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, 2018
Through July 31, 2019

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, 2018 - July 31, 2019, the station filled the following full time vacancies:

Producer
Rising News Anchor
Weekend Meteorologist
Technical Operator
Digital Marketing Specialist
10 PM News Anchor

The station interviewed a total of <u>32</u> 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:

| Recruitment Source | Total Number of Interviewees Referred |
|----------------------|---------------------------------------|
| | |
| WCCB Website | 14 |
| Agent | 1 |
| Employee Referral | 5 |
| Handshake.com | 2 |
| Internal Job Posting | 2 |
| CBK Media Management | 2 |
| Friend | 2 |
| Indeed.com | 1 |
| TVJobs.com | 3 |

EXHIBIT A EEO INFORMATION FOR FULL-TIME VACANCIES WCCB-TV

Job Title of Vacancy: Producer

Date Vacancy Opened: 1/17/2019

Date Vacancy Filled: 3/11/2019

Recruitment Source That Referred the Hiree: Handshake.com

Total Number of Persons Interviewed for the Vacancy: 8

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|-----------------------|-----------------------------|-------------------------|---|---|
| σ ₁ ΖΖ: | | | | |
| 5 Z | | Career Center | 112 McLaurin, Rock Hill, SC 29733 | Winthrop University |
| - | 704-372-1800 | | Internet www.wccbcharlotte.tv | WCCB-TV Charlotte website |
| z | 704-372-1800 | | One Television Pl. Charlotte, NC | Word of Mouth-Phone |
| z | 803-777-7280 | usc career link | career@sc.edu | USC (University of South Carolina) |
| z | 910-521-6000 | Dir. Placement Ctr. | PO Box 1510, Pembroke, NC 28372 | University of Pembroke |
| Z | 305-284-8186 | iherrera@miami.edu | 5100 Brunson Dr. Coral Gables, FL 33146 | University of Miami Sch. Of Communications |
| Z | 706-542-5022 | Joe Dennis, | Grady Sch. Of Journalism/Mass Comm | University of Georgia |
| Z | 704-687-2683 | Caitlin Hearn | 150 Atkins Blg.9201 Univer. City blvd. 28262 | UNCC |
| Z | 919-962-2211 | Dir. Placement Ctr. | Campus Box 3365, Chapel Hill, NC 27599 | UNC School of Journalism |
| z | www.tvjobs.com | Mark Holloway | Internet www.tvjobs.com | TV Jobs |
| z | 312-408-1881 f. 408-1867 | blackjoumalist@aol.com | 228 S. Wabash Ave., Suite 210 Chicago 60604 | Target Market News |
| z | 214-630-9590 | Bill Kadmis | 600 E. Colinas Blvd. Irving TX 75039 | Talent Dynamics |
| z | | | bille@michaelsmedia.com | Talent Collective |
| z | 888-884-2630 | 607-729-7331 fax | selltv@aol.com | Spots n Dots |
| Z | 305-467-4681 | Dave Benz | Sportscastingjobs.com | Spill Productions |
| Z | | | Radio & TV News Dir. Assn. of Carolinas | RTNDAC |
| z | 919-530-5046 | Bret Chambers | bchambers@NCCU.EDU | NCCU Assn. Black Journalist |
| Z | www.careerpage.org | Placement Ctr. | P.O. Box 627, Raleigh, NC 27602 | NCAB, Job Bank |
| Z | 704-531-5034/566-2856 F | Hurtis McDowell | 5601 Executive Cter Dr., Charlotte, 28212 | NC Employment Security Com |
| Z | 605-677-5282 f 866-694-4264 | info@naja.com | 555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069 | Native American Journalist Assoc. |
| Z | 202-662-7145/f.662-7144 | nahj@nahj.ord | 1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001 | National Assoc. of Hispanic Journalist |
| Z | 301-405-0248 | nabj@nabj.0rg | 1100 Knight Hall Ste. 3100, College Pk. MD | National Assoc. of Black Journalist |
| Z | | www.nasbaonline.net | NASBA | National Alliance of State Broadcasters |
| z | 704-333-6457 | Ms. Colette Forrest | PO Box 16956, Charlotte, NC 28297 | NAACP |
| Z | 800-237-8073 | medialine@medialine.com | PO Box 51909, Pacific Grove CA 93950 | Medialine.com |
| Z | 704-567-1000 | | 5009 Monroe Rd. Charlotte, 28205 | Media Power Advertising |
| Z | 704-336-6094 | Hal R. Marshall S.Ct | 700 N. Tryon Street, Chlte., NC 28202 | Meck-County Womens Comm |
| Z | 704-373-1800 | Annie Cordell | 1 Television Place, Charlotte, NC 28205 | Mail in Resumes |
| Z | 704-378-1000 | Dir. Placement Ctr. | 100 Beatties Ford Rd, Chlte., NC 28216 | Johnson C. Smith University |
| Z | 202-806-5806 | Carol Dudley | 525 Bryant St., SW rm 107, Wash. DC | John H. Johnson School of Communications |
| Z | | | BAHAKEL, WAKA,WFXB,WBBJ,WOLO | ntra-Office job posting |
| z | 704-372-1800 | Carol Mangin | 1 Television Place, Charlotte, NC 28205 | Internal Job Posting |
| <u>2</u> Z | | | | Handshake .com Penn State and Arizona State |
| Z | 704-332-2163 | Dr. Cook | | Greater Mt. Sinai BC |
| Z | 704-375-3900 | Dr. Baker | | Gethsemane AME Zion C |
| <u>1</u> Z | 704-372-1800 | | 1 Television Place, Charlotte, NC 28205 | Employee Referral |
| Z | 704-330-2722 | Student Career Ctr. | PO Box 35009, Charlotte, NC 28235 | CPCC |
| Z | 704-373-2256 | S. Funerburke | PO Box 34686, Charlotte, NC 28234 | Char-Mecklenburg Urban League |
| z | 704-395-9272 | csbnc@bellsouth.net | 3435 Performance Rd. Charlotte 28214 | Carolina School of Broadcasting |
| Z | | | www.careerpage.org | Career PAGE |
| z | | | matthewcaporale@bac.edu | Belmont Abbey |
| Z | 415-346-2051/f 346-6343 | Job Placement | 1182 Market St. Suite 320, San Fran. CA 94102 | Asian American Journalist Association |
| Vacancy Y/N | Telephone Number Vaca | Contact Person | Address | Name of Recruitment Source |
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Job Title of Vacancy: Rising News Anchor

