

**EEO Public File Report**  
**Station: WNCN-TV Raleigh, North Carolina**  
**Period Covered by Report: August 1, 2008 to July 31, 2009**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Accounting Clerk	6/11/2008	11/10/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	5	1	WNCN Web Site/MGBG Website/
2	Account Executive	6/27/2008	11/10/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) ; Recruitment Sources Contacted for Specific Vacancies (see attached)	6	1	TV Jobs
3, 4	Embed Reporter	8/22/2008	11/10/2008, 12/8/08	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) ; Recruitment Sources Contacted for Specific Vacancies (see attached)	7	2	Media Line, Unity Conference
5	Internet Account Executive	8/15/2008	9/29/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) ; Recruitment Sources Contacted for Specific Vacancies (see attached)	11	1	MG Website/WNCN Web Site
6	Community Content Liaison	8/19/2008	10/6/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	11	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
7	Account Executive	9/29/2008	12/22/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) ; Recruitment Sources Contacted for Specific Vacancies (see attached)	3	1	MG Website/WNCN Web Site
8,9,10	Internet Account Executive	10/10/2008	12/15/2008, 1/5/2009, 2/2/09	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) ; Recruitment Sources Contacted for Specific Vacancies (see attached)	12	3	MG Website/WNCN Web Site
11	Digital Content Support Manager	3/4/2009	5/11/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) ; Recruitment Sources Contacted for Specific Vacancies (see attached)	5	1	Careerbuilder
12	Senior Programmer/Developer	5/14/2009	7/20/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) ; Recruitment Sources Contacted for Specific Vacancies (see attached)	9	1	Careerbuilder
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**Recruitment Sources Contacted for Each Full-Time Vacancy**  
**Station: WNCN-TV - Raleigh, NC**  
**Period Covered by Report: 8/1/2008 through 7/31/2009**

