

**EEO Public File Report**

**Station: WNCN, Raleigh, NC**

**Period Covered by Report: August 1, 2006 through July 31, 2007**

**Full-time**

Position	Position	Date Open	Hire Date	Recruitment Sources	Total # Interviewed	Number		Recruiting Source for Hire
						hired		
1	Accounts Receivable Coordinator	7/14/2006	08/03/06	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1		News & Observer
				Recruitment Sources contacted for Specific Vacancies (see attached)				
2	Producer	7/14/2006	08/14/06	Recruitment Sources contacted for each full-time vacancy (see attached)	2	1		MGBG Website/ WNCN Website
3	IS Engineer	7/14/2006	08/28/06	Recruitment Sources contacted for each full-time vacancy (see attached)	2	1		MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
4	Producer	8/7/2006	09/05/06	Recruitment Sources contacted for each full-time vacancy (see attached)				
5	Weather Anchor PM	8/4/2006	09/12/06	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1		Talent Agencies/ Recruiters
				Recruitment Sources contacted for Specific Vacancies (see attached)				
6	Sr. Writer/Producer	7/14/2006	10/11/06	Recruitment Sources contacted for each full-time vacancy (see attached)	5	1		MGBG Website/ WNCN Website
7	Web Producer		10/16/06	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1		MGBG Website/ WNCN Website
8	Producer - Special Projects	7/14/2006	11/02/06	Recruitment Sources contacted for each full-time vacancy (see attached)	2	1		MGBG Website/ WNCN Website
9	Associate Producer	8/5/2006	11/06/06	Recruitment Sources contacted for each full-time vacancy (see attached)	5	1		MGBG Website/ WNCN Website
10	General Sales Manager	8/27/2006	11/13/06	Recruitment Sources contacted for each full-time vacancy (see attached)	2	1		MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
11	Photo Journalist	8/5/2006	11/13/06	Recruitment Sources contacted for each full-time vacancy (see attached)	7	1		MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
12	Accountant	7/14/2006	11/27/06	Recruitment Sources contacted for each full-time vacancy (see attached)				
13	Photo Journalist	9/11/2006	12/18/06	Recruitment Sources contacted for each full-time vacancy (see attached)	1	1		MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
14	Anchor PM	8/27/2006	01/19/07	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1		Talent Agencies/ Recruiters
				Recruitment Sources contacted for Specific Vacancies (see attached)				
15	Account Executive	7/14/2006	02/12/07	Recruitment Sources contacted for each full-time vacancy (see attached)	4	1		MGBG Website/ WNCN Website

16	Account Executive	10/4/2006	02/19/07	Recruitment Sources contacted for each full-time vacancy (see attached)	4	1	Talent Agencies/ Recruiters
				Recruitment Sources contacted for Specific Vacancies (see attached)			
17	Broadcast Technician	1/16/2007	02/19/07	Recruitment Sources contacted for each full-time vacancy (see attached)	6	1	MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
18	Engineering Technician	12/1/2006	02/21/07	Recruitment Sources contacted for each full-time vacancy (see attached)	5	1	MGBG Website/ WNCN Website
19	Assignment Editor	12/5/2006	03/05/07	Recruitment Sources contacted for each full-time vacancy (see attached)	2	1	MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
20	Producer	1/4/2007	03/10/07	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1	MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
21	Assignment Editor	12/5/2006	03/19/07	Recruitment Sources contacted for each full-time vacancy (see attached)	2	1	MGBG Website/ WNCN Website
22	Promo Writer/Producer	12/4/2006	04/16/07	Recruitment Sources contacted for each full-time vacancy (see attached)	4	1	MGBG Website/ WNCN Website
23	Community Content Liaison	3/14/2007	04/23/07	Recruitment Sources contacted for each full-time vacancy (see attached)	1	1	MGBG Website/ WNCN Website
24	Community Content Liaison	3/14/2007	04/23/07	Recruitment Sources contacted for each full-time vacancy (see attached)	1	1	MGBG Website/ WNCN Website
25	Embed Reporter	3/19/2007	04/24/07	Recruitment Sources contacted for each full-time vacancy (see attached)	1	1	MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
26	Digital Assets Manager	12/5/2006	04/27/07	Recruitment Sources contacted for each full-time vacancy (see attached)	5	1	MGBG Website/ WNCN Website
27	Web Channel Producer	2/21/2007	04/30/07	Recruitment Sources contacted for each full-time vacancy (see attached)	2	1	MGBG Website/ WNCN Website
28	Account Executive	2/15/2007	05/07/07	Recruitment Sources contacted for each full-time vacancy (see attached)	6	1	MGBG Website/ WNCN Website
29	Sales Manager	12/14/2006	05/21/07	Recruitment Sources contacted for each full-time vacancy (see attached)	33	1	MGBG Website/ WNCN Website
30	Embed Reporter	2/21/2007	06/11/07	Recruitment Sources contacted for each full-time vacancy (see attached)	5	1	Employee
31	Embed Reporter	3/19/2007	06/11/07	Recruitment Sources contacted for each full-time vacancy (see attached)	1	1	MGBG Website/ WNCN Website
32	Executive Producer, Web	2/21/2007	06/11/07	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1	Talent Agencies/ Recruiters
				Recruitment Sources contacted for Specific Vacancies (see attached)			
33	Community Content Liaison	4/24/2007	06/25/07	Recruitment Sources contacted for each full-time vacancy (see attached)	10	1	MGBG Website/ WNCN Website
34	Community Content Liaison	5/4/2007	06/25/07	Recruitment Sources contacted for each full-time vacancy (see attached)	1	1	MGBG Website/ WNCN Website
35	Senior Promo Producer	4/18/2007	07/02/07	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1	MGBG Website/ WNCN Website

