

**WXII-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2014 - July 30, 2015**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Videographer/Photographer/Editor Open Date: 4/24/2014 Hire Date: 11/23/2014	1-5, 8, 12, 15-16, 19-20, 24, 27-31	5
Morning News Meteorologist Open Date: 4/24/2014 Hire Date: 8/1/2014	1-5, 8, 12, 15-16, 19-20, 24, 27-31	5
Videographer/Photographer/Editor Open Date: 5/5/2014 Hire Date: 11/23/2014	1-3, 5, 7-8, 12, 15-16, 19-20, 24, 27-31	5
Weekend Morning News Meteorologist Open Date: 8/19/2014 Hire Date: 4/15/2015	1-4, 7-8, 10-13, 15-17, 19-20, 24, 27-30	3
Senior Account Executive Open Date: 9/15/2014 Hire Date: 3/9/2015	1-5, 7-13, 15-16, 19-20, 24-25, 27-30	3
Weekend Morning News Anchor/News Reporter Open Date: 1/13/2015 Hire Date: 5/13/2015	1-8, 10-13, 15-16, 18-22, 24, 27-31	22
Account Executive Open Date: 3/13/2015 Hire Date: 7/1/2015	1-5, 7-8, 10-16, 18-20, 24-31	5
News Director Open Date: 3/19/2015 Hire Date: 4/17/2015	1-5, 7-13, 15-16, 18-20, 24, 26-31	5
Client Services Specialist Open Date: 4/9/2015 Hire Date: 6/15/2015	1-4, 7-13, 15, 18-20, 23-24, 26-31	9
Assistant News Director Open Date: 4/23/2015 Hire Date: 6/29/2015	1-5, 7-8, 10-13, 15-16, 18-20, 23-24, 26-31	5

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AAJA 5th 3rd Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
2	Appalachian State University John E. Thomas Hall, Room 369 Appalachian State University Boone, North Carolina 28608 Phone : (828) 262-2180 Carl Tyre Manual Posting	N	0
3	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	17
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
5	Current Employee	N	15
6	Eastman Media 5901 N. Cicero Ave Suite 307 Chicago, Illinois 60646 Phone : 773-777-5463 .. Manual Posting	N	1
7	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-2000 Arli Eicher Manual Posting	N	0

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8	Emma L Bowen Foundation 524 West 57th St New York, New York 10112 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
9	Employee Referral	N	6
10	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
11	FPC Job Services 617 North Elm St Greensboro, North Carolina 27401 Phone : 336-478-4755 Email : FPCJobsInfo@gmail.com Bill Linton	Y	0
12	Guilford College Career Dev Center 5800 W Friendly Ave Greensboro, North Carolina 27410 Phone : 336-316-2000 Email : muellerac@guilford.edu Jen Ognasky	N	0
13	High Point University 833 Montilieu Ave High Point, North Carolina 27268 Phone : 800-345-6993 Email : Jobs@highpoint.edu Sara Adkins	N	0
14	High Point University Career Internship 833 Montilieu Ave High Point, North Carolina 27268 Phone : 336-841-9000 Email : sbrien@highpoint.edu Sue Brien	N	0

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15	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 706 364 7564 Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
16	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Corp Recruiter Manual Posting	N	0
17	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Phone : 310-358-8222 Recruiter . Manual Posting	N	1
18	NC Division of Workforce Solutions 5601 Executive Center Drive Charlotte, North Carolina 28212 Phone : 704-566-2870 Email : bill.dodgen@nccommerce.com Fax : 1-704-566-2857 Bill Dodgen	Y	0
19	NC Employment Security Commission-Employment Security Commission 700 Wade Avenue Raleigh, North Carolina 27605 Phone : 919-707-1150 Email : jon.sunderman@ncesc.gov Jon Sunderman	N	0
20	North Carolina Association of Broadcasters PO Box 627 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : <a href="http://associationdatabase.com/aws/NCAB/pt/sp/jobs">http://associationdatabase.com/aws/NCAB/pt/sp/jobs</a> Amy VanArkel Manual Posting	N	0

