

FCC Reports – 2020 – Raleigh

Capitol Broadcasting Company, Inc. Raleigh Employment Unit

Consisting of WRAL-TV, WRAZ-TV, WRAL FM, WCMC-FM, WDNC-AM, WCLY-AM

2020 FCC/EEO Report

Full-time job vacancies list for July 13, 2019 through July 17, 2020.

Job No.	Job title
1782	Meteorologist
1817	Creative Services Producer
1825	Enterprise Executive Producer
1833	Key Accounts Coordinator
1838	Transmitter/RF Engineer
1839	Key Accounts Manager
1841	Marketing/Research Coordinator
1843	Social Media Manager
1847	Group Assistant Business Manager
1849	Strategic Accounts Manager
1853	Radio Sales Manager
1864	Sports Anchor/Reporter
1865	Inside Sales Representative
1867	News Producer
1879	Politifact Research/Reporter
1884	Newscast Director/Producer
1890	News Photographer
1891	Sports Account Executive
1892	News Reporter
1893	Breaking News Multimedia Journalist
1894	Multimedia Journalist
1895	Executive Producer (Nightside)
1903	Promotion Director
1907	Advertising Operations Coordinator
1908	Key Accounts Coordinator
1909	Director of Sales
1915	News Producer
1922	News Producer
1924	Sports Anchor/Reporter
1947	National Sales Manager
1953	Sports Specialist
1957	Key Accounts Coordinator
1965	Multiplatform Producer
1967	News Photographer

Recruitment Statistics

No. Interviewed & Recruitment Source of Hiree

39	Capitol Broadcasting Company, Inc. employment site
14	Internal applicants
13	Indeed.com
9	LinkedIn
8	Recruiter (Carlsen Resource)
6	Other (Employee Referral, word of mouth, etc.)
4	Talent Agent
2	Media Recruiter
1	Rick Gevers
1	Craigslist
1	Spots – Dots
1	AllAccess
1	Society of Professional Journalist
1	Journalismnext
<u>1</u>	TVJobs.com
102	Total interviewed for full-time vacancies

Outreach Initiatives

Capitol Broadcasting Company, Inc. Raleigh Employment Unit
Consisting of WRAL-TV, WRAZ-TV, WRAL-FM, WCMC-FM, WDNC-AM, WCLY-AM

Outreach Activity Description Form

July 13, 2019 through July 17, 2020

This employment group engaged in the following outreach efforts during the reporting period.

Activity: Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.

WRAL Capitol Area Career Expo— August 1, 2019

This career expo was a collaboration between WRAL and Capital Area Workforce Development to discuss available jobs in the Raleigh/Durham area. Members of management attended to discuss career opportunities in broadcasting.

Activity: Participation in at least four job fairs during the two-year reporting period

Carolina Hurricanes Career Fair – February 25, 2020

This career fair was held prior to a home Carolina Hurricanes game. Attendees were provided the opportunity to discuss career opportunities and current openings. Recruiter, Na'Tasia Robinson, attended.

UNC-Asheville Career Fair – October 10, 2019

This career fair provides the opportunity to discuss career opportunities and current openings. Recruiter, Na'Tasia Robinson, attended.

St. Augustine's College Career Fair – September 26, 2019

This career fair provides the opportunity to discuss career opportunities and current openings. Recruiter, Na'Tasia Robinson, attended.

National Association of Black Journalists Career Fair – August 7-11, 2019

This career fair provides the opportunity to discuss career opportunities and current openings. Vice President/HR, Angie Emerline, attended.

Activity: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting

The company contributes \$1,000 annually to the Radio Television Digital News Association of the Carolinas (RTNDAC) scholarship program. Two \$1500 scholarships are awarded annually to rising juniors or seniors in the Carolinas who are pursuing a major course of study with emphasis in broadcast or electronic journalism.

Activity: Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

The Corporate Human Resources department provides ongoing training and support of management on anti-discrimination policies and procedures and assistance in recruitment efforts to attract and maintain equal employment opportunity standards.

During this reporting period, Raleigh Employment Unit managers have participated in a mandatory training program. Training topics included Company EEO policy and procedures, Productive Work Environment (anti-harassment) policy training, and Performance Review training. Additionally, Raleigh Employment Unit managers and employees were provided access to unlimited online employment training opportunities through LinkedIn Learning.

Activity: Participation in at least four events or programs sponsored by education institutions relating to career opportunities in broadcasting.

