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:

Recruitment Source	Total Number of Interviewees Referred
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

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.

.#8 Sales personnel training seminars via Zoom 2/2024 thru 7/2024	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.
#4 & 10 Career Day and Studio Tour 3/11/2024	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. Kirchkoff, 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.

#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.

Job Title of Vacancy: Digital Marketing Specialist			Recruitment Source That		
<u>, </u>			Referred the Hiree: WCCB Webs	site	
Date Vacancy Opened: 8/1/2023					
			Total Number of Persons		
Date Vacancy Filled: 8/28/2023			Interviewed for the		
			Vacancy: 2		
		Recruitment Sources Used to	Fill The Vacancy		
Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification? Y/
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey	matthewcaporale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800		N
Gethsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Handshake .com Penn State and Arizona State					N
Indeed	indeed.com				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	www.nasbaonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.0rg	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 N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU	Bret Chambers	919-530-5046		IN N
RTNDAC Spill Draductions	Radio & TV News Dir. Assn. of Carolinas	Dava Danz	205 467 4694		IN N
Spill Productions Spots n Dots	Sportscastingjobs.com selltv@aol.com	Dave Benz 607-729-7331 fax	305-467-4681 888-884-2630		N N
Talent Collective	bille@michaelsmedia.com	001-129-1331 lax	000-004-2030		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,	704-007-2003		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		NI

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

Job Title of Vacancy: Sr. Multi Media Account Exe	cutive		Recruitment Source That	
			Referred the Hiree: Word of Mouth	
Date Vacancy Opened: 2/19/2024				
			Total Number of Persons	
Date Vacancy Filled: 4/8/2024			Interviewed for the	
			Vacancy: 10	
		Dogwitmont Courses Used to E	ill The Vecency	
		Recruitment Sources Used to F	in the vacancy	
				Total Number
				Interviewees Referred by th Source for the
Name of Recruitment Source	Address	Contact Person	Telephone Number	Vacancy
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343	
Belmont Abbey	matthewcaporale@bac.edu			
Career PAGE	www.careerpage.org			
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			
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	
I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire Broaadcasting.com	866-238-0161	1
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			3
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	<u>www.nasbaonline.net</u>		
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.0rg	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	bchambers@NCCU.EDU	Bret Chambers	919-530-5046	
RTNDAC	Radio & TV News Dir. Assn. of Carolinas	Davis Davis	005 407 4004	
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681	
Spots n Dots Talant Callactive	selltv@aol.com	607-729-7331 fax	888-884-2630	3
Talent Dynamics	bille@michaelsmedia.com	Dill I/a alias is	244 020 0500	
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 University of Georgia	150 Atkins Blg.9201 Univer. City blvd. 28262 Grady Sch. Of Journalism/Mass Comm	Caitlin Hearn Joe Dennis,	704-687-2683 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	
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		

Did the	
Source	
Request	
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Job Title of Vacancy: Weekend Anchor/Reporter			Recruitment Source That		
			Referred the Hiree: Employee I	Referral	
Date Vacancy Opened: 3/20/2024					
			Total Number of Persons		
Date Vacancy Filled: 7/15/2024			Interviewed for the		
			Vacancy: 6		
		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/
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey	matthewcaporale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205	Niccole Madden	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				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				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.0rg	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	Davis Davis	205 407 4004		N N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681		N
Spots n Dots Talant Callactive	selltv@aol.com	607-729-7331 fax	888-884-2630		IN N
Talent Collective	bille@michaelsmedia.com	Bill Kadmis	214-630-9590		N NI
Talent Dynamics Target Market News	600 E. Colinas Blvd. Irving TX 75039 228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867		NI
TV Jobs	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com		NI
UNC School of Journalism	<u> </u>	Dir. Placement Ctr.	919-962-2211		NI
UNCC	Campus Box 3365, Chapel Hill, NC 27599 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,	704-087-2083		NI
University of Georgia University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miami.edu	305-284-8186		NI
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		NI
USC (University of South Carolina)	career@sc.edu	usc career link	803-777-7280		N I

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
Agents	Various (USA Talent, DTA Talent, UnitedTalent.com)	USA-410-428-8839	DTA 619-218-5391	4 N
			2 17 (0 10 2 10 000 1	

