

**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, 2023  
Through July 31, 2024**

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, 2023 - July 31, 2024** the station filled the following full-time vacancies:

Digital Content Producer  
Digital Marketing Specialist  
Morning Anchor/Reporter  
Morning News Producer  
Multimedia Account Executive  
Multimedia Journalist  
News Producer  
Sr. Multimedia Account Executive  
Weekend Anchor/Reporter

The station interviewed a total of 49 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>
Agent	6
Employee Referral	2
I Hire Broadcasting	7
Indeed.com	2
Internal Job Posting	1
Linkedin	7
Spots n Dots	6
TVJobs.com	3

<b>WCCB Website</b>	<b>11</b>
<b>Word of Mouth</b>	<b>4</b>

**EXHIBIT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

**WCCB-TV**

**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
#8 Sales and Marketing Training seminar 6/12/2024	On June 12, 2024, Invited Host/Instructor: Sean Brown along Sales Managers: Annie Cordell, Haley Curry and Josef Koefer, and the sales and marketing teams and some invited clients participated in E-mail Marketing seminar and how it can be used to increase brand recognition, build credibility, attract new sales opportunities and increase sales and retention.
#16 Advisory Board/York Technical College Graduation 7/16/2024	York Technical College graduation on July 16, 2024, Rock Hill S.C.- Angie Robbins –VP of Development Services, at Bahakel Communications and a member of the Advisory Board at YTC, spoke to graduates, about how WCCB has played a role in the development of careers in broadcasting by hiring YTC graduates and by welcoming students into their Internship program.
#14 Webinar for FCC-EEO Rules and Guidelines 7/25/2024	July 25, 2024 several Bahakel managers and WCCB employees (C. Mangin and C Hoke) attended a Webinar via ZOOM hosted by lawyers Elizabeth Spainhour and Noah Hock of Brooks Pierce. Discussion of the FCC EEO updates in rules, procedures, and guidelines were reviewed to be in compliance with recruitment practices, record keeping and filing of FCC EEO annual reports.

<p>#8 Sales personnel training seminars via Zoom 2/2024 thru 7/2024</p>	<p>Station Participants: Annie Cordell, Haley Curry and Josef Koefer hosted the following training sessions: 2/29 :Streaming Audio Training 6/20 – OTT/CTV Training 3/28-Ad Ops Hub Training 7/11- Search SEM/PDC Training 4/25- Digital Audience Tool Software Training 6/12-Client Lunch and Learn Digital Training Sales Managers, Digital sales team and Account Executives participated in a series of webinars and training programs focused on digital education and other 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.</p>
<p>#4 &amp; 10 Career Day and Studio Tour 3/11/2024</p>	<p>On March 11, 2024 WCCB complied with a request from Rocky River H.S. that we host a Career Day and Studio tour for students (27) and teachers (2) Station participants: Angie Robbins, Michael Mathis, H. Hamrick, R. Gamertsfelder, R. Miskoweic, S. Kirchhoff, J. Francis. They had a discussion with the students regarding daily operations, broadcasting, the process for Digital Design, process for Adobe Video and Visual Design. All relating to a Career in Digital Broadcasting.</p>

#4 Advisory Board Meeting 3/20/2024	On March 20, 2024 Holly Hamrick attended Career Day at Cleveland Community College. Holly Hamrick, Production Manager, and member of the advisory board along with other members had a round table discussion about what preparations will prepare their students for the real world in media. They discussed curriculum, equipment and ways to prepare students for the job force in media.

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.



	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






	University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186	
	University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000	
	USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280	
	Word of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800	3
	WCCB-TV Charlotte website	Internet    www.wccbcharlotte.tv		704-372-1800	
	Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center		





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	Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center			N	
						N	

## AM News Producer

[illegible]



AM News Producer

	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	1	N	
	WCCB-TV Charlotte website	Internet     www.wccbcharlotte.tv		704-372-1800	3	N	
	Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center			N	

## Multimedia Journalist

[illegible]

Multimedia Journalist

	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		
	Agent Phone Interview	USA Talent	410-428-8839		1	N		

