-694-4264		N
NC Employment Security Com	5601 Executive Ctr 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.careepage.org		N
NCCU Assn. Black Journalist	kchambers@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	selty@aol.com		607-729-7331 fax		N
Talent Collective	billie@michaelsmedia.com		888-884-2630		N
Talent Dynamics	600 E. Calabas 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 Holmway	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	jfrerera@miami.edu	305-294-8186		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N
USC (University of South Carolina)	career@usc.edu		803-777-7280		N
Word of Mouth-Phone	One Television Pl, Charlotte, NC	usc.careerlink	704-372-1800		N
WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv		704-372-1800		N
Winthrop University	112 McLaughlin, Rock Hill, SC 29733	Career Center			N

Job Title of Vacancy: General Sales Manager

Date Vacancy Opened: 6/30/2023

Date Vacancy Filled: 7/17/2023

Recruitment Source That
Referred the Hiree: Word of Mouth

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 Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey	mathewcapociale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte 28214	csbnc@bellsouth.net	704-396-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funderburke	704-373-2266		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205	Dr. Baker	704-372-1800		N
Gettsenane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Cook	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208		704-332-2163		N
Handshake .com Penn State and Arizona State					N
Indeed	indeed.com				N
Intersect Recruitment Gp.	1435 W. Morehead St. Ste. 130 charlotte NC 28208	Renee Duggin			N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office job posting	BAHAKEI, WAKA-WFXX-WBIA,WLOL	Carol Dudley	202-806-5806		N
John H. Johnson School of Communications	525 Bryant St., SW rm 107 Wash. DC	Dir. Placement Ctr.	704-378-1000		N
Johnson C. Smith University	100 Beatties Ford Rd, Chle, NC 28216				N
LinkedIn	LinkedIn.com				N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800	2	N
Meck-County Womens Comm	700 N. Tryon Street, Chle., NC 28202	Hai R. Marshall S Ct	704-336-6094		N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205	mediaone@medialine.com	704-567-1000		N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	Ms. Colette Forrest	800-237-8073		N
NAACP	PO Box 16956 Charlotte, NC 28297		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	radio@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 Neuath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Ctr Dr. Charlotte, 28212	Hurtis McDowell	704-531-5034/f66-2856 F		N
NCAAB Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	radio@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	sellty@aol.com	607-729-7331 fax	888-894-2630		N
Talent Collective	billie@michaelsmedia.com	Bill Kadmis	214-630-9590		N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	blackjournalists@aol.com	312-408-1881 f. 408-1867		N
Target Market News	228 S. Wabash Ave. Suite 210 Chicago 60604	Mark Holloway	www.tnjobs.com		N
TV Jobs	Internet www.tnjobs.com	Dir. Placement Ctr.	919-962-2217		N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Caitlin Hearn	704-697-2683		N
UNCC	150 Atkins Bldg. 9201 Univer. City Blvd. 28262	Joe Dennis,	706-542-5022		N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	jherra@umiami.edu	305-284-8186		N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	Dir. Placement Ctr.	910-521-6000		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	usc.careerlink	803-777-7280		N
USC (University of South Carolina)	career@usc.edu		704-372-1800	2	N
Word of Mouth-Phone	One television Pl. Charlotte, NC				N
WCOB-TV Charlotte website	Internet www.wcobcharlotte.tv		704-372-1800		N
Wthrop University	112 McLaurn. Rock Hill, SC 29733	Career Center			N

EXHIBIT B

OUTREACH INITIATIVES

OUTREACH INITIATIVES

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

Due to COVID 19 pandemic all Outreach Activities were very limited.

Type of Initiative	Brief Description
#1 Job Fair Davidson College N C 3/2023	Personnel Michael Mathis and Scott Elledge attended a Job Fair at Davidson College, Davidson, NC. They talked to students about the broadcast industry and job opportunities at WCCB and Bahakel Communications, that relate to a career in broadcasting.
.#8 Sales personnel training seminars via Zoom 10/2022 thru 6/2023	Digital sales team and Account Executives participated in a series of webinars and training programs focused on digital education and skills. These sessions are intended to further educate participants and help them learn skills that could enhance their performance and ability to achieve higher level positions.
#10 Charlotte youth Broadcasting camp 6/2023	Caryn Little, Sr. Director of WEB, Digital and Streaming Optimization for Bahakel Communications; spoke to students about the broadcast industry, a career in broadcasting, and talked about her different job opportunities, in her broadcast career.

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.