Date Vacancy Opened: 1/15/2019

Date Vacancy Filled: 3/12/2019

Recruitment Source That Referred the Hiree: Internal Job Posting

Total Number of Persons Interviewed for the Vacancy: 3

| Z | | | Career Center | 112 McLaurin, Rock Hill, SC 29733 | Winthrop University |
|--------------------------------------|---|-----------------------------|-------------------------|---|--|
| Z | | 704-372-1800 | | Internet www.wccbcharlotte.tv | WCCB-I V Charlotte website |
| Z | | ၂ယ | | 18 | Word of Mouth-Phone |
| Z | | 803-777-7280 | usc career link | career@sc.edu | USC (University of South Carolina) |
| Z | | 910-521-6000 | Dir. Placement Ctr. | PO Box 1510, Pembroke, NC 28372 | |
| z | | 305-284-8186 | iherrera@miami.edu | 5100 Brunson Dr. Coral Gables, FL 33146 | University of Miami Sch. Of Communications |
| z | | 706-542-5022 | Joe Dennis, | Grady Sch. Of Journalism/Mass Comm | University of Georgia |
| z | | 704-687-2683 | Caitlin Heam | 150 Atkins Blg.9201 Univer. City blvd. 28262 | UNCC |
| Z | | 919-962-2211 | Dir. Placement Ctr. | Campus Box 3365, Chapel Hill, NC 27599 | UNC School of Journalism |
| Z | | www.tvjobs.com | Mark Holloway | Internet www.tvjobs.com | TV Jobs |
| Z | | 312-408-1881 f. 408-1867 | blackjournalist@aol.com | 228 S. Wabash Ave., Suite 210 Chicago 60604 | Target Market News |
| z | | 214-630-9590 | Bill Kadmis | 600 E. Colinas Blvd. Irving TX 75039 | Talent Dynamics |
| Z | | | | bille@michaelsmedia.com | Talent Collective |
| Z | | 888-884-2630 | 607-729-7331 fax | selltv@aol.com | Spots n Dots |
| Z | | 305-467-4681 | Dave Benz | Sportscastingjobs.com | Spill Productions |
| Z | | | | Radio & TV News Dir. Assn. of Carolinas | RTNDAC |
| Z | | 919-530-5046 | Bret Chambers | bchambers@NCCU.EDU | NCCU Assn. Black Journalist |
| z | | www.careerpage.org | Placement Ctr. | P.O. Box 627, Raleigh, NC 27602 | NCAB, Job Bank |
| Z | | 704-531-5034/566-2856 F | Hurtis McDowell | 5601 Executive Cter Dr., Charlotte, 28212 | NC Employment Security Com |
| z | | 605-677-5282 f 866-694-4264 | info@naja.com | 555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069 | Native American Journalist Assoc. |
| 2 | | 202-662-7145/f.662-7144 | nahj@nahj.ord | 1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001 | National Assoc. of Hispanic Journalist |
| Z | | 301-405-0248 | nabi@nabi.0rg | 1100 Knight Hall Ste. 3100, College Pk. MD | National Assoc. of Black Journalist |
| z | | | www.nasbaonline.net | NASBA | National Alliance of State Broadcasters |
| 2 | | 704-333-6457 | Ms. Colette Forrest | PO Box 16956, Charlotte, NC 28297 | NAACP |
| z | | 800-237-8073 | medialine@medialine.com | PO Box 51909.Pacific Grove CA 93950 | Medialine.com |
| Z | | 704-567-1000 | | 5009 Monroe Rd. Charlotte, 28205 | Media Power Advertising |
| Z | | 704-336-6094 | Hal R. Marshall S.Ct | 700 N. Tryon Street, Chite., NC 28202 | Meck-County Womens Comm |
| z | | 704-373-1800 | Annie Cordell | 1 Television Place, Charlotte, NC 28205 | Mail in Resumes |
| Z | | | Dir. Placement Ctr. | 100 Beatties Ford Rd, Chlte., NC 28216 | Johnson C. Smith University |
| z | | 202-806-5806 | Carol Dudley | 525 Bryant St., SW rm 107, Wash. DC | John H. Johnson School of Communications |
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| Z | | 704-372-1800 | Carol Mangin | 1 Television Place, Charlotte, NC 28205 | nternal Job Posting |
| z | | | | | Handshake .com |
| z | | 704-332-2163 | Dr. Cook | 1243 West Blvd, Charlotte, NC 28208 | Greater Mt. Sinai BC |
| z | | 704-375-3900 | Dr. Baker | 531 Campus St., Charlotte, NC 28216 | Gethsemane AME Zion C |
| z | | 704-372-1800 | | 1 Television Place, Charlotte, NC 28205 | Employee Referral |
| Z | | 704-330-2722 | Student Career Ctr. | PO Box 35009, Charlotte, NC 28235 | CPCC |
| Z | | 704-373-2256 | S. Funerburke | PO Box 34686, Charlotte, NC 28234 | Char-Mecklenburg Urban League |
| z | | 704-395-9272 | csbnc@bellsouth.net | 3435 Performance Rd. Charlotte 28214 | Carolina School of Broadcasting |
| Z | | | | www.careerpage.org | Career PAGE |
| z | | | | matthewcaporale@bac.edu | Belmont Abbey |
| z | | 415-346-2051/f 346-6343 | Job Placement | 1182 Market St. Suite 320, San Fran. CA 94102 | Asian American Journalist Association |
| Y/N | | Telephone Number | Contact Person | Address | Name of Recruitment Source |
| Did the Source Request Notification? | Total Number of Interviewees Referred by the Source for the | | | | |
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Job Title of Vacancy: Weekend Meteorologist