School Visits/Presentations/Career Fairs – WRAL-TV staff visits local schools to discuss broadcasting and careers in broadcasting.

- August 12, 2019, Meteorologist Elizabeth Gardner gave a weather presentation to a group of students at Granville County Public Schools.
- August 27, 2019, Meteorologist Elizabeth Gardner gave a weather presentation to a group of students at Millbrook Environmental Connections Elementary School.
- September 6, 2019, Meteorologist Elizabeth Gardner gave a weather presentation to a group of students at Underwood Elementary School.
- November 19, 2019, Meteorologist Elizabeth Gardner gave a weather presentation to a group of students at Parkside Elementary School.
- December 3, 2019, Reporter Aaron Thomas served as a NC State Career Ambassador. As part of the program, Thomas lead a discussion about broadcasting careers.
- January 16, 2020, Anchor/Reporter, Mikaya Thurmond gave a presentation on broadcasting to students at Rocky Mount Academy.

Activity: Establish training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Employees have the opportunity to take various continuing education courses, including computer training, management training etc. In addition, full-time employees are eligible for tuition reimbursement in their pursuit of a college bachelor's or master's degree. The company reimburses up to \$7000 per employee annually.

During this reporting period, employees were offered the opportunity to participate in a companywide training program through LinkedIn Learning. This program was created to give employees the opportunity to acquire skills that could assist them in qualifying for a higher-level position. Employees can choose from thousands of training topics. Additionally, employees could participate in training topics such as Crucial Conversations, Seven Habits of Highly Effective People and Harassment Prevention.

ACTIVITY: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Capitol Broadcasting Company, Inc. partnered with the University of North Carolina to establish a Diversity Fellowship Program. Journalism students from colleges across the country spent five days at WRAL-TV (March 11-15, 2020). The fellows worked in the field with new photographers, crafted stories, prepared their own newscast and had a variety of educational seminars about the broadcasting industry. The purpose of the program is to provide potential journalists the opportunity to learn about our profession. In addition, the fellows were able to produce an outstanding story on their resume reel in order for them to have a better chance to land a first job.

Additionally, during this reporting period, the employment group offered an internship program for students from local universities. Interns worked with station meteorologists.

The employment group has established an ongoing "Learning for Life" partnership with the Boy Scouts of America. The goal of these programs, Explorer Post 5 and Explorer Post 50, is to train school-aged children, both male and female, in all aspects of television broadcasting and associated careers.

Post 5 members meet bi-weekly at WRAL to learn about broadcasting from operating a camera to writing a newscast to anchoring a newscast. These individuals also assist with various station projects. As part of the program, Post 5 members produce half hour programs on youth issues. Portions of these programs are aired during WRAL local programming.

Post 50 members meet regularly to learn about broadcasting. As part of the program, Post 50 members produce the broadcast of Durham Bulls Baseball team home games.

Many former members have been hired in regular employment positions. In addition, several former members have gone on to be photojournalists, reporters and anchors across the country.

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Meteorologist

Date Vacancy Opened: 2/28/2019

Date Vacancy Filled: 10/7/2019

Requisition #: 1782

Recruitment source of hiree: CBC-Raleigh

Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
NCSU Student Media Advertising	Jamie Lynn Gilbert	321 Witherspoon, CB 7318	Raleigh, NC 27695	919/515-1685	0	no
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1270	Raleigh, NC 27601	919-821-7300		
NC State University	Kelly Mullins, Career Development Center	2100 Pullen Hall	Raleigh, NC 27695	919-513-9943	0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 3100	College Park, MD 20742	301-405-2048	0	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Collective Talent	http://collectivetalent.com/			813-254-9695	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	1	no
American Meteorological Society	www.ametsoc.org	45 Beacon St.	Boston, MA 02108	617-227-2425	0	no

WRAL-TV
(part of the CBC Raleigh Employment unit)
Full-Time Vacancy EEO Information

Job Title: TV Creative Services Producer
Date Vacancy Opened: 4/18/2019
Date Vacancy Filled: 8/1/2019

Requisition #: 1817
Recruitment source of hiree: CBC Website
Total Number of People Interviewed: 5

