

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, 2018
Through July 31, 2019**

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, 2018 - July 31, 2019**, the station filled the following full time vacancies:

Producer
Rising News Anchor
Weekend Meteorologist
Technical Operator
Digital Marketing Specialist
10 PM News Anchor

The station interviewed a total of 32 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>
WCCB Website	14
Agent	1
Employee Referral	5
Handshake.com	2
Internal Job Posting	2
CBK Media Management	2
Friend	2
Indeed.com	1
TVJobs.com	3

EXHIBIT A

EEO INFORMATION FOR FULL-TIME VACANCIES

WCCB-TV

Job Title of Vacancy: Weekend Meteorologist

Date Vacancy Opened: 3/11/2019

Date Vacancy Filled: 6/12/2019

Recruitment Source That Referred the CBK Media Management
Total Number of Persons Interviewed for the Vacancy: 6

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?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran, CA 94102	Job Placement	415-346-2051 / 346-6343	N	N
Belmont Abbey	matthewcaporale@baac.edu			N	N
Career PAGE	www.careerpage.org			N	N
Carolina School of Broadcasting	3435 Performance Rd, Charlotte 28214	csbnc@bellsouth.net	704-395-9272	N	N
Char-Mecklenburg Urban League	PO Box 34686 Charlotte, NC 28234	S. Funerburke	704-373-2256	N	N
CPCC	PO Box 35009 Charlotte, NC 28235	Student Career Ctr.	704-330-2722	N	N
Employee Referral	11 Television Place, Charlotte, NC 28205	Dr. Baker	704-372-1800	2	N
Gethsemane AME Zion C	531 Campus St, Charlotte, NC 28216	Dr. Cook	704-375-3900	N	N
Greater Mt. Sinai BC	1243 West Blvd, Charlotte, NC 28208		704-332-2163	N	N
Handshake .com				N	N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	N	N
Intra-Office job posting	BAHAKEL, WAKA,WFXB,WBFL,WOLO	Carol Durdley	202-806-5806	N	N
John H. Johnson School of Communications	525 Bryant St. SW, rm 107, Wash. DC	Dir. Placement Ctr.	704-378-1000	N	N
Johnson C. Smith University	100 Beatties Ford Rd, Chle., NC 28216	Anne Cordell	704-373-1800	N	N
Mail in Resumes	11 Television Place, Charlotte, NC 28205	Hail R. Marshall S.Ct	704-336-6094	N	N
Meck-County Womens Comm	700 N. Tryon Street, Chille., NC 28202		704-667-1000	N	N
Media Power Advertising	5009 Monroe Rd, Charlotte, 28205	medialine@medialine.com	800-237-8073	N	N
Medialine.com	PO Box 51909 Pacific Grove CA 93950	Ms. Colette Forrest	704-333-6457	N	N
NAACP	PO Box 16956, Charlotte, NC 28297			N	N
National Alliance of State Broadcasters	NASBA	www.nashonline.net		N	N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk. MD	rabj@nabj.org	301-405-0248	N	N
National Assoc. of Hispanic Journalist	1000 Natl. Press Bldg. 529 14th St. SW, DC 20045-2001	nahj@nahj.org	202-662-7149 / 662-7144	N	N
Native American Journalist Assoc.	555 Dakota St. A1 Neunath Media Ctr. Vermillion SD57069	info@naia.com	605-677-5282 f 866-694-4264	N	N
NC Employment Security Com	5601 Executive Ctr Dr. Charlotte, 28212	Hurtis McDowell	704-531-5034 / 566-2856 F	N	N
NCCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org	N	N
NCCU Assn. Black Journalist	bdhambers@NCCU.EDU	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	billie@michaelsmedia.com	Bill Kadnis	214-630-9590	N	N
Talent Dynamics	600 E. Collins Blvd. Irving TX 75039	blackjournalist@aol.com	312-408-1881 f. 408-1867	N	N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	Mark Holloway	www.tvjobs.com	N	N
TV Jobs	Internet www.tvjobs.com	Dir. Placement Ctr.	919-962-2211	N	N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Caitlin Heam	704-687-2683	N	N
UNCG	150 Atkins Bldg, 9201 Univer. City Blvd. 28262	Joe Dennis.	706-542-5022	N	N
University of Georgia	Grady Sch. Of Journalism/Mass Comm.	jherrera@miami.edu	305-284-8166	N	N
University of Miami Sch. Of Communications	5100 Brunson Dr. Coral Gables, FL 33146	Dir. Placement Ctr.	910-521-6000	N	N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	usc career link	803-777-7280	N	N
USC (University of South Carolina)	career@usc.edu		704-372-1800	N	N
Word of Mouth-Phone	One Television Pl, Charlotte, NC		704-372-1800	2	N
WCCB-TV Charlotte website	Internet www.wccbcharlotte.tv			N	N
Winthrop University	112 McClaurin, Rock Hill, SC 29733	Career Center		N	N
CBK Media Management				2	N