36	Account Executive	2/15/2007	07/09/07	Recruitment Sources contacted for each full-time vacancy (see attached)	5	1	MGBG Website/ WNCN Website
37	Account Executive	5/10/2007	07/09/07	Recruitment Sources contacted for each full-time vacancy (see attached)	4	1	MGBG Website/ WNCN Website
38	Sports Director	8/2/2006	07/09/07	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1	Talent Agencies/ Recruiters
				Recruitment Sources contacted for Specific Vacancies (see attached)			
39	Web Channel Producer	5/4/2007	07/09/07	Recruitment Sources contacted for each full-time vacancy (see attached)	3	1	MGBG Website/ WNCN Website
40	Director, Interactive	2/13/2007	07/16/07	Recruitment Sources contacted for each full-time vacancy (see attached)	4	1	MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
41	Research Director	8/2/2006	07/23/07	Recruitment Sources contacted for each full-time vacancy (see attached)	11	1	MGBG Website/ WNCN Website
42	Sales Assistant	1/8/2007	07/23/07	Recruitment Sources contacted for each full-time vacancy (see attached)	20	1	MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)
43	Sales Assistant	5/16/2007	7/30/2007	Recruitment Sources contacted for each full-time vacancy (see attached)	6	1	MGBG Website/ WNCN Website

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<b>EEO Public File Report</b>				
<b>Recruitment Sources Contacted for Each Full-Time Vacancy</b>				
<b>Station: WNCN-TV - Raleigh, NC</b>				
<b>Period Covered by Report: 8/1/2006 through 7/31/2007</b>				
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 <a href="mailto:hmohan@CCCC.edu">hmohan@CCCC.edu</a>	Holly Mohan 919-718-7396	0	N
2	<b>Dalton Temps &amp; Staffing Service</b>  <a href="mailto:JGamble1016@msn.com">JGamble1016@msn.com</a>	Joselyn Gamble	0	N
3	<b>DFW Network of Hispanic Communicators</b> P.O. Box 222313, Dallas, TX 75222-2313 <a href="mailto:dfwhispanic@hotmail.com">dfwhispanic@hotmail.com</a>	Cary Pina 817-390-7807	0	N
4	<b>Eastern New Mexico University</b> ENMU Station 34, Portales, NM 88130 <a href="mailto:ty.walker@enmu.edu">ty.walker@enmu.edu</a>	Ty Walker 505-562-2211	0	N
5	<b>TV Bureau Adv. In NY</b> Email only <a href="mailto:arleen@tvb.org">arleen@tvb.org</a>	Arleen 212-891-2224	0	N
6	<b>Media Line</b> Box 51909, Pacific Grove, CA 93950 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	Mark Shilstone 800-237-8073	0	N
7	<b>National Association of Hispanic Journalists</b>	Leticia Salazar		