Job Title of Vacancy: News Producer			Recruitment Source That		
			Referred the Hiree: WCCB Website		
Date Vacancy Opened: 2/21/2024					
			Total Number of Persons		
Date Vacancy Closed: 4/29/2024			Interviewed for the		
			Vacancy: 2		
		Recruitment Sources Used to Fill	The Vacancy		
Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification? Y/N
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343	Vacancy	N
Belmont Abbey	matthewcaporale@bac.edu		1.0 0.10 200 1/1 0.10 00-10		N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-393-9272		N
CPCC	PO Box 34000, Charlotte, NC 28234 PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-373-2230		N
Employee Referral	1 Television Place, Charlotte, NC 28205	Otadoni Odroci Oti.	704-330-2722	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	704-373-3900		N
Handshake .com Penn State and Arizona State	1240 West Biva, Orianotte, NO 20200	D1. 000K	704-332-2103		N
Indeed	indeed.com				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		704-372-1000		N
John H. Johnson School of Communications	525 Bryant St., SW rm 107, Wash. DC	Carol Dudlov	202-806-5806		N N
Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000		N
Linkedin	linkedin.com	linkedin jobs	704-376-1000		N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800		N
	700 N. Tryon Street, Chite., NC 28202	Hal R. Marshall S.Ct	704-373-1800		N
Meck-County Womens Comm Media Power Advertising	5009 Monroe Rd. Charlotte, 28205	Hai K. Maishall S.Ct	704-567-1000		N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	medialine@medialine.com	800-237-8073		N
NAACP	PO Box 51909, Pacific Grove CA 93930 PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457		N
National Alliance of State Broadcasters	NASBA		704-333-0437		N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	www.nasbaonline.net	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nilight Hall Ste. 5100, College Pk. MD	nabj@nabj.0rg nahj@nahj.ord	202-662-7145/f.662-7144		N 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.		1	N
NCCU Assn. Black Journalist	bchambers@NCCU.EDU	Bret Chambers	www.careerpage.org 919-530-5046		N
RTNDAC	Radio & TV News Dir. Assn. of Carolinas	חובו הומווחבופ	 	1	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	OUT TEU TOUT TAX	200 00- 2000		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	iherrera@miami.edu	305-284-8186	1	N
University of Pembroke	·		910-521-6000	 	N
	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.			N
USC (University of South Carolina) Word of Mouth Phone	career@sc.edu	usc career link	803-777-7280 704-372-1800	1	N
Word of Mouth-Phone	One Television Pl. Charlotte, NC Internet www.wccbcharlotte.tv		704-372-1800 704-372-1800	<u> </u>	IN N

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

AM News Producer

Job Title of Vacany: Morning News Producer			Recruitment Source That		
			Referred the Hiree: TVJobs.com		
Date Vacancy Opened: 3/18/2024					
			Total Number of Persons		
Date Vacancy Filled: 6/3/2024			Interviewed for the		
			Vacancy: 5		
		Recruitment Sources Used to F	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/f 346-6343	,	N
Belmont Abbey	matthewcaporale@bac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800		N
Gethsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Handshake .com Penn State and Arizona State					N
Indeed	indeed.com				N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire Broaadcasting.com	866-238-0161		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
Mediabistro	www.mediabistro.com	clients@mediabistro.com			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
Monster.com		www.monster.com			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.0rg	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	1	N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211		N

AM News Producer

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	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

Job Title of Vacancy: Multi-Media Journalist			Recruitment Source That		
Job Title Of Vacancy. Wulti-Wedia Journalist			Referred the Hiree: WCCB Web	osite	
Date Vacancy Opened: 2/21/2024					
			Total Number of Persons		
Date Vacancy Filled: 3/25/2024			Interviewed for the		
			Vacancy: 2		
		Recruitment Sources Used to	Fill The Vacancy		
Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343	vacancy	N
Belmont Abbey	matthewcaporale@bac.edu		1.00.0000000		N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205		704-372-1800		N
Gethsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Handshake .com Penn State and Arizona State					N
Indeed	indeed.com				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	<u>www.nasbaonline.net</u>	224 427 2242		N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.0rg	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		IN NI
NCAB, Job Bank NCCU Assn. Black Journalist	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		IN NI
	bchambers@NCCU.EDU Padio & TV Nows Dir Assp. of Carolinas	Bret Chambers	919-530-5046		NI NI
RTNDAC Spill Productions	Radio & TV News Dir. Assn. of Carolinas Sportscastingjobs.com	Dave Benz	305-467-4681		NI IN
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	bille@michaelsmedia.com	001-129-1001 IdA	000-004-2000		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