Job Title of Vacancy: Technical Operator
 Date Vacancy Opened: 12/19/18
 Date Vacancy Filled: 4/10/19

Recruitment Source That
 Referred the Hires: TV Jobs. Com
 Total Number of Persons
 Interviewed for the
 Vacancy: 8

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?
Asian American Journalist Association	1182 Market St. Suite 320, San Fran, CA 94102	Job Placement	415-346-2051/ 346-6343		N
Belmont Abbey	matthewcabrale@bbc.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	esbnc@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		704-372-1800	1	N
Geithmane 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
HandStrike.com					N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800	1	N
Internal Job Posting	BAHAKEL, WAKA,WFXB,WBFL,WOLO	Carol Dudley	202-806-5806		N
John H. Johnson School of Communications	525 Bryant St., SW, m 107, Wash, DC	Dir. Placement Ctr.	704-378-1000		N
Johnson C. Smith University	100 Beatties Ford Rd. Chle, NC, 28216	Dir. Placement Ctr.	704-373-1800		N
Main In Resumes	1 Television Place, Charlotte, NC 28205	Annie Cordell	704-336-6094		N
Meck-County Womens Comm	700 N. Tryon Street, Chle., NC 28202	Hai R. Marshal S Ct	704-567-1000		N
Media Power Advertising	5009 Monroe Rd. Charlotte, 28205		800-237-8073		N
Medialine.com	PO Box 51909 Pacific Grove CA 93950	medialine@medialine.com	704-333-6457		N
NAACP	PO Box 16956, Charlotte, NC 28297	Ms. Colette Forrest			N
National Alliance of State Broadcasters	NASBA	www.nasbaonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	nabl@nabl.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th, St. SW DC 20045-2001	nahl@nahl.org	202-682-7145/ 662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neunath Media Ctr. Vermillion SD57069	info@naia.com	605-677-5282 / 866-694-4264		N
NC Employment Security Com	5601 Executive Ctr Dr. Charlotte, 28212	Hurts McChowell	704-531-5034/566-2856 F		N
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	bjchapters@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	spellyv@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	billc@nichaismedia.com	Bill Kadmis	214-630-9590		N
Talent Dynamics	600 E. Colinas Blvd. Irving TX 75039	blackjournalist@aol.com	312-408-1881 f. 408-1867		N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	Mark Holloway	www.tjobs.com		3
TV Jobs.com	Internet.www.tjobs.com	Dir. Placement Ctr.	919-962-2211		N
UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599	Calvin Hearn	704-687-2683		N
UNCC	150 Atkins Bldg 9201 Univer. City Blvd. 28262	Joe Dennis	706-542-5022		N
University of Georgia	Grady Sch. Of Journalism/Mass Comm	jherra@miami.edu	305-284-8186		N
University of Miami Sch. Of Communications	5100 Burnson Dr. Coral Gables, FL 33146	Dir. Placement Ctr.	910-521-6000		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	usc.careerlink	803-777-7280		N
USC (University of South Carolina)	career@usc.edu		704-372-1800		N
World of Mouth-Phone	One Television Pl. Charlotte, NC				3
WCCB-TV Charlotte Website	Internet.www.wccbcharlotte.tv				N
Winthrop University	112 McLaurin, Rock Hill, SC 29733	Career Center	704-372-1800		N
Indeed.com	Indeed.com				N