Date Vacancy Opened: 3/11/2019

Date Vacancy Filled: 6/12/2019

Recruitment Source That Referred the CBK Media Management

Total Number of Persons Interviewed for the Vacancy: 6

| 704-36-6094 704-36-6094 704-36-6094 800-237-8073 800-237-8073 800-237-8073 800-237-8073 800-237-8073 800-237-8073 800-237-8073 800-237-8073 800-237-8073 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-405-0248 800-237-77-7280 800-277-7280 800-277-7280 800-272-1800 800-770-372-1800 800-770-372-1800 800-770-372-1800 800-770-372-1800 800-770-372-1800 800-770-372-1800 800-770-372-1800 800-770-372-1800 800-200-800-800-800-800-800-800-800-800- | | 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 bdrambers@NCCULEDU Radio & TV. News Dir. Assn. of Carolinas Sportscastingjobs.com selftv@aol.com bille@michaelsmedia.com 600 E. Colinas Blwd. Irving TX 75039 228 S. Wabash Ave., Suite 210 Chicago 60604 Internet www.rylobs.com Campus Box 3365, Chapel Hill, NC 27599 150 Alkins Blg 9201 Univer. City blwd. 28262 Grady Sch. Of Journalism/Mass Comm 5100 Brunson Dr. Coral Gables, FL 33146 PO Box 1510, Pembroke, NC 28372 Career@sc.edu One Television Pl. Charlotte, NC Internet www.wccbcharlotte.tv 112 McLaurin, Rock Hill, SC 29733 | NCCU Assn. Black Journalist RTNDAC Spill Productions Spots n Dots Talent Collective Talent Dynamics Target Market News TV Jobs UNC School of Journalism UNC Contestity of Pembroke USC (University of South Carolina) Word of Mouth-Phone WCCB-TV Charlotte website Winthrop University CBK Media Management |
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| J.662-7144 866-694-4264 566-2856 F ge.org f. 408-1867 m | | 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 behambers@NCCUEDU Radio & TV News Dir. Assn. of Carolinas Sportscastingjobs.com selliv@aol.com bille@michaelsmedia.com 600 E. Colinas Brvd. Irving TX 75039 228 S. Wabash Ave., Suite 210 Chicago 60604 Internet www.lrjobs.com Campus Box 3365, Chapel Hill, NC 27599 150 Atkins Big 9201 Univer. City blvd. 28262 Grady Sch. Of Journalism/Mass Comm 5100 Brunson Dr. Coral Gables, FL 33146 PO Box 1510, Pembroke, NC 28372 career@sc.edu One Television Pl. Charlotte, NC Internet www.wcocbcharlotte.tv 112 McLaurin, Rock Hill, SC 29733 | CCU Assn. Black Journalist TNDAC pill Productions pots n Dots alent Donamics alent Collective alent Market News V Jobs NC School of Journalism NCC School of Journalism NCC Genoralism NCC Georgia niversity of Georgia niversity of Pembroke SC (University of South Carolina) Jord of Mouth-Phone JOCGB-TV Charlotte website Inthrop University BK Media Management |
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| 1.662-7144 1.866-94-4264 566-2856 F 190rg | | 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 behambers@NCCU EDU Radio & TV News Dir. Assn. of Carolinas Sportscastingjobs.com selitv@aol.com bille@michaelsmedia.com 600 E. Colinas Blvd. Irving TX 75039 228 S. Wabash Ave., Suite 210 Chicago 60604 Internet www.tvjobs.com Campus Box 3365, Chapel Hill, NC 27599 150 Alkins Big 9201 Univer. City blvd. 28262 Grady Sch. Of Journalism/Mass Comm 5100 Bunson Dr. Coral Gables, FL 33146 PO Box 1510, Pembroke, NC 28372 Carreer@sc. edu | ICCU Assn. Black Journalist INDAC INDAC INDAC Blent Dots alent Collective alent Collective alent Market News V Jobs V Jobs INC School of Journalism INC School of Journalism INC School of Journalism INC School of Georgia Iniversity of Georgia Iniversity of Pembroke Iniversity of Pembroke INC (University of South Carolina) |
| 1662-7144 1666-694-4264 1666-2866 F 19e.org | | 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 bchambers@NCCUEDU Radio & TV News Dir. Assn. of Carolinas Sports.castingjobs.com selltv@aol.com bille@michaelsmedia.com bille@michaelsmedia.com bille@michaelsmedia.com billem.com loo E. Colinas Blvd. Irving TX 75039 228 S. Wabash Ave., Suite 210 Chicago 60604 Internet www.tvjobs.com Campus Box 3365, Chapel Hill. NC 27599 150 Atkins Big 9201 Univer. City blvd. 28262 Grady Sch. Of Journalism/Mass Comm 5100 Brunson Dr. Coral Gables, FL 33146 PO Box 1510, Pembroke, NC 28372 | ICCU Assn. Black Journalist TINDAC ITNDAC pill Productions pots n Dots alent Collective alent Dynamics arget Market News V Jobs V Jobs INC School of Journalism INC Schoo |
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| i.662-7144 1866-894-4264 1566-2856 F 19e.org | | 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 briambers@NCCU_EDU Radio & TV News Dir. Assn. of Carolinas Sportscastingjobs.com selft@aol.com bille@michaelsmedia.com bille@michaelsmedia.com bille@michaelsmedia.com campus Box 3368, Chapet Hill, NC 27599 150 Atkins Big 9201 Univer. City blvd. 28262 Grady Sch. Of Journalism/Mass Comm | ICCU Assn. Black Journalist TINDAC pill Productions pots n Dots alent Collective alent Dynamics arget Market News V Jobs V Jobs V Jobs NC School of Journalism NCC |