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

		Recruitment Source That Referred the Hiree: TVjobs.com	
		Total Number of Persons	
		Interviewed for the	
		Vacancy: 4	
	Recruitment Sources Used to Fil	I The Vacancy	
	Contact Dove on	Inter Refe Sour	Number of viewees rred by the ce for the Did the Source Request
		<u> </u>	Notification? Y
·	Job Placement	415-346-2051/1 346-6343	N N
·			N N
	and the state of t	704 205 0070	N
			N N
·			IN N
	Student Career Ctr.		IN NI
	Dr. Dokor		IN NI
<u> </u>			IN NI
1243 West Bivd, Charlotte, NC 28208	DI. COOK	704-332-2103	IN NI
indood com			NI NI
	Penee Doggin		NI NI
		866-238-0161	N N
			N N
	- Caron Mangin	704 072 1000	N N
	Carol Dudley	202-806-5806	N
			N
·			N
		704-373-1800	N
			N
5009 Monroe Rd. Charlotte, 28205	Train training of the control of the	704-567-1000	N
PO Box 51909, Pacific Grove CA 93950	medialine@medialine.com	800-237-8073	N
PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457	N
NASBA	www.nasbaonline.net		N
1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.0rg	301-405-0248	N
1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.ord	202-662-7145/f.662-7144	N
555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069	info@naja.com	605-677-5282 f 866-694-4264	N
5601 Executive Cter Dr., Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F	N
P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org	N
bchambers@NCCU.EDU	Bret Chambers	919-530-5046	N
Radio & TV News Dir. Assn. of Carolinas			N
Sportscastingjobs.com	Dave Benz	305-467-4681	N
selltv@aol.com	607-729-7331 fax	888-884-2630	N
bille@michaelsmedia.com			N
600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590	N
	blackjournalist@aol.com	312-408-1881 f. 408-1867	N
-			2 N
		919-962-2211	N
	PO Box 51909, Pacific Grove CA 93950 PO Box 16956, Charlotte, NC 28297 NASBA 1100 Knight Hall Ste. 3100, College Pk. MD 1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001 555 Dakota St. A1 Neuhath Media Ctr. Vermillion SD57069 5601 Executive Cter Dr., Charlotte, 28212 P.O. Box 627, Raleigh, NC 27602 bchambers@NCCU.EDU Radio & TV News Dir. Assn. of Carolinas Sportscastingjobs.com selltv@aol.com bille@michaelsmedia.com	Address Contact Person 1182 Market St. Suite 320, San Fran. CA 94102 Job Placement matthewcaporale@bac.edu www.careerpage.org 3435 Performance Rd. Charlotte 28214 PO Box 34686, Charlotte, NC 28234 PO Box 35009, Charlotte, NC 28235 1 Television Place, Charlotte, NC 28205 531 Campus St., Charlotte, NC 28205 17243 West Blvd, Charlotte, NC 28208 Dr. Cook indeed.com 1435 W. Morehead St. Ste. 130 charlotte NC 28208 Indeed.com 1436 W. Morehead St. Ste. 130 charlotte NC 28208 At 1 E. All Saints St., Fredrick, MD 21701 Television Place, Charlotte, NC 28205 Sarol Mangin AHAKEL, WAKA, WFXB, WBBJ, WOLO S25 Bryant St., SW rm 107, Wash. DC 100 Beatties Ford Rd, Chite., NC 28216 Dir. Placement Ctr. linkedin.com Inkedin jobs 1 Television Place, Charlotte, NC 28202 Hall R. Marshall S.Ct 5009 Monroe Rd. Charlotte, NC 28202 PO Box 51909, Facific Grove CA 93950 PO Box 51909, Facific	Address Address Contact Person Telephone Number Survivaca 1182 Market St. Suite 320, San Fran. CA 94102 Job Placement 415-346-2051/1,346-6343 matthewcaporale@base.edu www.araeropage.org 3435 Performance Rd. Charlotte 28214 csbnc@bellsouth.net 704-395-9272 PO Box 34686, Charlotte, NC 28234 S. Funerburke 704-373-2256 PO Box 35008, Charlotte, NC 28235 Sludent Career Ctr. 704-330-2722 1 Television Place, Charlotte, NC 28235 Sludent Career Ctr. 704-330-2722 1 Television Place, Charlotte, NC 28236 Sludent Career Ctr. 704-330-2722 1 Television Place, Charlotte, NC 28236 Dr. Baker 704-375-3900 1243 West Blvd, Charlotte, NC 28216 Dr. Baker 704-375-3900 1435 W. Morehead St. Ste. 130 charlotte NC 28208 Renee Doggin 1435 W. Morehead St. Ste. 130 charlotte NC 28208 Renee Doggin 1445 W. Morehead St. Ste. 130 charlotte NC 28208 A11 E. All Saints St., Fredrick, MD 21701 In Television Place, Charlotte, NC 28205 Carol Mangin 704-372-1800 S25 Bryant St., Sw m 107, Wash. DC Carol Dudley 202-806-5806 Dir. Placement Ctr. 704-372-1800 Inkedin Jobs 1 Television Place, Charlotte, NC 28205 Annie Cordell 704-373-1800 Inkedin Jobs 1 Television Place, Charlotte, NC 28205 Annie Cordell 704-373-1800 Inkedin Jobs 1 Television Place, Charlotte, NC 28205 Annie Cordell 704-373-1800 Inkedin Jobs 1 Television Place, Charlotte, NC 28205 Annie Cordell 704-373-1800 PO Box 51900, Parcitic Grove CA 39350 medialine@medialine.com 600-237-8073 PO Box 51900, Parcitic Grove CA 39350 medialine@medialine.com 600-237-8073 PO Box 1905, S221 Bith, St. SW DC 20045-2001 Info@mish.pdm 1000 Natl. Press Bidg, S29 14th, St. SW DC 20045-2001 Info@mish.pdm 1000 Natl. Press Bidg, S29 14th, St. SW DC 20045-2001 Info@mish.pdm 1000 Natl. Press Bidg, S29 14th, St. SW DC 20045-2001 Info@mish.pdm 1000 Natl. Press Bidg, S29 14th, St. SW DC 20045-2001 Info@mish.pdm 1000 Natl. Press Bidg, S29 14th, St. SW DC 20045-2001 Info@mish.pdm 1000 Natl. Press Bidg, S29 14th, St. SW DC 20045-2001 Info@mish.pdm 1000 Natl. Press Bidg, S29 14th, St. SW DC 20045-2001 Info@mish.pdm 100