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21	NSB Talent 250 W 57th Street Suite 333 New York, New York 10107 Phone : 212-765-3040 .. Manual Posting	N	1
22	NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 .. Manual Posting	N	1
23	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
24	Salem College 601 S Church St Winston-Salem, North Carolina 27101 Phone : 336-721-2600 Email : bawden@salem.edu Katie Bawden	N	0
25	Spots N Dots 1635 Old Hwy 41NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-864-2620 Url : <a href="http://www.spotsndots.com/sectional.asp?id=39814">http://www.spotsndots.com/sectional.asp?id=39814</a> Spots Dots Manual Posting	N	4
26	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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27	TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Career Services Manual Posting	N	1
28	University of North Carolina-Chapel Hill UNC School of Journalism and Mass Communication Carroll Hall, CB 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-2211 Email : <a href="mailto:jeubank@email.unc.edu">jeubank@email.unc.edu</a> Jay Eubank	N	0
29	University of North Carolina-Greensboro UNCG Career Services PO Box 26170 Greensboro, North Carolina 27402 Phone : 336-334-5000 Email : <a href="mailto:ajabbruz@uncg.edu">ajabbruz@uncg.edu</a> Tony Abbruzzi	N	0
30	Women's Resource Center 628 Summit Ave Greensboro, North Carolina 27405 Phone : 336.275.6090 Url : <a href="http://www.womenscentergso.org">www.womenscentergso.org</a> Email : <a href="mailto:lucy@womenscentergso.org">lucy@womenscentergso.org</a> Lucy Wellmaker	N	0
31	YMCA 301 N Main St Winston-Salem, North Carolina 27101 Phone : (336) 722-5022 Email : <a href="mailto:d.clowers@ymcanwnc.org">d.clowers@ymcanwnc.org</a> Dottie Sangallo	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/8/2014	Establishment of an intern program designed to assist members of the community	WXII hosted 16 summer interns in five departments this summer. They were all college juniors or seniors majoring in communications and receiving college credit.	4	Morning Executive Producer Creative Service Director Digital Media Manager Production Manager
2	8/14/2014	Establishment of an intern program designed to assist members of the community	WXII participated in the Winston-Salem Urban League's Summer Youth Employment and Training Internship Program.	1	Business Manager
3	8/14/2014	Participation in scholarship programs	WXII participated in the Emma Bowen Foundation's Scholarship Program by sponsoring our intern Elizabeth Boney.	1	Business Manager
4	8/26/2014	Participation in Job Fairs	Participated in the Hiring Our Heroes Career Fair at The American Legion National Convention. HR Liaison and a hiring manager participated and recruited veterans, reserve and military spouses.	2	HR Coordinator Director of Engineering
5	9/22/2014	Establishment of training programs for station personnel	General Sales Manager, Connie Sullivan, participated in the Hearst Management Institute from September 2014 - June 2015. The purpose of this program is to prepare Connie for further growth within the Hearst company.	1	General Sales Manager
6	10/8/2014	Participation in events or programs sponsored by educational institutions	Traffic Anchor, Chris Lea, was a guest speaker for a communications class at High Point University.	1	Traffic Anchor
7	10/16/2014	Participation in Job Fairs	Participated in Elon University's Job & Internship Expo Fair.	1	Morning Executive Producer
8	11/19/2014	Participation in other activities designed by the station employment unit	Social Media Producer, Jessica Arenas, and Editor, Tyler Collins provided an opportunity for James Realubit, a student at UNCG, to visit at WXII12 and job shadow an Editor.	2	Social Media Producer Editor
9	12/13/2014	Participation in events or programs sponsored by educational institutions	Traffic Anchor, Chris Lea, participated in the Gibsonville Elementary Career Day.	1	Traffic Anchor
10	3/6/2015	Participation in events or programs sponsored by educational institutions	Traffic Anchor, Manard "Busta" Brown, was a guest speaker for career day at Cook Elementary in Winston-Salem, NC.	1	Traffic Anchor

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11	5/6/2015	Participation in events or programs sponsored by educational institutions	Anchor, Wanda Starke, served as a panelist on the Ashley Elementary School's Career Day.	1	Anchor
12	7/13/2015	Participation in other activities designed by the station employment unit	Anchor, Kenny Beck, and producers, Victoria Cook and Laura Levitt, participated in a job shadow in which a rising 10th grader from Forsyth County Day School observed for the week. She observed the producers write scripts, discussed journalism and watched the live broadcast.	3	Anchor Producer Producer
13	7/14/2015	Participation in events or programs sponsored by educational institutions	Anchor, Kenny Beck, spoke with a group of Middle school students about journalism. This course was a class for academically gifted youth. After Kenny's speech he provided feedback on their interview questions.	1	Anchor
14	7/30/2015	Establishment of an intern program designed to assist members of the community	WXII hosted 5 summer interns in two departments this summer. They were all college juniors or seniors majoring in communications and receiving college credit.	3	Assistant News Director Digital Media Manager Creative Services Director