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| 36-6094 67-1000 37-8073 33-6457 33-6457 33-6457 33-6248 62-7145/662-7144 77-7-5282 f 866-694-4264 77-5282 f 866-694-4264 77-5282 f 866-694-4264 77-5282 f 866-694-4264 77-5282 f 866-2856 F Careerpage.org 30-5046 67-4881 84-2630 30-9590 30-9590 30-9590 30-9590 30-9590 30-9590 30-9590 30-9590 30-9590 30-9590 30-9590 30-9590 | | 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 bchambers@NCCUEDU Radio & TV News Dir. Assn. of Carolinas Sportscastingjobs.com selltv@aol.com bille@michaelsmedia.com bille@michaelsmedia.com 600 E. Colinas Blvd. Irving TX 75039 228 S. Wabash Ave., Suite 210 Chicago 60604 Internet www.tylobs.com | NCCU Assn. Black Journalist RTNDAC Spill Productions Spots n Dots Talent Collective Talent Dynamics Target Market News TV Jobs |
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| 336-6094 336-6094 337-8073 333-6457 333-6457 333-6457 333-627144 562-7144/ 562-7145/f.662-7144 577-5282 f 866-694-4264 531-5034/566-2856 F 531-5034/566-2856 F 531-5034/566-2856 F | | 5601 Executive Cter Dr. Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 bothambers@NCCU EDU Radio & TV News Dir. Assn. of Carolinas | CCU Assn. Black Journalist |
| 336-6094 337-8073 337-8073 333-6457 333-6457 335-0248 405-0248 505-7145/f.662-7144 562-7145/f.662-7144 5631-5034/566-2856 F 531-5034/566-2856 F 531-5034/566-2856 F 531-5034/566-2856 F 531-5034/566-2856 F 531-5034/566-2856 F 531-5034/566-2856 F | m = = = = = = = = = = = = = = = = = = = | 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 bchambers@NCCU.EDU | CCU Assn. Black Journalist |
| 36-6094 37-8073 33-6457 33-6457 05-0248 05-0248 077-5282 f 866-694-4264 777-5282 f 866-694-4264 31-5034/566-2856 F Careerpage.org | | 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 | |
| 36-6094 36-6094 37-8073 33-6457 33-6457 30-50248 662-7145/f.662-7144 77-5282 f.866-694-4264 31-5034/566-2856 F | | 5601 Executive Cter Dr., Charlotte, 28212 | NCAB, Job Bank |
| 36-6094 67-1000 37-8073 33-6457 33-6457 05-0248 62-7145/f.662-7144 677-5282 f 866-694-4264 | | | NC Employment Security Com |
| 36-6094 67-1000 37-8073 33-6457 33-6457 62-7145/f.662-7144 | nabj@nabj.0rg nahj@nahj.ord | 555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069 | Native American Journalist Assoc. |
| 36-6094 67-1000 37-8073 33-6457 05-0248 | nabj@nabj.0rg | 1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001 | National Assoc. of Hispanic Journalist |
| 36-6094 67-1000 37-8073 33-6457 | THE REAL PROPERTY AND ADDRESS OF THE PARTY AND | 1100 Knight Hall Ste. 3100. College Pk. MD | National Assoc. of Black Journalist |
| 36-6094 67-1000 37-8073 33-8457 | www.nasbaonline.net | NASBA | National Alliance of State Broadcasters |
| 36-6094 67-1000 37-8073 | Ms Colette Forrest | PO Box 16956 Charlotte NC 28297 | NAACP |
| 336-6094 667-1000 | medialine@medialine.com | PO Box 51909 Pacific Grove CA 93950 | Medialine.com |
| 336-6094 | | 5009 Monroe Rd. Charlotte, 28205 | Media Power Advertising |
| 0,0-1000 | Hal R. Marshall S.Ct | 700 N. Tryon Street, Chite., NC 28202 | Meck-County Womens Comm |
| 373_1800 | Annie Cordell | 1 Television Place, Charlotte, NC 28205 | Mail in Resumes |
| 378-1000 | Dir. Placement Ctr. | 100 Beatties Ford Rd, Chlte., NC 28216 | Johnson C. Smith University |
| 202-806-5806 N | Carol Dudley | 525 Bryant St., SW rm 107, Wash. DC | John H. Johnson School of Communications |
| | K | BAHAKEL, WAKA,WFXB,WBBJ,WOLO | Intra-Office job posting |
| 704-372-1800 N | Carol Mangin | 1 Television Place, Charlotte, NC 28205 | Internal Job Posting |
| Z | | | Handshake .com |
| 332-2163 | Dr. Cook | 1243 West Blvd, Charlotte, NC 28208 | Greater Mt. Sinai BC |
| | Dr. Baker | 531 Campus St., Charlotte, NC 28216 | Gethsemane AME Zion C |
| 372-1800 2 | | 1 Television Place, Charlotte, NC 28205 | Employee Referral |
| 704-330-2722 N | Student Career Ctr. | PO Box 35009,Charlotte, NC 28235 | CPCC |
| 704-373-2256 N | S. Funerburke | PO Box 34686, Charlotte, NC 28234 | Char-Mecklenburg Urban League |
| | csbnc@bellsouth.net | 3435 Performance Rd. Charlotte 28214 | Carolina School of Broadcasting |
| | | www.careerpage.org | Career PAGE |
| Z | | matthewcaporale@bac.edu | Belmont Abbey |
| 346-2051/f 346-6343 | Job Placement | 1182 Market St. Suite 320, San Fran. CA 94102 | Asian American Journalist Association |
| Telephone Number Vacancy Y/N | Contact Person | Address | Name of Recruitment Source |
| Referred by the Request Notification? | | | |
| Interviewees Did the Source | | | |
| Total Planshor of | | | |
| | | | |