No.	Recruitment Source	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	<b>Central Carolina Community College</b> 1105 Kelly Drive, Sanford, NC 27330	Holly Mohan 919-718-7396 <a href="mailto:hmohan@CCCC.edu">hmohan@CCCC.edu</a>		N
2	<b>STG International</b> 99 Canal Center Plaza, Suite 500, Alexandria, VA 22314	Joselyn Gamble  JGamble1016@msn.com	1	N
3	<b>DFW Network of Hispanic Communicators</b> P.O. Box 222313, Dallas, TX 75222-2313	Cary Pina 817-390-7807 <a href="mailto:dfwhispanic@hotmail.com">dfwhispanic@hotmail.com</a>		N
4	<b>Eastern New Mexico University</b> ENMU Station 34, Portales, NM 88130	Ty Walker 505-562-2211 <a href="mailto:ty.walker@enmu.edu">ty.walker@enmu.edu</a>		N
5	<b>TV Bureau Adv. In NY</b> 3 East 54th Street, 10th Floor, New York, NY 10022	Arleen arleen@tvb.org 212-891-2224		N
6	<b>Talent Dynamics</b> 8828 Simmons, Suite 510, Dallas, TX 75247	<a href="http://www.talentedynamics.com">www.talentedynamics.com</a>		N
7	<b>Media Recruiter</b> 167 Oakdale Road, Johnson City, NY 13790	<a href="http://www.media recruiter.com">www.media recruiter.com</a>		N
8	<b>Rice University</b> 6100 Main, Houston, TX 77005-1827	<a href="http://www.rice.edu">www.rice.edu</a>		N
9	<b>Media Line</b> Box 51909, Pacific Grove, CA 93950	Mark Shilstone 800-237-8073 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	1	N
10	<b>National Association of Hispanic Journalists</b> 1000 National Press Bldg, 529 14th Street NW, Washington, DC 20045	Leticia Salazar 202-662-7483 <a href="http://www.nahj.org">www.nahj.org</a>		N
11	<b>North Carolina Broadcasters Association</b> P.O. Box 627, Raleigh, NC 27602	Gail Summerville 919-821-7300 <a href="mailto:associationinfo@bellsouth.net">associationinfo@bellsouth.net</a>		N
12	<b>North Carolina Employment Security Commission</b> 3351 Carl Sandburg Court, Raleigh, NC 27610	Walter Stead 919-212-3849 x237 <a href="mailto:walter.stead@ncmail.net">walter.stead@ncmail.net</a>		N
13	<b>University Career Services - UNC-CH</b> CB5140 Hanes Hall, Chapel Hill, NC 27599	Marcia Harris 919-962-6507 <a href="mailto:mharris@email.unc.edu">mharris@email.unc.edu</a>		N
14	<b>University Career Center - NC State</b> 2100 Pullen Hall, Campus Box 7303, Raleigh, NC 27695	Woody Catoe 919-515-2369 <a href="mailto:woody-catoe@ncsu.edu">woody-catoe@ncsu.edu</a>		N
15	<b>University of North Carolina at Pembroke</b> P.O. Box 1510, Pembroke, NC 28372	Brenda Jacobs 910-521-6270 <a href="mailto:brendac.jacobs@uncp.edu">brendac.jacobs@uncp.edu</a>		N
16	<b>Wake Technical Community College</b> 9101 Fayetteville Road, Raleigh, NC 27603-5696	Jeannette Moss 919-662-3376 <a href="mailto:jmoss@waketech.edu">jmoss@waketech.edu</a>		N
17	<b>TV Jobs</b> Post Office Box 4116, Oceanside, CA 92052	<a href="http://tvjobs.com">tvjobs.com</a>	2	N
18	<b>WNCN Website</b> ; 1205 Front Street, Raleigh, NC 27609 <b>MGBG Website</b> ; 111 North 4th Street, Richmond, VA 23219	<a href="http://www.nbc17.com">www.nbc17.com</a> <a href="http://www.mediageneral.com">www.mediageneral.com</a>	32	N
19	<b>MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)</b>		19	N
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No.	Recruitment Sources Contacted for Specific Vacancies	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	<b>Craig's List</b> ; 657 Mission Street, Suite 507, San Francisco, CA 94105 (for: Internet Account Executive, Account Executive, Digital Content Support Manager)	<a href="http://www.craigslis.com">www.craigslis.com</a>	5	N
2	<b>Dice</b> ; 4101 N W Urbandale Drive, Urbandale, IA 50322 (for: Digital Content Support Manager)	<a href="http://www.dice.com">www.dice.com</a>	1	N
3	<b>Career Builder</b> ; 200 N LaSalle Street, Suite 1100, Chicago, IL 60601 (for: Account Executive, Internet Account Executive, Digital Content Support Manager, Senior Programmer/Developer)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	7	N
4	<b>Unity Conference 2008</b> ; McCormick Place West, Chicago, IL 60601 (for: Embed Reporter)		1	N
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**EEO Public File Report****Supplemental Recruitment Initiatives****Station: WNCN, Raleigh, NC****Period Covered by Report: August 1, 2008 through July 31, 2009**

<b>No.</b>	<b>Initiative</b>	<b>Date</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
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 Mgr.
2	Internship Program	on-going	Expose eligible college students to the broadcasting environment.	Host interns from area colleges & universities as part of course credit who are majoring in various subjects to exposed them to all areas of a television station.	Cary Adams, Production Mgr.; Jason Clough, Multi-media Content Mgr.; Maryann Balbo, Dir. Of Business Development & Community Connection; Doug Sutton, Senior CCL
3	St. Mary's Career Day	1/30/2009	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.	Laura Barron, Reporter
4	Cary High School	2/2/2009	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.	Kendall Jones, Reporter
5	NCCU Panel News Media Conference	2/13/2009	Expose eligible university 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 internship opportunities.	Nannette Wilson, News Director
6	West Cary Middle School Career Fair	3/5/2009	Expose eligible 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.	Chris Cowperthwaite, Reporter
7	Wakefield High School Friday Fair	4/3/2009	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.	Kerry Hall, Reporter