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Linked In	site takes our postings from website				1	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Poynteronline	http://www.poynter.org	801 Third St. S	St. Petersburg, FL 33701	727.821.9494	0	no
Journalismjobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Alliance for Women in Media	Michelle DelaRosa	1760 Old Meadow Rd., Ste. 500	McLean, VA 22102	703-506-3290	0	no
PromaxBDA	https://jobs.promaxbda.org/employers/sign_in				0	no
NCSU Student Media Advertising	Jamie Lynn Gilbert	307 Witherspoon, Campus Box 7318	Raleigh, NC 27695	919-515-2411	0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		1	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Enterprise Executive Producer
Date Vacancy Opened: 5/13/2019
Date Vacancy Filled: 9/23/2019

Requisition #: 1825
Recruitment source of hiree: CBC job site
Total Number of People Interviewed: 3

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Indeed.com	job listing	Building 1	Austin, TX 78750		0	no
NCSU Student Media Advertising	Jamie Lynn Gilbert	321 Witherspoon, CB 7318	Raleigh, NC 27695	919/515-1685	0	no
Poynteronline	http://www.poynter.org	801 Third St. S.	St. Petersburg, FL 3370	727.821.9494	0	no
Investigative Reporters & Editors	www.ire.org	141 Neff Annex	Columbia, MO 65211	573-882-2042	0	no
EMMY Online	job listing	1697 Broadway, suite #404	New York, NY 10019	212-586-8424	0	no
ONA - Online News Association	job listing	1111 North Capitol Street NE, Second Floor	Washington, DC 20002	202-503-9222	0	no
JobTarget.com	Career Services	225 State St., Ste 300	New London, CT 0632	860-440-0635	0	no
Rick Gevers & Associates	Rick Gevers	PO Box 577	Zionsville, IN 46077-05	317-769-7900	1	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAZ-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Key Account Coordinator
 Date Vacancy Opened: 5/21/2019
 Date Vacancy Filled: 7/10/2020

Requisition #: 1833
 Recruitment source of hiree: CBC Website & LinkedIn
 Total Number of People Interviewed: 4

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Triangle Marketing Assn		8311 Brier Creek Pkwy	Raleigh, NC 27617	919-882-1691	0	no
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150	0	no
LinkedIn.com	site takes our postings from website				1	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Indeed.com	job listing	Building 1	Austin, TX 78750		1	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1270	Raleigh, NC 27601	919-821-7300	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
UNC Pembroke	app.joinhandshake.com				0	no
Catawba College	app.joinhandshake.com				0	no
NC Central University	app.joinhandshake.com				0	no
Fayetteville State University	app.joinhandshake.com				0	no
Elizabeth City State University	app.joinhandshake.com				0	no
UNC Greensboro	app.joinhandshake.com				0	no
Wake Forest University	app.joinhandshake.com				0	no
UNC Wilmington	app.joinhandshake.com				0	no
UNC Asheville	app.joinhandshake.com				0	no
Lenoir-Rhyne University	app.joinhandshake.com				0	no
East Carolina University	app.joinhandshake.com				0	no
UNC Chapel Hill	app.joinhandshake.com				0	no
Craigslist.com	https://post.craigslist.org/ral				1	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no

Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	
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WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Transmitter & RF Engineer

Date Vacancy Opened: 6/7/2019

Date Vacancy Filled: 7/29/2019

Requisition #: 1838

Recruitment source of hire: CBC Website

Total Number of People Interviewed: 1

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
NCSU Student Media Advertising	Jamie Lynn Gilbert	321 Witherspoon, CB 7318	Raleigh, NC 27695	919/515-1685	0	no
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no

WRAZ-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Key Account Manager

Date Vacancy Opened: 6/26/2019

Date Vacancy Filled: 7/15/19, 9/3/19

Requisition #: 1839

Recruitment source of hiree: Media Rec. & SpotsNDots

Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Triangle Marketing Assn		8311 Brier Creek Pkwy	Raleigh, NC 27617	919-882-1691	0	no
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150	1	no
Spots-n-Dots	ads@spotsndots.com	http://www.spotsndots.com/			1	no
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Indeed.com	job listing	Building 1	Austin, TX 78750		0	no
Natl. Assn. of Sales Professionals	https://www.nasp.com/resources/jobs/	555 Friendly St	Bloomfield, MI 48302	860-437-5700	0	no
NCSU Student Media Advertising	Jamie Lynn Gilbert	321 Witherspoon, CB 7318	Raleigh, NC 27695	919/515-1685	0	no
Handshake	app.joinhandshake.com				0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Marketing & Research Coordinator
Date Vacancy Opened: 6/20/2019
Date Vacancy Filled: 12/16/2019

Requisition #: 1841
Recruitment source of hire: LinkedIn
Total Number of People Interviewed: 9