Job Title of Vacancy: Digital Marketing Specialist

Date Vacancy Opened: March 15, 2019

Date Vacancy Filled: April 15, 2019

Recruitment Source That
Referred the Hiree: Word of mouth/Friend

Total Number of Persons Interviewed for the Vacancy: 4

| | 2 | | | Indeed.com | Indeed.com |
|--|---------|-----------------------------|-------------------------|---|--|
| Z | | | Career Center | 112 McLaurin, Rock Hill, SC 29733 | Winthrop University |
| z | - | 704-372-1800 | | Internet www.wccbcharlotte.tv | WCCB-TV Charlotte Website |
| Z | 21 | Ι'. | | One Television Pl. Charlotte, NC | Word of Mouth-Friend |
| 2 | - | 803-777-7280 | usc career link | career@sc.edu | USC (University of South Carolina) |
| z | 7 | 910-521-6000 | Dir. Placement Ctr. | PO Box 1510, Pembroke, NC 28372 | University of Pembroke |
| _ | _ | 305-284-8186 | iherrera@miami.edu | 5100 Brunson Dr. Coral Gables, FL 33146 | University of Miami Sch. Of Communications |
| z | 7 | 706-542-5022 | Joe Dennis, | Grady Sch. Of Journalism/Mass Comm | University of Georgia |
| 2 | 7 | 704-687-2683 | Caitlin Hearn | 150 Atkins Blg.9201 Univer. City blvd. 28262 | UNCC |
| 2 | 7 | 919-962-2211 | Dir. Placement Ctr. | Campus Box 3365, Chapel Hill, NC 27599 | UNC School of Journalism |
| 2 | 7 | www.tvjobs.com | Mark Holloway | Internet www.tvjobs.com | TV Jobs |
| Z | 7 | 312-408-1881 f. 408-1867 | blackjournalist@aol.com | 228 S. Wabash Ave., Suite 210 Chicago 60604 | Target Market News |
| 2 | 7 | 214-630-9590 | Bill Kadmis | 600 E. Colinas Blvd. Irving TX 75039 | Talent Dynamics |
| Z | 7 | | | bille@michaelsmedia.com | Talent Collective |
| | 7 | 888-884-2630 | 607-729-7331 fax | selltv@aol.com | pots n Dots |
| 2 | 7 | 305-467-4681 | Dave Benz | Sportscastingjobs.com | Spill Productions |
| Z | 7 | | | Radio & TV News Dir. Assn. of Carolinas | RTNDAC |
| ~ | 7 | 919-530-5046 | Bret Chambers | bchambers@NCCU.EDU | NCCU Assn. Black Journalist |
| Z | 7 | www.careerpage.org | Placement Ctr. | P.O. Box 627, Raleigh, NC 27602 | NCAB, Job Bank |
| 2 | 7 | 704-531-5034/566-2856 F | Hurtis McDowell | 5601 Executive Cter Dr., Charlotte, 28212 | NC Employment Security Com |
| 2 | 7 | 605-677-5282 f 866-694-4264 | info@naja.com | 555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069 | Native American Journalist Assoc. |
| Z | 7 | 202-662-7145/f.662-7144 | nahj@nahj.ord | 1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001 | National Assoc. of Hispanic Journalist |
| 2 | | 301-405-0248 | nabj@nabj.0rg | 1100 Knight Hall Ste. 3100, College Pk. MD | National Assoc. of Black Journalist |
| ~ | | | www.nasbaonline.net | NASBA | National Alliance of State Broadcasters |
| 2 | | 704-333-6457 | Ms. Colette Forrest | PO Box 16956, Charlotte, NC 28297 | NAACP |
| _ | 7 | 800-237-8073 | medialine@medialine.com | PO Box 51909, Pacific Grove CA 93950 | Medialine.com |
| ~ | | 704-567-1000 | | 5009 Monroe Rd. Charlotte, 28205 | Media Power Advertising |
| Z | 7 | 704-336-6094 | Hal R. Marshall S.Ct | 700 N. Tryon Street, Chlte., NC 28202 | Meck-County Womens Comm |
| 2 | | 704-373-1800 | Annie Cordell | 1 Television Place, Charlotte, NC 28205 | Mail in Resumes |
| 2 | | 704-378-1000 | Dir. Placement Ctr. | 100 Beatties Ford Rd, Chlte., NC 28216 | Johnson C. Smith University |
| 2 | - | 202-806-5806 | Carol Dudley | 525 Bryant St., SW rm 107, Wash. DC | John H. Johnson School of Communications |
| z | 7 | | | BAHAKEL, WAKA,WFXB,WBBJ,WOLO | Intra-Office job posting |
| Z | 7 | 704-372-1800 | Carol Mangin | 1 Television Place, Charlotte, NC 28205 | Internal Job Posting |
| z | | | | | Handshake .com |
| Z | 7 | 704-332-2163 | Dr. Cook | 1243 West Blvd, Charlotte, NC 28208 | Greater Mt. Sinai BC |
| z | 7 | 704-375-3900 | Dr. Baker | 531 Campus St., Charlotte, NC 28216 | Gethsemane AME Zion C |
| z | 1 | 704-372-1800 | | 1 Television Place, Charlotte, NC 28205 | Employee Referral |
| Z | 7 | 704-330-2722 | Student Career Ctr. | PO Box 35009, Charlotte, NC 28235 | CPCC |
| 2 | | 704-373-2256 | S. Funerburke | PO Box 34686, Charlotte, NC 28234 | Char-Mecklenburg Urban League |
| 2 | 7 | 704-395-9272 | csbnc@bellsouth.net | 3435 Performance Rd. Charlotte 28214 | Carolina School of Broadcasting |
| | 7 | | | www.careerpage.org | Career PAGE |
| z | 7 | | | matthewcaporale@bac.edu | Belmont Abbey |
| 2 | 7 | 415-346-2051/f 346-6343 | Job Placement | 1182 Market St. Suite 320, San Fran. CA 94102 | Asian American Journalist Association |
| Y/N | Vacancy | Telephone Number | Contact Person | Address | Name of Recruitment Source |
| Did the Source Request Notification? | e o | | | | |
| | _ | | | | |