## Morning Anchor reporter

	Job Title of Vacancy: Morning Anchor/Reporter			Recruitment Source That Referred the Hire: TVjobs.com		
	Date Vacancy Opened: 3/18/2024					
				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	<a href="mailto:matthewcaporale@bac.edu">matthewcaporale@bac.edu</a>				N
	Career PAGE	<a href="http://www.careerpage.org">www.careerpage.org</a>				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 Penn State and Arizona State					N
	Indeed	indeed.com				N
	Intersect Recruitment Grp.	1435 W. Morehead St. Ste. 130 charlotte NC 28208	Renee Doggin			N
	I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire Broaadcasting.com	866-238-0161		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
	LinkedIn	linkedin.com	linkedin jobs			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	<a href="http://www.nasbaonline.net">www.nasbaonline.net</a>			N
	National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	<a href="mailto:nabi@nabi.org">nabi@nabi.org</a>	301-405-0248		N
	National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.ord	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.	<a href="http://www.careerpage.org">www.careerpage.org</a>		N
	NCCU Assn. Black Journalist	<a href="mailto:bchambers@NCCU.EDU">bchambers@NCCU.EDU</a>	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	<a href="mailto:selltva@aol.com">selltv@aol.com</a>	607-729-7331 fax	888-884-2630		N
	Talent Collective	<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>				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	<a href="mailto:blackjournalist@aol.com">blackjournalist@aol.com</a>	312-408-1881 f. 408-1867		N
	TV Jobs	Internet <a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	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



Morning Anchor reporter

	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	
	Agent	TV Talent Agency Paul Brewer		TVTalentAgents.com	1	N	

## Digital Content Producer

	Job Title of Vacancy:	Digital Content Producer		Recruitment Source That Referred the Hiree:	WCCB Website
	Date Vacancy Opened:	7/31/2023		Total Number of Persons Interviewed for the Vacancy:	5
	Date Vacancy Filled:	9/18/2023		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	cbsnc@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 Penn State and Arizona State					N
Indeed	indeed.com			2	N
Intersect Recruitment Grp.	1435 W. Morehead St. Ste. 130 charlotte NC 28208	Renee Doggin			N
I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire Broaadcasting.com	866-238-0161		N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	1	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
Linkedin	LinkedIn.com				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.ord	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 Blg.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	iherreira@miami.edu	305-284-8186		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N

Digital Content Producer

	USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280		N
	Word of Mouth-Phone	One Television Pl. Charlotte, NC	withinin the Industry	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





## Multimedia AE

	<b>Job Title of Vacancy: Multi-Media Account Executive</b>			<b>Recruitment Source That Referred the Hiree: LinkedIn</b>	
	<b>Date Vacancy Opened: 10/18/2023</b>				
	<b>Date Vacancy Filled: 7/15/2024</b>			<b>Total Number of Persons Interviewed for the Vacancy: 13</b>	
			<b>Recruitment Sources Used to Fill The Vacancy</b>		
	Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy
	Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343	
	Belmont Abbey	<a href="mailto:matthewcaporale@bac.edu">matthewcaporale@bac.edu</a>			
	Career PAGE	<a href="http://www.careerpage.org">www.careerpage.org</a>			
	Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272	
	Char-Mecklenburg Urban League	PO Box 34686,Charlotte, NC 28234	S. Funerburke	704-373-2256	
	CPCC	PO Box 35009,Charlotte, NC 28235	Student Career Ctr.	704-330-2722	
	Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	
	Gethsemane AME Zion C	531 Campus St.,Charlotte, NC 28216	Dr. Baker	704-375-3900	
	Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163	
	Indeed	indeed.com			
	I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	lhire Broaadcasting.com	866-238-0161	6
	Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	
	Intra-Office job posting	BAHAKEL, WAKA,WFXB,WBBJ,WOLO			
	John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Carol Dudley	202-806-5806	
	Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000	
	LinkedIn	Linkedin.com			
	Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800	
	Meck-County Womens Comm	700 N. Tryon Street, Chlte., NC 28202	Hal R. Marshall S.Ct	704-336-6094	
	Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		704-567-1000	4
	Medialine.com	PO Box 51909,Pacific Grove CA 93950	medialine@medialine.com	800-237-8073	
	NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457	
	National Alliance of State Broadcasters	NASBA	<a href="http://www.nasbaonline.net">www.nasbaonline.net</a>		
	National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	<a href="mailto:nabj@nabj.Org">nabj@nabj.Org</a>	301-405-0248	
	National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.ord	202-662-7145/f.662-7144	
	Native American Journalist Assoc.	555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264	
	NC Employment Security Com	5601 Executive Cter Dr.,Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F	
	NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org	
	NCCU Assn. Black Journalist	<a href="mailto:bchambers@NCCU.EDU">bchambers@NCCU.EDU</a>	Bret Chambers	919-530-5046	
	RTNDAC	Radio & TV News Dir. Assn. of Carolinas			
	Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681	
	Spots n Dots	<a href="mailto:selltv@aol.com">selltv@aol.com</a>	607-729-7331 fax	888-884-2630	3
	Talent Collective	bille@michaelsmedia.com			
	Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590	
	Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867	
	TV Jobs	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com	
	UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211	
	UNCC	150 Atkins Blg.9201 Univer. City blvd. 28262	Caitlin Hearn	704-687-2883	
	University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022	
	University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186	
	University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000	
	USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280	

