

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, 2024
Through July 31, 2025**

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, 2024 - July 31, 2025** the station filled the following full-time vacancies:

Senior Digital Account Executive
Account Executive
Account Executive 2
Executive News Producer AM
Executive News Producer

The station interviewed a total of 10 people for all full-time vacancies during the period covered in this report.

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

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Employee Referral	3
Indeed.com	2
TVJobs.com	1
WCCB Website	4

EXHIBIT A

EEO INFORMATION FOR FULL-TIME VACANCIES

WCCB-TV

EXHIBIT B

OUTREACH INITIATIVES

Recruitment Source That Referred the Hire: Employee Referral

Total Number of Persons interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

	Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
N	Asian American Journalist Association	1182 Market St., Suite 320, San Fran., CA 94102	Job Placement	415-346-2051/f 346-6343		N
N	Belmont Abbey	<u>mattwescapitale@ab.ac.edu</u>				N
N	Career PAGE	<u>www.careerpage.org</u>				N
N	Carolina School of Broadcasting	3435 Performance Rd., Charlotte 28214	cshnc@bellsouth.net	704-395-9272		N
N	Char-Mecklenburg Urban League	PO Box 34686 Charlotte, NC 28234	S. Funenburke	704-373-2256		N
N	CPCC	PO Box 35009 Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
N	Employee Referral	1 Television Place, Charlotte, NC 28205	Anne Cordell	704-372-1800	1	N
N	Gethsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3900		N
N	Greater Mt. Sinai BC	1243 West Blvd., Charlotte, NC 28208	Dr. Cook	704-332-2163		N
N	I Indeed	Indeed.com				N
N	I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire Broadcasting.com	866-238-0161		N
N	Internal Job Posting	1 television place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
N	Intra-Office job posting	BAHAKEI, WAKA-WFXX,WBBJ,WOLO				N
N	John H. Johnson School of Communications	525 Bryant St., SW,m 107, Wash. DC	Dir. Carol Dudley	202-806-5806		N
N	Johnson C. Smith University	100 Beattles Ford Rd. Chlie, NC 28216	Placement Cir.	704-378-1000		N
N	LinkedIn	linkedin.com	linkedln jobs			N
N	Mail In Resumes	1 television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800		N
N	Meck County Womens Comm	700 N. Tryon Street, Chile, NC 28202	Hai R. Marshall S.Ct	704-336-6094		N
N	Media Power Adveritising	5009 Monroe Rd. Charlotte, 28205		704-567-1000		N
N	Medialine.com	PO Box 51909 Pacific Grove CA 93950	medialine@medialine.com	800-237-8073		N
N	NAACP	PO Box 16956, Charlotte, NC 28297	Mrs. Colette Forrest	704-333-6457		N
N	National Alliance of State Broadcasters	NASBA	<u>www.nasbanline.net</u>			N
N	National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	nabl@nabl.org	301-405-0248		N
N	National Assoc. of Hispanic Journalist	1000 Nat'l Press Bldg. 529 714th St. SW, DC 20045-2001	nahl@nahj.org	202-662-7145/f 662-7144		N
N	Native American Journalist Assoc.	555 Dakota St. At Neunrain Media Ctr. Vermillion SDS7069	info@natia.com	605-677-5282 / 866-694-4264		N
N	NC Employment Security Com	5601 Executive Cter Dr. Charlotte, 28212	Hurtis McDowell	704-531-5034/666-2856 F		N
N	NCAAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Cir.	<u>www.careerpage.org</u>		N
N	NCCU Assn. Black Journalist	<u>bchambers@NCCU.EDU</u>	Bret Chambers	919-530-5046		N
N	RTNDAC	Radio & TV News Dir. Assn. of Carolinas				N
N	Spill Productions	<u>Sportscastingjobs.com</u>	Dave Benz	305-467-4681		N
N	Spots n Dots	<u>sellyt@aol.com</u>	607-29-7331 fax	888-884-2630		N
N	Talent Collective	<u>blille@michaelsmedia.com</u>	Bill Kadmis	214-630-9590		N
N	Talent Dynamics	600 E. Colinas Blvd Irving TX 75039				N
N	Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalists@aol.com	312-408-1881 f 408-1867		N
N	TV Jobs	<u>Internet www.tvjobs.com</u>	Mark Holloway	<u>www.tvjobs.com</u>		N
N	UNCC	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Cir.	919-962-2211		N
N	University of Journalism	150 Atkins Big 9201 Univer. City bvd, 28262	Caillin Hearn	704-687-2683		N
N	University of Georgia	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022		N
N	University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	lherrera@miami.edu	305-284-8186		N
N	USC (University of Permtoke)	PO Box 1510, Pembroke, NC 28372	Dir. Placement Cir.	910-521-6000		N
N	Word of Mouth-Phone	<u>career@usc.edu</u>	usc career link	803-777-7280		N
N	WCCB-TV Charlotte website	One Television Pl. Charlotte, NC		704-372-1800		N
N	Winthrop University	Internet <u>www.wccpbcharlotte.tv</u>				N
N		112 McLaurn, Rock Hill, SC 29733	Career Center			N