Job Title of Vacancy: Technical Operator
Date Vacancy Opened: 12/19/18

Date Vacancy Filled: 4/10/19

Recruitment Source That Referred the Hiree: TV Jobs. Com

Total Number of Persons Interviewed for the Vacancy: 8

| | | | | 110000000000000000000000000000000000000 | |
|---|---|--------------------------|--|--|--|
| z | | | | | Indeed com |
| Z | | | Career Center | 112 McLaurin, Rock Hill, SC 29733 | Winthrop University |
| Z | ω | 704-372-1800 | | Internet www.wccbcharlotte.tv | WCCB-TV Charlotte Website |
| Z | | 704-372-1800 | | One Television Pl. Charlotte, NC | Word of Mouth-Phone |
| Z | | 803-777-7280 | usc career link | career@sc.edu | USC (University of South Carolina) |
| Z | | 910-521-6000 | Dir. Placement Ctr. | PO Box 1510, Pembroke, NC 28372 | University of Pembroke |
| 2 | | 303-264-6186 | merrera@miami.eou | 5100 Brunson Dr. Coral Gables, FL 33146 | University of Miami Sch. Of Communications |
| 2 2 | | 700-042-0022 | DOE DETINS, | Glady octi. Or Journalismywass Comm | University of Georgia |
| 2 2 | | 704-007-2003 | Calliii neaiii | Conditional Services of the Se | CNCC |
| 2 2 | | 704_687_2683 | Caitlin Hearn | 150 Atkins Blg 9001 Hinker City blyd 98969 | |
| z | | 919-962-2211 | Dir Placement Ctr | Campus Box 3365. Chapel Hill. NC 27599 | UNC School of Journalism |
| Z | 3 | www.tviobs.com | Mark Holloway | Internet www.tviobs.com | TV .lohs.com |
| Z | | 312-408-1881 f. 408-1867 | blackjournalist@aol.com | 1go 60604 | Target Market News |
| Z | | 214-630-9590 | Bill Kadmis | TX 75039 | Talent Dynamics |
| z | | | | media.com | Talent Collective |
| Z | | 888-884-2630 | 607-729-7331 fax | selltv@aol.com | Spots n Dots |
| Z | | 305-467-4681 | Dave Benz | Sportscastingjobs.com | Spill Productions |
| Z | | | | Radio & IV News Dir. Assn. of Carolinas | RINDAC |
| Z | | 919-530-5046 | Bret Chambers | | NCCO Assn. Black Journalist |
| Z | | www.careerpage.org | Placement Ctr. | I, NC 2/602 | NCAD, JOB Balls |
| 2 2 | | /04-001-0004/000-Z000 F | Tulls McDowell | DO DOUGE CHE DI CHARDE ZOZIZ | NC Elliployment security Com |
| ZZ | | 204 E24 E024/E66 28E6 F | Into@naja.com | EMILION SUSTIBILITY | Native American Journalist Assoc. |
| 2 2 | | 205-027 1971.002-7 144 | ildij@ildij.old | | National Assoc. of Disparite Journalist |
| ZZ | | 301-405-0248 | nabi@nabi.urg | 1000 Night Hall Ste. 3100, College PK, MD | National Assoc. of Biack Journalist |
| Z | | 000 | www.nasbaonline.net | NAUBA | National Alliance of State Broadcasters |
| Z | | /04-333-645/ | Ms. Colette Forrest | PO Box Togoo, Charlotte, NC 28297 | NAACT |
| 2 2 | | 704 222 6457 | M- Callette Francisco | PO DOX 01909, FACILIC GIOVE CA 90900 | Niedallie.com |
| 2 2 | | 800 237 8073 | modiciino modiciino com | DO Doy 51000 Dookin Orong Force | Modicino com |
| 2 2 | | 704-567-1000 | ci c | 5009 Monroe Bd Charlotte 28205 | Media Power Advertising |
| z | | 704-336-6094 | Hal R Marshall S Ct | 700 N Tryon Street Chite NC 28202 | Meck-County Womens Comm |
| Z | | 704-373-1800 | Annie Cordell | | Mail in Resumes |
| Z | | 704-378-1000 | Dir. Placement Ctr. | 16 | Johnson C. Smith University |
| Z | | 202-806-5806 | Carol Dudley | 525 Bryant St., SW rm 107, Wash. DC | John H. Johnson School of Communications |
| Z | | | | | Intra-Office job posting |
| Z | 1 | 704-372-1800 | Carol Mangin | 1 Television Place, Charlotte, NC 28205 | Internal Job Posting |
| Z | | | | | Handshake .com |
| z | | 704-332-2163 | Dr. Cook | 1243 West Blvd, Charlotte, NC 28208 | Greater Mt. Sinai BC |
| Z | | 704-375-3900 | Dr. Baker | 531 Campus St., Charlotte, NC 28216 | Gethsemane AME Zion C |
| Z | _ | /04-3/2-1800 | | 1 Television Place, Charlotte, NC 28205 | Employee Referral |
| Z | | 704-330-2722 | Student Career Ctr. | | CFCC |
| 2 2 | | 704 330 3733 | o. I dieibuike | | Charling Organ reague |
| 2 2 | | 704 373 3356 | C Eliporblisho | | Char Macklanhura Hrhan Laggue |
| z | | 704-395-9272 | cshnc@hellsouth net | d Charlotte 28214 | Carolina School of Broadcasting |
| z | | | | | Career PAGE |
| z | | | | matthewcaporale@bac.edu | Belmont Abbey |
| Z | | | Job Placement | 1182 Market St. Suite 320. San Fran. CA 94102 | Asian American Journalist Association |
| Did the Source Request Notification? Y/N | Total Number of Interviewees Referred by the Source for the Vacancy | Telephone Number | Contact Person | Address | Name of Recruitment Source |
| | | | | | |
| | | | | | |

