

EEO Public File Report

Station: WNCN-TV Raleigh, North Carolina

Period Covered by Report: August 1, 2007 to July 31, 2008

| Full-Time Position | Position Title | Date Open | Date Filled | Recruitment Source* | Total # Interviewed | Number Hired | Recruitment Source for Hire |
|--------------------|--------------------------------|-----------|-------------|---|---------------------|--------------|--|
| 1 | Photojournalist | 1/16/2007 | 5/5/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 2 | Photojournalist | 1/29/2007 | 6/9/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 3 | Sales Assistant | 1/29/2007 | 12/10/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Website/WNCN Web Site |
| 4 | IS Support Engineer | 3/9/2007 | 11/12/2007 | Recruitment Sources Contacted for Specific Vacancies (see attached) | 10 | 1 | MG Website/WNCN Web Site |
| 5 | Multimedia Content Coordinator | 3/19/2007 | 10/15/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 10 | 1 | MG Employee (MG employee was interviewed or the person |
| 6 | Graphic Production Producer | 3/26/2007 | 10/15/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |
| 7 | Embed Reporter | 3/26/2007 | 8/13/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 8 | Sales Manager | 5/1/2007 | 1/7/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 18 | 1 | MG Employee (MG employee was interviewed or the person |
| 9 | Embed Reporter | 5/1/2007 | 9/17/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 10 | Embed Reporter | 5/1/2007 | 10/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |
| 11 | Embed Reporter | 5/10/2007 | 10/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |

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|----|--------------------------------------|-----------|------------|---|----|---|--|
| 12 | Web Channel Producer | 5/10/2007 | 8/13/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Website/WNCN Web Site |
| 13 | Anchor, Web Presenter | 7/9/2007 | 8/13/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Employee (MG employee was interviewed or the person |
| 14 | Senior Web Developer | 7/30/2007 | 9/24/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Website/WNCN Web Site |
| 15 | Web Applications/Database Specialist | 8/21/2007 | 9/17/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 16 | Embed Reporter | 8/21/2007 | 10/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 17 | Embed Reporter | 8/21/2007 | 10/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 18 | Embed Reporter | 8/21/2007 | 9/3/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |
| 19 | Web Channel Producer | 8/21/2007 | 9/17/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 16 | 1 | MG Website/WNCN Web Site |
| 20 | Web Channel Producer | 8/21/2007 | 10/29/2007 | Recruitment Sources Contacted for Specific Vacancies (see attached) | 8 | 1 | MG Website/WNCN Web Site |
| 21 | Senior Programmer/Developer | 8/24/2007 | 10/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 22 | Producer | 8/28/2007 | 4/14/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 23 | Embed Reporter | 8/28/2007 | 11/12/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |
| 24 | Embed Reporter | 8/28/2007 | 10/29/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |

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|----|-----------------------------------|------------|------------|---|---|---|--|
| 25 | Embed Reporter | 8/28/2007 | 10/29/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |
| 26 | Art Director | 9/20/2007 | 10/29/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Website/WNCN Web Site |
| 27 | Community Content Liaison | 9/28/2007 | 1/28/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Website/WNCN Web Site |
| 28 | Embed Reporter | 9/28/2007 | 1/7/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 29 | Embed Reporter | 10/1/2007 | 12/10/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |
| 30 | Community Content Liaison | 10/19/2007 | 11/12/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Website/WNCN Web Site |
| 31 | Multimedia Content Coordinator | 10/24/2007 | 12/17/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Website/WNCN Web Site |
| 32 | Account Executive | 10/24/2007 | 1/7/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Employee (MG employee was interviewed or the person |
| 33 | Web 2.0 Community Content Manager | 10/25/2007 | 11/26/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Website/WNCN Web Site |
| 34 | Web 2.0 Community Content Manager | 11/1/2007 | 12/17/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Website/WNCN Web Site |
| 35 | Web Multimedia Designer/Developer | 11/1/2007 | 12/17/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Employee (MG employee was interviewed or the person |
| 36 | Director | 11/26/2007 | 12/17/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Employee (MG employee was interviewed or the person |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 37 | Sales Manager | 12/31/2007 | 3/24/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Employee (MG employee was interviewed or the person |