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

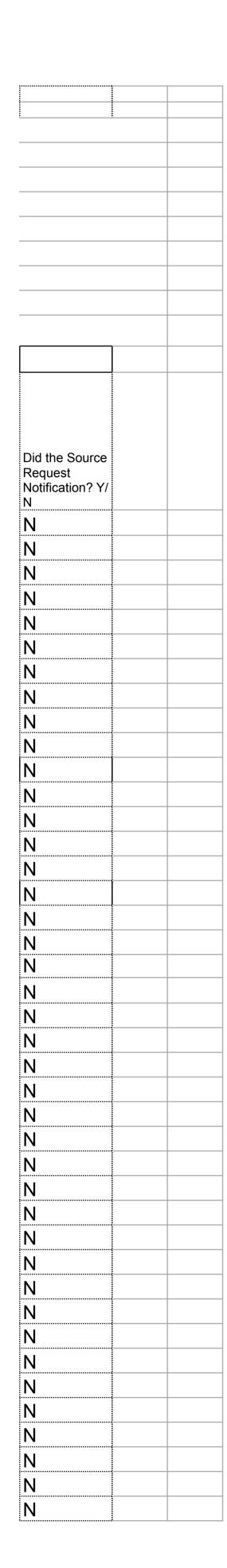
Job Title of Vacancy: Digital Content Producer			Recruitment Source That		
Job IIII of Tagarity Digital Contone Frontico			Referred the Hiree: WCCB Website		
Date Vacancy Opened: 7/31/2023			Training this in the second se		
			Total Number of Persons		
Date Vacancy Filled: 9/18/2023			Interviewed for the		
			Vacancy: 5		
		Recruitment Sources Used to I	Fill The Vacancy		
Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the	Did th Sourc Reque Notific
			<u> </u>	Vacancy	Y/N N.I
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343		IN NI
Belmont Abbey Career PAGE	matthewcaporale@bac.edu				NI
Carolina School of Broadcasting	www.careerpage.org 3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funerburke	704-393-9272		N
CPCC	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-379-2290		N
Employee Referral	1 Television Place, Charlotte, NC 28205	Otachi Garcer Gti.	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			7 0 1 00 2 2 1 00		N
ndeed	indeed.com			2	N
ntersect Recruitment Grp.	1435 W. Morehead St. Ste. 130 charlotte NC 28208	Renee Doggin		_	N
Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire Broaadcasting.com	866-238-0161		N
nternal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	1	N
ntra-Office job posting	BAHAKEL, WAKA,WFXB,WBBJ,WOLO	J			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
_inkedin	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.0rg	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	D . D	005 407 4004		N I
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681		N
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630		N N
Talent Collective	bille@michaelsmedia.com	Dill Kadasia	24.4.620.0500		N N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadmis	214-630-9590		IN k i
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 f. 408-1867		N
INC School of Journalism	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com		IN N
JNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211		IN N
JNCC Jniversity of Georgia	150 Atkins Blg.9201 Univer. City blvd. 28262 Grady Sch. Of Journalism/Mass Comm	Caitlin Hearn	704-687-2683 706-542-5022		IN NI
		Joe Dennis,			IN N
Jniversity of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146 PO Box 1510, Pembroke, NC 28372	iherrera@miami.edu Dir. Placement Ctr.	305-284-8186 910-521-6000		IN L.