Job Title of Vacancy: 10 PM News Anchor

Date Vacancy Opened: 5/29/2018

Date Vacancy Filled: 8/1/2018

Recruitment Source That Referred the Hiree: Agent/Al Corral

Total Number of Persons Interviewed for the Vacancy: 3

| Address | Opposition of the Control of the Con | | | Did the Source Request Notification? |
|---|--|--|--|--|
| 1182 Market St. Suite 320. San Fran. CA 94102 | Job Placement | | | |
| matthewcaporale@bac.edu | ook i lacomon, | | 7 | |
| www.careerpage.org | | | 7 | _ |
| 3435 Performance Rd. Charlotte 28214 | csbnc@bellsouth.net | 704-395-9272 | 7 | |
| DO Box 35000 Charlotte, NC 28234 | Student Carper Otr | 704-373-2256 | | |
| 1 Television Place, Charlotte, NC 28205 | Cracin Carco Ca. | 704-372-1800 | 7: | |
| 531 Campus St., Charlotte, NC 28216 | Dr. Baker | 704-3 <u>7</u> 5-3900 | 7 | _ |
| 1243 West Blvd, Charlotte, NC 28208 | Dr. Cook | 704-332-2163 | 77 | |
| 1 Television Place, Charlotte, NC 28205 | Carol Mangin | | 7 | - |
| BAHAKEL, WAKA,WFXB,WBBJ,WOLO | K | | 7 | _ |
| 525 Bryant St., SW rm 107, Wash. DC | Carol Dudley | 202-806-5806 | 7 | _ |
| 100 Beatties Ford Rd, Chite., NC 28216 | Dir. Placement Ctr. | 704-378-1000 | 7 7 | |
| 700 N. Tryon Street, Chite., NC 28202 | Hal R. Marshall S.Ct | 704-336-6094 | 7 | |
| 5009 Monroe Rd. Charlotte, 28205 | | 704-567-1000 | 7 | _ |
| PO Box 51909, Pacific Grove CA 93950 | medialine@medialine.com | 800-237-8073 | 7 | |
| PO Box 16956, Charlotte, NC 28297 | Ms. Colette Forrest | 704-333-6457 | 17 | |
| 1100 Knight Hall Ste 3100 College Pk MD | mahi@nahi Org | 301-405-0248 | 7 7 | |
| 1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001 | nahj@nahj.ord | 202-662-7145/f.662-7144 | 7 | |
| 555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069 | \perp | 605-677-5282 f 866-694-4264 | 7 | |
| 5601 Executive Cter Dr., Charlotte, 28212 | Hurtis McDowell | 704-531-5034/566-2856 F | 7 | |
| behambers@NCCII EDII | Bret Chambers | www.careerpage.org | | |
| Radio & TV News Dir. Assn. of Carolinas | Diox Ondinado | | 7 | - |
| Sportscastingjobs.com | Dave Benz | 305-467-4681 | 7 | _ |
| selftv@aol.com | 607-729-7331 fax | 888-884-2630 | 7 | |
| bille@michaelsmedia.com | Dill Koda | 314 630 0500 | | |
| 228 S. Wahash Ave. Suite 210 Chicago 60604 | blackiournalist@aol.com | 312-408-1881 f 408-1867 | 7 | |
| Internet www.tvjobs.com | Mark Holloway | www.tvjobs.com | 7 | _ |
| Campus Box 3365, Chapel Hill, NC 27599 | Dir. Placement Ctr. | 919-962-2211 | 7 | |
| 150 Atkins Blg.9201 Univer. City blvd. 28262 | Caitlin Hearn | 704-687-2683 | 7 7 | |
| 5100 Brunson Dr. Coral Gables, FL 33146 | iherrera@miami.edu | 305-284-8186 | 7 | |
| PO Box 1510, Pembroke, NC 28372 | Dir. Placement Ctr. | 910-521-6000 | 7 | _ |
| career@sc.edu | usc career link | 803-777-7280 | 7 | |
| One Television Pl. Charlotte, NC | | 704-372-1800 | , 7 | |
| 112 Mclaurin Rock Hill SC 29733 | Career Center | | N 2 2 | |
| Indeed.com | | | 7 | - 1 |
| Al Corral | | | <u>.</u> | _ |
| | | | | |
| | | | | |
| | | _ | | |