Date Vacancy Filled: 4/16/2025

**Total Number of Persons
Interviewed for the
Vacancy: 1**

[illegible]

Date Vacancy Filled: 6/23/2025

**Recruitment Source That
Referred the Hire: Employee Referral**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian American Journalist Association	1182 Market St., Suite 320, San Fran., CA 94102	Job Placement	415-346-2051/1 346-6343	N	N
Belmont Abbey				N	N
Career PAGE	www.careerpage.org			N	N
Carolina School of Broadcasting	3435 Performance Rd., Charlotte 28214	csbnc@belisouth.net	704-395-9272	N	N
Char-Mecklenburg Urban League	PO Box 34686 Charlotte, NC 28234	S. Funderburke	704-373-2256	N	N
CPCB	PO Box 35009 Charlotte, NC 28235	Student Career Ctr.	704-330-2722	N	N
Employee Referral	1 Television Place, Charlotte, NC 28205	Nicole Madden	704-372-1800	N	N
Gettysburg AIME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Baker	704-375-3800	1	N
Greater Mt. Sinai BC	1243 West Blvd., Charlotte, NC 28208	Dr. Cook	704-332-2163	N	N
Indeed.com				N	N
I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire Broadcasting.com	866-238-0161	N	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	N	N
Intra-Office job posting	BHAKEEL WAKA, WFXX WBFL WOLO 525 Bryant St., SW rm 107, Wash. DC	Carol Dudley		N	N
John H. Johnson School of Communications	100 Beatties Ford Rd, Chlie., NC 28216	Dir. Placement Ctr.	704-378-1000	N	N
Johnson C. Smith University				N	N
LinkedIn				N	N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-373-1800	N	N
Meck-County Womens Comm	700 N. Tryon Street, Chlie., NC 28202	Hai R. Marshall S Ct	704-336-6094	N	N
Media Power Advertising	5069 Monroe Rd. Charlotte, 28205		704-567-1000	N	N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	medialine@medialine.com	800-237-8073	N	N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest	704-333-6457	N	N
National Alliance of State Broadcasters	INASBA	www.nasbaonline.net		N	N
National Assoc. of Black Journalists	1100 Knight Hall Ste. 3100, College Pk. MD	nabj@nabj.org	301-405-0248	N	N
National Assoc. of Hispanic Journalist	1000 Nat'l Press Bldg. 529 14th. St. SW DC 20045-2001	nahj@nahj.org	202-662-7145/1 662-7144	N	N
Native American Journalist Assoc.	555 Dakota St. A1 Neunath Media Ctr. Vermillion SD 57069	info@naia.com	605-677-5282 / 866-694-4264	N	N
NC Employment Security Com	5601 Executive Cier Dr. Charlotte, 28212	Hurtis McDowell	704-531-5034/666-2856 F	N	N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org	N	N
NCCU Assn. Black Journalist	bchambers@NCCUEDU	Bret Chambers	919-530-5046	N	N
RITNDAC	Radio & TV News Dir. Assn. of Carolinas			N	N
Spill Productions	Sportscastingjobs.com	Dave Benz	305-467-4681	N	N
Spots n Dots	selltv@aol.com	607-729-7331 fax	888-884-2630	N	N
Talent Collective	bille@michaelsmedia.com			N	N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	Bill Kadnis	214-630-9590	N	N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalist@aol.com	312-408-1881 / 408-1867	N	N
TV Jobs	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com	N	N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211	N	N
UNCC	150 Atkins Big 9201 Univer. City Blvd. 28262	Caitlin Heam	704-687-2683	N	N
University of Georgia	Grad. Sch. Of Journalism/mass Comm	Joe Dennis,	706-542-5022	N	N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	iherrea@miami.edu	305-284-8186	N	N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000	N	N
USC (South Carolina)	career@usc.edu	usc career link	803-777-7280	N	N
Word of Mouth-Phone	One Television Pl., Charlotte, NC		704-372-1800	N	N
WOCB-TV Charlotte Website	Internet www.wocbcharlotte.tv			N	N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center	704-372-1800	1	N
Agents	Various (USA Talent, DTA Talent, UnitedTalent.com)	USA-410-428-8839	DTA 619-218-5391	N	N