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	withnin 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

Job Title of Vacancy: Multi-Media Account Executive			Recruitment Source That	
•			Referred the Hiree: Linkedin	
Date Vacancy Opened: 10/18/2023				
			Total Number of Persons	
Date Vacancy Filled: 7/15/2024			Interviewed for the	
			Vacancy: 13	
		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
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343	
Belmont Abbey	matthewcaporale@bac.edu			
Career PAGE	www.careerpage.org			
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		70100=100	
I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire 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		7010121000	
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	www.nasbaonline.net		
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.0rg	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	bchambers@NCCU.EDU	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	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	704-687-2683	
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	
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
WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv		704-372-1800
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center	



Job Title of Vacancy: General Sales Manager			Recruitment Source That Referred the Hiree: Word of Mo	outh
Date Vacancy Opened: 6/30/2023			Total Number of Persons	
Date Vacancy Filled: 7/17/2023			Interviewed for the Vacancy: 4	
		Recruitment Sources Used to	Fill The Vacancy	
				Total Number Interviewees Referred by t Source for th
Name of Recruitment Source	Address	Contact Person	Telephone Number	Vacancy
Asian American Journalist Association	1182 Market St. Suite 320, San Fran. CA 94102	Job Placement	415-346-2051/f 346-6343	
Belmont Abbey	matthewcaporale@bac.edu			
Career PAGE	www.careerpage.org		704 005 0070	
Char Marklanburg Urban Laggue	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 Employee Referrel	PO Box 35009, Charlotte, NC 28235	Student Career Ctr.	704-330-2722	
Employee Referral	1 Television Place, Charlotte, NC 28205	Dr. Pokor	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 com			
Indeed Intersect Postuitment Crp	indeed.com	Renee Doggin		
Intersect Recruitment Grp.	1435 W. Morehead St. Ste. 130 charlotte NC 28208	Reflee Doggin		
Internal Joh Decting	1 Tolovision Diago, Charletta, NC 20205	Carol Manain	704 272 4900	
Internal Job Posting	1 Television Place, Charlotte, NC 28205 BAHAKEL, WAKA,WFXB,WBBJ,WOLO	Carol Mangin	704-372-1800	
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Johnson C. Smith University	100 Beatties Ford Rd, Chlte., NC 28216	Dir. Placement Ctr.	704-378-1000	
<u> </u>	·	Dii. Piacement Cti.	704-376-1000	2
Linkedin Mail in Basumas	Linkedin.com 1 Tolovision Place, Charlette, NC 28205	Appie Cordell	704 272 1900	
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell Hol D. Moraball S. Ct	704-373-1800	
Meck-County Womens Comm Media Power Advertising	700 N. Tryon Street, Chlte., NC 28202 5009 Monroe Rd. Charlotte, 28205	Hal R. Marshall S.Ct	704-336-6094 704-567-1000	
Medialine.com	PO Box 51909, Pacific Grove CA 93950	medialine@medialine.com	800-237-8073	
NAACP	PO Box 51909, Facilic Grove CA 93930 PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457	
National Alliance of State Broadcasters	·		704-333-0437	
National Assoc. of Black Journalist	NASBA 1100 Knight Hall Ste. 3100, College Pk. MD	www.nasbaonline.net	301-405-0248	
National Assoc. of Hispanic Journalist	1000 Knight Hall Ste. 3100, College Pk. MD 1000 Nat'l. Press Bldg. 529 14th. St. SW DC 20045-2001	nabj@nabj.0rg 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	bchambers@NCCU.EDU	Bret Chambers	919-530-5046	
RTNDAC	Radio & TV News Dir. Assn. of Carolinas	DISC SHAFIBUIS	010 000 0070	
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	331 120 1001 IUX	COO CO T 2000	+
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	+
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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	
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WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv		704-372-1800	
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center		

Did the Source	
Request	
Notification? Y/N	
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