

EEO PUBLIC FILE REPORT

FOR

NORTH CAROLINA BROADCASTING PARTNERS

STATION WCCB-TV

CHARLOTTE, NC

This EEO Public File Report
Covers the One-Year Period
Ending on 7/31/26

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WCCB-TV public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on 7/31/26 the station filled the following full-time vacancies:

PRODUCTION ASSISTANT
SPORTS REPORTER
NEWS PRODUCER
METEOROLOGIST
ANCHOR
EDITOR

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:

Name of Recruitment Source	Total Number of Interviewees Referred by the Source for the Vacancy
Asian American Journalist Association	
Belmont Abbey	
Career PAGE	
Carolina School of Broadcasting	
Char-Mecklenburg Urban League	
CPCC	
Employee Referral	5
Gethsemane AME Zion C	
Greater Mt. Sinai BC	
Indeed	
Intersect Recruitment Grp.	
I Hire Broadcasting	
Internal Job Posting	
Intra-Office job posting	

John H. Johnson School of Communications	
Johnson C. Smith University	
Linkedin	
Mail in Resumes	
Meck-County Womens Comm	
Media Power Advertising	
Medialine.com	
NAACP	
National Alliance of State Broadcasters	
National Assoc. of Black Journalist	
National Assoc. of Hispanic Journalist	
Native American Journalist Assoc.	
NC Employment Security Com	
NCAB, Job Bank	
NCCU Assn. Black Journalist	
RTNDAC	
Spill Productions	
Spots n Dots	
Talent Collective	
Talent Dynamics	
Target Market News	
TV Jobs	2
UNC School of Journalism	
UNCC	
University of Georgia	
University of Miami Sch. Of Communications	
University of Pembroke	

USC (University of South Carolina)	
Word of Mouth-Phone	1
WCCB-TV Charlotte website	1
Winthrop University	
Employment Agency	1
Agent	

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hire for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT B

OUTREACH OPTIONS

AUGUST 1, 2025, through JULY 31, 2026

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

WCCB NEWS INTERNSHIP PROGRAM July 13, 2026- Present #5	HBCU A&T student served as an intern in WCCB's news department receiving college credit.
BAHAKEL COMMUNICATIONS ACCOUNT EXECUTIVE DIGITAL AND MARKETING TRAINING PROGRAM. Aug. 14 and 18, 2025: Sept. 11 and 26, 2025: Oct. 23, 2025: Jan. 29, 2026. Zoom Meeting #8	The ongoing training program designed by the Bahakel Digital Team objective is to improve the skills of account executives and sales staff. Zoom meetings and in person seminars covered topics from Intro to digital sales, selling station assets and sponsorships, OTT, contesting, social media campaign recommendations, and handling objections. WCCB sales staff participated.
BAHAKEL COMMUNICATIONS DIGITAL AND CROSS CHANNEL CAMPAIGNS TRAINING Apr. 16, 2026 ZOOM MEETING #8	As part of ongoing training program by the Bahakel Digital team, a Zoom meeting was conducted for account executives and managers of Bahakel TV stations to improve skills for marketing and digital sales.
BAHAKEL POLITICAL SEMINAR Feb. 16, 2026 Zoom Meeting #8	Zoom Meeting with Bahakel broadcast stations to refresh FCC Political Rules and Regulations. Attended by Business Manager, Sales Managers and Account Executives. .
BOOK READING EVENT LAWRENCE ORR ELEMENTARY SCHOOL April 18, 2026 Charlotte, NC	WCCB personality Joe Duncan read to students and discussed how strong reading and communication skills are essential for careers in broadcasting. He also answered questions about careers in television.

#10	
ELEMENTARY SCHOOL VISIT CORNELIUS, NC February 12, 2026 #10	Meteorologist Kaitlin Stinnett visited Cornelius Elementary School to present a weather program and discuss careers in meteorology and television broadcasting. She answered questions about becoming a broadcast meteorologist.
CHARLOTTE YOUTH BROADCASTING CAMP June 16, 2026 Charlotte, NC 28210 #10	WCCB Rising hosted campers from Charlotte Youth Broadcasting Camp, a program for students ages 9-17 interested in broadcasting and journalism. Campers received career education, toured the station, observed a live television production and interacted with station personnel to learn about careers in broadcasting.

Job Title of Vacancy: Editor
Date Vacancy Opened: 1/22/25
Date Vacancy Filed: 8/4/25

Recruitment Source That
Referred the Hire: Employment Agency
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? Y/N
Asian American Journalist Association	1182 Market St. Suite 320, San Fran, CA 94102	Job Placement	415-346-2051/ 346-6343		N
Bairmont Abbey	mathewcaporale@aac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@bellsouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686, Charlotte, NC 28234	S. Funderburke	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	Amye Cordell	704-372-1800		N
Gabonese 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
Interest 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 WBSA 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. Chille, NC 28216	Dir. Placement Ctr.	704-378-1000		N
LinkedIn	linkedin.com	LinkedIn jobs			N
Mail in Resumes	1 Television Place, Charlotte, NC 28205	Amye Cordell	704-373-1800		N
Meck-County Womens Comm	700 N. Tryon Street, Chille., NC 28202	Hai 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	www.nabsonline.net			N
National Assoc. of Hispanic Journalist	1000 Hart, Press Bldg. 529 14th. St. SW DC 20045-2001	nah@nah.org	301-405-0248		N
Native American Journalist Assoc.	5555 Dakota St. A1 Neunraih Media Ctr. Vermillion SD57069	nah@nah.org	202-662-7145/ 662-7144		N
NC Employment Security Com	5601 Executive Cler Dr., Charlotte, 28212	inf@naja.com	605-677-5282 / 866-694-4264		N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Hurtis McDowell	704-531-5034/ 666-2856 F		N
NCCU Assn. Black Journalist	hcbambers@NCCU.EDU	Placement Ctr.	www.careerpage.org		N
RTINADAC		Bret Chambers	919-530-5046		N
Spill Productions	Radio & TV News Dir. Assn. of Carolinas				N
Spots n Dots	Sportscastingjobs.com	Dave Benz	305-467-4681		N
Talent Collective	sellty@aol.com	607-729-7331 fax	888-884-2630		N
Target Market News	billie@michaelsmedia.com	Bill Kadnis	214-630-9590		N
TV Jobs	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalists@aol.com	312-408-1881 / 408-1867		N
UNCC	Internet www.tvjobs.com	Mark Holloway	www.tvjobs.com		N
University of Georgia	Campus Box 3365, Chapel Hill, NC 27569	Dir. Placement Ctr.	919-962-2211		N
University of Miami Sch. Of Communications	150 Atkins Bldg 9201 Univer. City Blvd. 28262	Calith Hearn	704-687-2683		N
University of Pembroke	Grady Sch. Of Journalism/Mass Comm	Joe Dennis,	706-542-5022		N
USC (University of South Carolina)	5100 Brunson Dr. Coral Gables, FL 33146	llivera@umiami.edu	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@sc.edu	usc career link	803-777-7280		N
Winthrop University	One Television Pl. Charlotte, NC		704-372-1800		N
Employment Agency	Internet www.wccbcharlotte.tv	Career Center	704-372-1800		N
Agent	112 McLaurin, Rock Hill, SC 29733	Trey Toller	770-315-7705		N
	24Severn				N
	TV Talent Agency Paul Brewer		TVTalentAgents.com		N