Sr. Digital Acct. Exec.

Job Title of Vacancy: Senior Digital Account Executive
 Date Vacancy Opened: 12/1/2023
 Date Vacancy Filled: 10/14/2024

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

Recruitment Sources Used to Fill The Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of 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	mathewcaporale@bbc.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. Funderburke	704-373-2256		N
CPOC	PO Box 35009 Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte NC 28205	Annie Cordell	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
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 Broadcasting.com	866-238-0161		N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office Job posting	BAHAKEI, 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 Beattles Ford Rd, Chle., NC 28216	Dir. Placement Ctr.	704-378-1000		N
LinkedIn	linkedin.com	linkedn 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, Chle., NC 28202	Hail 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				N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	nab@nab.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Hartl, Press Bldg, 529 14th. St. SW DC 20045-2001	nahj@nahj.org	202-662-7145/f 662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neunath Media Ctr. Vermillion SD 57069	info@naia.com	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Ctr Dr. Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2856 F		N
NCCAB Job Bank	P.O. Box 627, Raleigh, NC 27602	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 Docs	seilly@aol.com	607-729-7331 fax	886-884-2630		N
Talent Collective	blle@mcchaismedia.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
UNCC	Campus Box 3365, Chapel Hill, NC 27599	Dir. Placement Ctr.	919-962-2211		N
University of Georgia	150 Atkins Bldg 9201 Univer. City Blvd, 28262	Caitlin Heam	704-687-2683		N
University of South Carolina	Grady Sch. Of Journalism/Mass Comm	Joe Dennis.	706-542-5022		N
USC (University of Pembroke)	5100 Brunson Dr. Coral Gables, FL 33146	iherrera@miamiedu	305-284-8186		N
Word of Mouth-Phone	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N
WCCB-TV Charlotte website	career@usc.edu	usc career link	803-777-7280		N
Winthrop University	Internet www.wccbcharlotte.tv		704-372-1800		N
Agent	112 McLaurn, Rock Hill, SC 29733	Career Center	704-372-1800		N
	TV Talent Agency Paul Brewer		TVTalentAgents.com		N