	1000 National Press Bldg, 529 14th Street N <a href="http://www.nahj.org">www.nahj.org</a>	202-662-7483	0	N
8	<b>North Carolina Broadcasters Association</b> P.O. Box 627, Raleigh, NC 27602 <a href="mailto:associationinfo@bellsouth.net">associationinfo@bellsouth.net</a>	Gail Summerville 919-821-7300	0	N
9	<b>North Carolina Employment Security Commission</b> 3351 Carl Sandburg Court, Raleigh, NC 27619 <a href="mailto:walter.stead@ncmail.net">walter.stead@ncmail.net</a>	Walter Stead 919-212-3849 x2	0	N
10	<b>University Career Services - UNC-CH</b> CB5140 Hanes Hall, Chapel Hill, NC 2759 <a href="mailto:mharris@email.unc.edu">mharris@email.unc.edu</a>	Marcia Harris 919-962-6507	0	N
11	<b>University Career Center - NC State</b> 2100 Pullen Hall, Campus Box 7303, Raleigh, NC 27695 <a href="mailto:woody-catoe@ncsu.edu">woody-catoe@ncsu.edu</a>	Woody Catoe 919-515-2369	0	N
12	<b>University of North Carolina at Pembroke</b> P.O. Box 1510, Pembroke, NC 28372 <a href="mailto:brendac.jacobs@uncp.edu">brendac.jacobs@uncp.edu</a>	Brenda Jacobs 910-521-6270	0	N
13	<b>Wake Technical Community College</b> 9101 Fayetteville Road, Raleigh, NC 27617 <a href="mailto:jmoss@waketech.edu">jmoss@waketech.edu</a>	Jeannette Moss 919-662-3376	0	N
14	MGBG Website/WNCN Website	rbg.com; www.r	118	N
15	MG Employee (MG Employee was interviewed or the person was referred by a person working for MG)		61	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 <a href="http://www.newsobserver.com">www.newsobserver.com</a>		3	N
2	Talent Agencies/Recruiters	various	18	N

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#### EEO Public File Report

#### Supplemental Recruitment Initiatives

Station: WNCN, Raleigh, NC

Period Covered by Report: August 1, 2006 through July 31, 2007

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 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; Jennifer Williams, Special Projects Manager
3	Internship Program	9/26/2006	Saint Augustine College	Talked with students in the Communications department about the importance of internships.	Jason Clough, Multi-media Content Manager
4	Career Fair	10/26/2006	Wake County Business Education Leadership Council Career Fair	Attended career fair and talked with students about job shadowing, college internships and careers in the broadcasting industry.	Teresa Doring, Dir. Of Human Resources & Programming; Maryann Balbo, Dir. Of Business Development & Community Connection; Jennifer Williams, Special Projects Manager
5	Career Fair	1/28/2007	Wake Forest-Rolesville Middle School	Attended career fair and talked with students about job shadowing, college internships and careers in the broadcasting industry.	Jennifer Williams, Special Projects Manager
6	Job Shadowing	2/2/2007	Participated in the national Ground Hog Job Shadowing Day	Hosted several students from local middle and high schools that shadowed our employees for the day.	Teresa Doring, Dir. Of Human Resources & Programming; Helene Reffeitt, General Mgr's Ass't.
7	Career Fair	2/9/2007	Wakefield High School Friday Fair	Career Fair in Commercial & Artistic Production. Talked with students about job shadowing, college internships and careers in the broadcasting industry.	Teresa Doring, Dir. Of Human Resources & Programming; Maryann Balbo, Dir. Of Business Development & Community Connection; Jennifer Williams, Special Projects Manager
8	Career Fair	3/16/2007	Ligon Middle School Career Fair	Attended career fair and talked with students about job shadowing, college internships and careers in the broadcasting industry.	Jennifer Williams, Special Projects Manager; Bill Fitzgerald, Anchor
9	Career Fair	3/23/2007	Wakefield Middle School	Attended Career College and	Sharon Tazewell, Morning Anchor;

			Career College	talked with students about the broadcasting industry.	Donald Jones, Morning Anchor
10	Career Fair	3/28/2007	University of North Carolina at Chapel Hill	Attended career fair and talked with students about college internships and careers in the broadcasting industry.	Teresa Doring, Dir. Of Human Resources & Programming
11	Career Fair	3/28/2007	Wake Technical Community College	Attended career fair and talked with students about college internships and careers in the broadcasting industry.	Carey Adams, Production Mgr.; Dan Lane, Maintenance Engineer
12	Career Fair	4/12/2007	Xtreme Beginnings - Wake County High School Students	Roundtable discussions with Wake County high school students interested in pursuing careers in the broadcasting industry.	Teresa Doring, Dir. Of Human Resources & Programming; Verna Collins, Weekend Anchor