| | Address 1182 Market St. Suite 320, San Fran. CA 94102 matthewcaporale@bac.edu www.carcerpage.org 3435 Performance Rd. Charlotte 28214 PO Box 3486 Charlotte, NC 28234 PO Box 3486 Charlotte, NC 28235 1 Television Place, Charlotte, NC 28205 531 Campus St. Charlotte, NC 28205 131 Campus St. Charlotte, NC 28205 131 Campus St. Charlotte, NC 28205 100 Beatties Foor Rd. Chille, NC 28205 100 Beatties Foor Rd. Chille, NC 28205 1 Television Place, Charlotte, NC 28205 1 Television Place, Charlotte, NC 28206 1 Television Place, Charlotte, NC 28207 100 Box 16956, Charlotte, NC 28205 PO Box 627, Raleigh, NC 27602 bchambers@NCCUEDU Radio & TV News Dir. Assn. of Carolinas Sportscastinglobs.com selftv@anichaeismedia.com 5100 Bunson Dr. Coral Gables, FL 33146 PO Box 1510, Pembroke, NC 28372 career@sc.edu One Television Pl. Charlotte, NC Internet www.wcbcbarlotte.NC Internet ww | M4102 M102 D C 20045-2001 million SD57069 S2 | Contact Person Telephon Telephon Telephon Telephon 415-346 415 | Contact Person |

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 |
|--|--|
| NCAB Legal Webinar August 28, 2018 (#14) | Carol Mangin-Executive Assistant, attended the online NCAB 3 rd Qtr. Legal webinar. There was a discussion EEO Rules updates and a review of current EEO rules and the importance of compliance with the rules for EEO FCC files. |
| Career Fair USC-University of South Carolina- March 26, 2019 (#10) | Jeff Monheit-Assistant News Director- shared a booth with our sister station ABC-Columbia-WOLO. He was recruiting for several job openings in our News Department. |
| Community College Outreach April 24, 2019 (#10) | Angela Robbins-News Director, member of Broadcast Advisory Board at York Technical College, attended a meeting which discussed broadcast technology jobs and recruitment at WCCB, and discussed qualifications and experience needed for the jobs. |
| Central Piedmont Community College May 29, 2019 (#10) | Angela Robbins-News Director, member of Broadcast Advisory Board at CPCC, attended a meeting which discussed broadcast technology jobs and recruitment at WCCB, and discussed qualifications and experience needed for the jobs. |
| The Park Youth Broadcasting Camp July 11, 2019 (#4) | Caryn Little and Holly Hamrick- of the Social Media and Production department spoke with 15 students in broadcasting camp, gave a tour of studios, weather center, master control and discussed different job responsibilities. Students learned how to use studio cameras and equipment, and got experience with the green screen. There was a Q&A session. |
| Charlotte Youth and Broadcasting Camp July 12, 2019 (#4) | Caryn Little- of the Social Media department spoke with 12 students in broadcasting camp, gave a tour of studios, weather center, master control and discussed different job responsibilities. Students learned how to use studio cameras and equipment, and got experience with the green screen. There was a Q&A session. |
| WCCB Charlotte the CW Internship Program, August 1, 2018 thru July 31, 2019 (#5) | WCCB-TV had 1 intern from University of South Carolina, from 6/3/2019-6/25/2019, during August 1, 2018 through July 31, 2019, learning the day to day activities of a TV station. The intern helped with clerical task on the assignment desk and shadowed anchors on assignment, etc. |

Attach all documentation concerning the nature of the activity, the scope of the station's participation and the station personnel involved.

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

- 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;

- 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 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 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 to broadcasting job candidates who might otherwise be unaware of such opportunities.