Job Title of Vacancy: 10 PM News Anchor

Date Vacancy Opened: 5/29/2018

Date Vacancy Filled: 8/1/2018

Recruitment Source That Referred the Hiree: Agent/AI Corral
 Total Number of Persons Interviewed for the Vacancy: 3
 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?
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@bbac.edu				N
Career PAGE	www.careerpage.org				N
Carolina School of Broadcasting	3435 Performance Rd. Charlotte 28214	csbnc@beisouth.net	704-395-9272		N
Char-Mecklenburg Urban League	PO Box 34686 Charlotte, NC 28234	S. Funerburke	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	Dr. Baker	704-372-1800		N
Gethsemane AME Zion C	531 Campus St., Charlotte, NC 28216	Dr. Cook	704-375-3900		N
Greaser Mt. Sinai BC	1243 West Blvd. Charlotte, NC 28208		704-332-2163		N
Handshake .com					N
Internal Job Posting	1 Television Place, Charlotte, NC 28205	Carol Mangin	704-372-1800		N
Intra-Office Job Posting	BAHAKEI, WAKA,WFXB,WBJ,WOLO	Carol Dudley	202-806-5806		N
John H. Johnson School of Communications	525 Bryant St., SW, rm 107, Wash. DC	Dir. Placement Ctr.	704-378-1000		N
Johnson C. Smith University	100 Beatties Ford Rd. Chle., NC 28216	Anne Cordell	704-373-1800		N
Mail In Resumes	1 Television Place, Charlotte, NC 28205	Hai R. Marshall S Ct	704-336-6094		N
Meck-Courty Womens Comm	700 N. Tryon Street, Chle., NC 28202		704-567-1000		N
Media Power Advertising	5009 Monroe Rd. Charlotte, 28205	mediainline@medialine.com	800-237-8073		N
Medialine.com	PO Box 51909, Pacific Grove CA 93950	Ms. Colette Forrest	704-333-6457		N
NAACP	PO Box 16956, Charlotte, NC 28297				N
National Alliance of State Broadcasters	NASBA	www.nasbonline.net			N
National Assoc. of Black Journalist	1100 Knight Hall Ste. 3100, College Pk, MD	nabl@nabl.org	301-405-0248		N
National Assoc. of Hispanic Journalist	1000 Nat'l. Press Bldg. 529 14th. St. SW, DC 20045-2001	nahj@nahj.org	202-682-7145/f 662-7144		N
Native American Journalist Assoc.	555 Dakota St. A1 Neunath Media Ctr. Vermillion SD57069	info@naa.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
NCAB, Job Bank	P.O. Box 627, Raleigh, NC 27602	Placement Ctr.	www.careerpage.org		N
NCCU Assn. Black Journalist	bhambers@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	seiliv@aol.com	607-729-7331 fax	888-884-2630		N
Talent Collective	billie@michaelsmedia.com				N
Talent Dynamics	600 E. Collins Blvd Irving TX 75039	Bill Kadnis	214-630-9590		N
Target Market News	228 S. Wabash Ave., Suite 210 Chicago 60604	blackjournalis@aol.com	312-408-1861 f. 408-1867		N
TV Jobs	www.tvjobs.com	Mark Holloway	www.tvjobs.com		N
UNC School of Journalism	Internet www.tvjobs.com	Dir. Placement Ctr.	919-962-2211		N
UNCC	Campus Box 3365, Chapel Hill, NC 27599	Caitlin Hearn	704-687-6683		N
University of Georgia	150 Atkins Bldg 9201 Univer. City Blvd 28262	Joe Dennis.	706-542-5022		N
University of Miami Sch. Of Communications	Grady Sch. Of Journalism/Mass Comm	herrera@miami.edu	305-284-8186		N
University of Pembroke	PO Box 1510, Pembroke, NC 28372	Dir. Placement Ctr.	910-521-6000		N
USC (University of South Carolina)	career@usc.edu	usc.careerlink	803-777-7280		N
World of Mouth-Phone	One Television Pl. Charlotte, NC		704-372-1800		2N
WCCB-TV Charlotte Website	Internet www.wccbcharlotte.tv		704-372-1800		N
Whitrop University	112 McClaurin, Rock Hill, SC 29733	Career Center			N
Indeed.com	Indeed.com				N
Agent-	AI Corral				1N

EXHIBIT B
OUTREACH INITIATIVES

OUTREACH INITIATIVES

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

Type of Initiative	Brief Description
NCAB Legal Webinar August 28, 2018 (#14)	Carol Mangin-Executive Assistant, attended the online NCAB 3 rd Qtr. Legal webinar. There was a discussion EEO Rules updates and a review of current EEO rules and the importance of compliance with the rules for EEO FCC files.
Career Fair USC-University of South Carolina- March 26, 2019 (#10)	Jeff Monheit-Assistant News Director- shared a booth with our sister station ABC-Columbia-WOLO. He was recruiting for several job openings in our News Department.
Community College Outreach April 24, 2019 (#10)	Angela Robbins-News Director, member of Broadcast Advisory Board at York Technical College, attended a meeting which discussed broadcast technology jobs and recruitment at WCCB, and discussed qualifications and experience needed for the jobs.
Central Piedmont Community College May 29, 2019 (#10)	Angela Robbins-News Director, member of Broadcast Advisory Board at CPCC, attended a meeting which discussed broadcast technology jobs and recruitment at WCCB, and discussed qualifications and experience needed for the jobs.
The Park Youth Broadcasting Camp July 11, 2019 (#4)	Caryn Little and Holly Hamrick- of the Social Media and Production department spoke with 15 students in broadcasting camp, gave a tour of studios, weather center, master control and discussed different job responsibilities. Students learned how to use studio cameras and equipment, and got experience with the green screen. There was a Q&A session.
Charlotte Youth and Broadcasting Camp July 12, 2019 (#4)	Caryn Little- of the Social Media department spoke with 12 students in broadcasting camp, gave a tour of studios, weather center, master control and discussed different job responsibilities. Students learned how to use studio cameras and equipment, and got experience with the green screen. There was a Q&A session.
WCCB Charlotte the CW Internship Program, August 1, 2018 thru July 31, 2019 (#5)	WCCB-TV had 1 intern from University of South Carolina, from 6/3/2019-6/25/2019, during August 1, 2018 through July 31, 2019, learning the day to day activities of a TV station. The intern helped with clerical task on the assignment desk and shadowed anchors on assignment, etc.

Attach all documentation concerning the nature of the activity, the scope of the station's participation and the station personnel involved.

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 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 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 to broadcasting job candidates who might otherwise be unaware of such opportunities.