Job Title of Vacancy: Account Executive 2

Date Vacancy Opened: 11/20/2024

Date Vacancy Filled: 7/28/2025

Recruitment Source That
Referred the Hiree: TVJobs.com

Total Number of Persons
Interviewed for the
Vacancy: 5

Recruitment Sources Used to Fill The Vacancy

				Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification? Y/N
Name of Recruitment Source	Address	Contact Person	Telephone Number		
Asian American Journalist Association	1182 Market St. Suite 320, San Fran, CA 94102	Job Placement	415-346-2051/f 346-6343		N
Belmont Abbey					N
Career PAGE	matthewcaporale@bbac.edu www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte 28214	csbnc@belsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686 Charlotte, NC 28234	S. Funerburke	704-373-2256		N
CPRC	PO Box 35009 Charlotte, NC 28235	Student Career Ctr.	704-330-2722		N
Employee Referral	1 Television Place, Charlotte, NC 28205	Anne Cordell	704-372-1800		N
Getsemane AME Zion C	531 Campus St, Charlotte, NC 28216	Dr. Baker	704-376-3900		N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208	Dr. Cook	704-332-2163		N
Indeed	indeed.com				N
I Hire Broadcasting	41 E. All Saints St., Fredrick, MD 21701	Ihire Broaadcasting.com	866-238-0161	2	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intta-Office job posting	BAHAKEI, WAKA,WFXB,WBFL,WOLO				N
John H. Johnson School of Communications	525 Bryant St, SW, rm 107, Wash, DC	Carol Dudley	202-806-5806		N
Johnson C. Smith University	100 Beatties Ford Rd, Chle., NC 28216	Dir. Placement Ctr.	704-378-1000		N
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, Chle., 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 571909 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.nabsonline.net			N
National Assoc. of Black Journalists	1100 Knight Hall Ste. 3100, College Pk, MD	nabjb@nabj.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nart, Press Bldg, 529 14th, St. SW, DC 20045-2001	nahj@nahj.org	202-662-7145/f 662-7144		N
Native American Journalist Assoc.	555 Dakota St, A1 Neunah Media Ctr, Vermillion SD57069	info@naa.com	605-677-5282 f 866-694-4264		N
NC Employment Security Com	5601 Executive Cier Dr, Charlotte, 28212	Hurtis McDowell	704-531-5034/566-2866 F		N
NCAB, Job Bank	PO, Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn, Black Journalist	bbjambes@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	seilly@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	billie@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 27699	Dir. Placement Ctr.	919-962-2211		N
UNCC	160 Atkins Bldg 9201 Univer, City bvd, 28262	Caitlin Heam	704-687-2683		N
University of Georgia					N
University of Miami Sch. Of Communications	Grady Sch. Of JournalismMass Comm	Joe Dennis,	706-542-5022		N
University of Pembroke	5100 Brunson Dr, Coral Gables, FL 33146	lherrera@miami.edu	305-284-8186		N
USC, (University of South Carolina)	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-621-6000		N
Word of Mouth-Phone	career@usc.edu	usc career link	803-777-7280		N
WCCB- TV Charlotte website	One Television Pl, Charlotte, NC		704-372-1800		N
Internet	www.wccbcharlotte.tv			2	N
Winthrop University	112 McLaurn, Rock Hill, SC 29733	Career Center	704-372-1800		N

OUTREACH INITIATIVES

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

Type of Initiative	Brief Description
<p>#8 Sales and Marketing Training seminar August 2024 – July 2025</p>	<p>Nature of the Activity, Zoom training sessions:</p> <p>Dates: August 22 - Prospecting/Prepping/CNA's September 12 - Digital Ad Ops, Hub & Playbook September 19 - Contesting & Driving Digital Dollars October 24 - Paid Social Media Training January 23 - Best Habits of Bahakel's Top Digital Salespeople (All Digital Sales & Managers) February 13 - CTV Fundamentals (All Digital Sales & Managers) February 27 - CTV Sales Fundamentals (All Digital Sales & Managers) March 13 - Targeted Email Refresher (All Digital Sales & Managers) March 27 - Making a Confident Campaign Recommendation (All Sellers) April 10 - Digital Sales Specialist (Digiteam) April 24 - Handling Common Objections (All Sellers) May 8 - Fraud & Viewability (Digiteam) May 22 - Reporting & Attribution for Sellers (All Sellers) June 19 - Campaign Planning & Activation (Digiteam & Super Sellers) June 26 - Measurement & Outcomes (All Sellers) July 24 - Holiday & Tentpole Selling (All Sellers)</p> <p>Sales participants:</p> <p>VP Sales-Annie Cordell, Research Director; Deb Rapa Sr. Multi Mkg, Digital Sales Mgr. Hayley Curry Account Executives; Cindy D'Ambrosio, Trey Sheehan, Director of Sales, Jodi Sandate Digital Mktg Specialist; Emily Bryson Harrell Ad Operations Mgr., Josef Koffer</p>
<p>#11 The Charlotte Youth Broadcasting Camp 4/16/2025</p>	<p>April 16, 2025, The Charlotte Youth Broadcasting Camp Director Ms. Antriece and 13 of her student campers visited the studio to participate in the live broadcast of "Rising" morning show.</p> <p>Station participants:</p> <p>Host and Co Host - Deirnesa Jefferson and Chris Gilmore Entertainment Hosts – Adam Wurtzel and Joe Duncan Meteorologist – Nicole Madden Sports – Jeff Taylor Producer – Michelle Russo</p>

#5 Internship program 8/1/2024 – 7/31/2025	A senior student from Davidson College, worked as a intern in the Digital/Social Media department, given the opportunity of hands on experience working in broadcast industry and a greater understanding of other roles at the station, from January 30, 2025 to May 5, 2025.
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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.