

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---|--|-----------------------|
| 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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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 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 : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services | N | 17 |
| 4 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com 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 : http://associationdatabase.com/aws/NCAB/pt/sp/jobs 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 : http://www.spotsndots.com/sectional.asp?id=39814 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 : http://www.tvjobs.com/ 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 : jeubank@email.unc.edu 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 : ajabbruz@uncg.edu Tony Abbruzzi | N | 0 |
| 30 | Women's Resource Center 628 Summit Ave Greensboro, North Carolina 27405 Phone : 336.275.6090 Url : www.womenscentergso.org Email : lucy@womenscentergso.org Lucy Wellmaker | N | 0 |
| 31 | YMCA 301 N Main St Winston-Salem, North Carolina 27101 Phone : (336) 722-5022 Email : d.clowers@ymcanwnc.org Dottie Sangallo | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 47 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|---|-------------------------------------|--|
| 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 |