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|----|--------------------------------|-----------|-----------|---|---|---|--|
| 38 | Multimedia Content Coordinator | 1/29/2008 | 7/7/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Website/WNCN Web Site |
| 39 | Account Executive | 2/12/2008 | 6/23/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Employee (MG employee was interviewed or the person |
| 40 | Internet Account Executive | 2/14/2008 | 3/17/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 9 | 1 | MG Employee (MG employee was interviewed or the person |
| 41 | Internet Account Executive | 2/14/2008 | 5/5/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 7 | 1 | MG Employee (MG employee was interviewed or the person |
| 42 | Director | 2/28/2008 | 3/10/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Employee (MG employee was interviewed or the person |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 43 | Sales Assistant | 3/14/2008 | 5/26/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Website/WNCN Web Site |
| 44 | Internet Account Executive | 3/24/2008 | 3/31/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Website/WNCN Web Site |
| 45 | Internet Account Executive | 3/24/2008 | 5/12/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 8 | 1 | MG Employee (MG employee was interviewed or the person |
| 46 | Internet Account Executive | 4/24/2008 | 6/9/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 9 | 1 | MG Employee (MG employee was interviewed or the person |
| 47 | Embed Reporter | 4/24/2008 | 6/23/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Website/WNCN Web Site |
| 48 | Internet Account Executive | 4/30/2008 | 5/19/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 9 | 1 | MG Website/WNCN Web Site |
| 49 | Associate Producer | 5/5/2008 | 7/14/2008 | Recruitment Sources Contacted for Specific Vacancies (see attached) | 5 | 1 | MG Website/WNCN Web Site |
| 50 | Account Executive | 5/9/2008 | 7/21/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Website/WNCN Web Site |

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| 51 | Associate Producer | 6/11/2008 | 7/21/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Website/WNCN Web Site |
| 52 | Embed Reporter | 6/18/2008 | 7/21/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Website/WNCN Web Site |
| 53 | Internet Account Executive | 6/25/2008 | 7/21/2008 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MG Website/WNCN Web Site |
| | | | | | 270 | 53 | |

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| Recruitment Sources Contacted for Each Full-Time Vacancy | | | | |
| Station: WNCN-TV - Raleigh, NC | | | | |
| Period Covered by Report: 8/1/2007 through 7/31/2008 | | | | |
| No. | Recruitment Source | Contact/Telephone # | Total Interviewed by Source | Entitled to Notification |
| 1 | Central Carolina Community College 1105 Kelly Drive, Sanford, NC 27330 hmohan@CCCC.edu | Holly Mohan 919-718-7396 | 0 | N |
| 2 | Dalton Temps & Staffing Service JGamble1016@msn.com | Joselyn Gamble | 0 | N |
| 3 | DFW Network of Hispanic Communicators P.O. Box 222313, Dallas, TX 75222-2313 dfwhispanic@hotmail.com | Cary Pina 817-390-7807 | 0 | N |
| 4 | Eastern New Mexico University ENMU Station 34, Portales, NM 88130 ty.walker@enmu.edu | Ty Walker 505-562-2211 | 0 | N |
| 5 | TV Bureau Adv. In NY Email only arleen@tvb.org | Arleen 212-891-2224 | 0 | N |
| 6 | Media Line Box 51909, Pacific Grove, CA 93950 medialine@medialine.com | Mark Shilstone 800-237-8073 | 0 | N |
| 7 | National Association of Hispanic Journalists 1000 National Press Bldg, 529 14th Street NW, Washington, DC 20045 www.nahj.org | Leticia Salazar 202-662-7483 | 0 | N |
| 8 | North Carolina Broadcasters Association P.O. Box 627, Raleigh, NC 27602 associationinfo@bellsouth.net | Gail Summerville 919-821-7300 | 0 | N |
| 9 | North Carolina Employment Security Commission 3351 Carl Sandburg Court, Raleigh, NC 27610 walter.stead@ncmail.net | Walter Stead 919-212-3849 x237 | 0 | N |
| 10 | University Career Services - UNC-CH CB5140 Hanes Hall, Chapel Hill, NC 27599 mharris@email.unc.edu | Marcia Harris 919-962-6507 | 0 | N |