Multimedia AE

	Word of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800	
	WCCB-TV Charlotte website	Internet    www.wccbcharlotte.tv		704-372-1800	
	Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center		

## Multimedia AE

[illegible]

Multimedia AE

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N		
N		




## 1

		<b>Job Title of Vacancy: General Sales Manager</b>			<b>Recruitment Source That Referred the Hiree: Word of Mouth</b>	
		<b>Date Vacancy Opened: 6/30/2023</b>				
		<b>Date Vacancy Filled: 7/17/2023</b>			<b>Total Number of Persons Interviewed for the Vacancy: 4</b>	
				<b>Recruitment Sources Used to Fill The Vacancy</b>		
		Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy
		Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343	
		Belmont Abbey	<a href="mailto:matthewcaporale@bac.edu">matthewcaporale@bac.edu</a>			
		Career PAGE	<a href="http://www.careerpage.org">www.careerpage.org</a>			
		Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272	
		Char-Mecklenburg Urban League	PO Box 34686,Charlotte, NC 28234	S. Funerburke	704-373-2256	
		CPCC	PO Box 35009,Charlotte, NC 28235	Student Career Ctr.	704-330-2722	
		Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800	
		Gethsemane AME Zion C	531 Campus St.,Charlotte, NC 28216	Dr. Baker	704-375-3900	
		Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163	
		Handshake .com Penn State and Arizona State				
		Indeed	indeed.com			
		Intersect Recruitment Grp.	1435 W. Morehead St. Ste. 130 charlotte NC 28208	Renee Doggin		
		Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	
		Intra-Office job posting	BAHAKEL, WAKA,WFXB,WBBJ,WOLO			
		John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Carol Dudley	202-806-5806	
		Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000	
		Linkedin	Linkedin.com			2
		Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800	
		Meck-County Womens Comm	700 N. Tryon Street, Chlte., NC 28202	Hal R. Marshall S.Ct	704-336-6094	
		Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		704-567-1000	
		Medialine.com	PO Box 51909,Pacific Grove CA 93950	medialine@medialine.com	800-237-8073	
		NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457	
		National Alliance of State Broadcasters	NASBA	<a href="http://www.nasbaonline.net">www.nasbaonline.net</a>		
		National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	<a href="mailto:nabj@nabj.Org">nabj@nabj.Org</a>	301-405-0248	
		National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.ord	202-662-7145/f.662-7144	
		Native American Journalist Assoc.	555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264	
		NC Employment Security Com	5601 Executive Cter Dr.,Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F	
		NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	<a href="http://www.careerpage.org">www.careerpage.org</a>	
		NCCU Assn. Black Journalist	<a href="mailto:bchambers@NCCU.EDU">bchambers@NCCU.EDU</a>	Bret Chambers	919-530-5046	
		RTNDAC	Radio & TV News Dir. Assn. of Carolinas			
		Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681	
		Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630	
		Talent Collective	bille@michaelsmedia.com			
		Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590	
		Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867	
		TV Jobs	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com	
		UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211	
		UNCC	150 Atkins Blg.9201 Univer. City blvd. 28262	Caitlin Hearn	704-687-2683	
		University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022	
		University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186	

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	University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000	
	USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280	
	Word of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800	2
	WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv		704-372-1800	
	Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center		



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