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|----|--|--|-----|---|
| 11 | University Career Center - NC State 2100 Pullen Hall, Campus Box 7303, Raleigh, NC 27695 woody-catoe@ncsu.edu | Woody Catoe 919-515-2369 | 0 | N |
| 12 | University of North Carolina at Pembroke P.O. Box 1510, Pembroke, NC 28372 brendac.jacobs@uncp.edu | Brenda Jacobs 910-521-6270 | 0 | N |
| 13 | Wake Technical Community College 9101 Fayetteville Road, Raleigh, NC 27603-5696 jmoss@waketech.edu | Jeannette Moss 919-662-3376 | 3 | N |
| 14 | TV Jobs | tvjobs.com | 2 | N |
| 15 | MGBG Website/WNCN Website | www.mgbg.com; www.nbc17.com | 197 | N |
| 16 | MG Employee (MG Employee was interviewed or the person was referred by a person working for MG) | | 66 | N |

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| No. | Recruitment Sources Contacted for Specific Vacancies | Contact/Telephone # | Total Interviewed by Source | Entitled to Notification |
|-----|--|----------------------|-----------------------------|--------------------------|
| 1 | The News & Observer | www.newsobserver.com | 0 | N |
| 2 | Internal MGI Recruiters | | 2 | N |
| | | | 270 | |

**EEO Public File Report
Supplemental Recruitment Initiatives
Station: WNCN, Raleigh, NC
Period Covered by Report: August 1, 2007 through July 31, 2008**

| No. | Initiative | Date | Description | Scope of Involvement | Personnel Involved |
|-----|--------------------|----------|---|--|--|
| 1 | Internship Program | on-going | Emma Bowen Foundation for Minority Interests in Media | WNCN is an active participant in the Emma Bowen Foundation for Minority Interest in Media. Students receive an hourly wage, as well as matching compensation to help pay for college tuition & expenses. | Cary Adams, Production |
| 2 | Internship Program | on-going | Expose eligible college students to the broadcasting | Host interns from area colleges & universities as part of course credit | Cary Adams, Production Mgr.; Jason Clough, |

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|---|--------------------------------------|------------|---|---|--|
| | | | environment. | who are majoring in various subjects to exposed them to all areas of a television station. | Content Mgr.; Dir. Of Business & Community Jennifer Williams, Special |
| 3 | Great Xplorations Career Fair | 11/12/2007 | Expose eligible high/middle school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Teresa Doring, HR Sharon Tazewell, Ashley Sue Allen, CCL Courtney Smith, CCL Teran Rankin, CCL Lisa Sullivan, CCL Candace Broadie, CCL |
| 4 | Holly Springs High School | 12/13/2007 | Expose eligible high school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Candace Broadie, CCL Doug Sutton, CCL Ashley Sue Allen, CCL Bill Reh, |
| 5 | Wake Forest/Rolesville Middle School | 1/25/2008 | Expose eligible middle school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Teran Rankin, CCL Candace Broadie, CCL |
| 6 | Cary High School | 2/22/2008 | Expose eligible high school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how | Liza Weidle, Reporter |

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| | | | | a television station operates. | |
| 7 | West Cary Middle School | 3/3/2008 | Expose eligible middle school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Donald Jones, Kim Green, Producer |
| 8 | School of Communication Arts | 3/12/2008 | | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Teran Rankin, CCL Richard Bouchez, Director of Marketing |
| 9 | Wakefield High School Friday Fair | 3/14/2008 | Expose eligible high school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Teran Rankin, CCL Kerry Hall, Reporter Teresa Doring, HR Maryann Balbo, Director of Business and Community |
| 10 | Durant Road Career Speaking Day | 4/10/2008 | Expose eligible high school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Shirley Min, Anchor |
| 11 | Xtreme Beginnings Career Exploration Fair | 4/18/2008 | Expose eligible high school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills | Teran Rankin, CCL Lisa Sullivan, CCL Candace Broadie, CCL |

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|----|-----------------------------------|-----------|--|---|---------------------|
| | | | | needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Doug Sutton, CCL |
| 12 | East Millbrook Magnet Career Fair | 4/18/2008 | Expose eligible high school students to careers in the industry. | Station representatives inform students of job opportunities at WNCN, and explain types of skills needed to pursue broadcast career paths. Students are also encouraged to sign up for site tours to see how a television station operates. | Sharon Tazewell, |