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				3	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
NCSU Student Media Advertising	Jamie Lynn Gilbert	321 Witherspoon, CB 7318	Raleigh, NC 27695	919/515-1685	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
JobTarget.com	Career Services	225 State St., Ste 300	New London, CT 06320	860-440-0635	0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		2	
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Social Media Manager

Date Vacancy Opened: 6/27/2019

Date Vacancy Filled: 11/1/2019

Requisition #: 1843

Recruitment source of hiree: Indeed

Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		1	no
Handshake	app.joinhandshake.com				0	no
ONA - Online News Association	job listing	1111 North Capitol Street NE, Second Floor	Washington, DC 20002	202-503-9222	0	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
MediaBistro.com	http://www.mediabistro.com/employers	475 Park Avenue South, 4th Fl	New York, New York 10014	212-389-2000	0	no
PromaxBDA	Shelly Leslie	https://promaxbda.org/professional-development/career-center	Raleigh, NC	310-789-1508	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV
(part of the CBC Raleigh Employment unit)
Full-Time Vacancy EEO Information

Job Title: TV Group Assistant Business Manager
Date Vacancy Opened: 7/1/2019
Date Vacancy Filled: 9/9/2019

Requisition #: 1847
Recruitment source of hire: Indeed
Total Number of People Interviewed: 3

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
HireHeroes USA	http://jobs.hireheroesusa.org/EmployerX/	100 North Point Center East, Ste 200	Alpharetta, GA 30022	866-915-4376	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Linked In	site takes our postings from website				0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)	https://www.ncacpa.org/	3100 Gateway Centre Boulevard	Morrisville, NC 27560	919-469-1040	0	no
Craigslist.com	https://post.craigslist.org/ral				0	no
Handshake	app.joinhandshake.com				0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		2	no

WRAZ-TV
(part of the CBC Raleigh Employment unit)
Full-Time Vacancy EEO Information

Job Title: Strategic Account Manager
Date Vacancy Opened: 7/2/2019
Date Vacancy Filled: 7/29/2019

Requisition #: 1849
Recruitment source of hiree: LinkedIn
Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Linked In	site takes our postings from website				1	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		0	no

WCMC-FM

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Sports Radio Marketing Director

Requisition #: 1853

Date Vacancy Opened: 7/17/2019

Recruitment source of hire: Employee Referral

Date Vacancy Filled: 10/5/2019

Total Number of People Interviewed: 8

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	5	no
Triangle American Marketing Assn	https://www.careerwebsite.com/employer/	1500 Sunday Dr., Ste. 102	Raleigh, NC 27607	919-784-4548	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					1	no
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616	1	no
Glassdoor.com	http://www.glassdoor.com	100 Shoreline Hwy	Mill Valley, CA 94941	415-339-9105	0	no
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150	1	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		0	no
LinkedIn.com	www.linkedin.com				0	no
RAB (Radio Advertising Bureau)	Reba George	1320 Greenway Dr, Ste 500	Irving, TX 75038	888-232-3131	0	no
National Association of Sales Professionals	https://www.nasp.com/resources/jobs/	555 Friendly St	Bloomfield, MI 48302	860-437-5700	0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Reporter
Date Vacancy Opened: 10/18/2019
Date Vacancy Filled: 4/6/2020

Requisition #: 1864
Recruitment source of hiree: Indeed
Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Collective Talent	http://collectivetalent.com/			813-254-9695	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
EMMY Online	job listing	1697 Broadway, suite #404	New York, NY 10019	212-586-8424	0	no
National Sports Media Association	nationalsportsmedia.org			336-655-2976	0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		1	no
Work in Sports	workinsports.com			855-220-5627	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Jobs In Sports	jobsinsports.com				0	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WCMC-FM

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Inside Sales Rep.
Date Vacancy Opened: 8/13/2019
Date Vacancy Filled: 9/9/2019

Requisition #: 1865
Recruitment source of hiree: CBC Website
Total Number of People Interviewed: 1

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616	0	no
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Indeed.com	job listing	Building 1	Austin, TX 78750		0	no
NCSU Student Media Advertising	Jamie Lynn Gilbert	321 Witherspoon, CB 7318	Raleigh, NC 27695	919/515-1685	0	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
NC State University	Kelly Mullins, Career Development Center	2100 Pullen Hall	Raleigh, NC 27695	919-513-9943	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: News Producer
 Date Vacancy Opened: 8/13/2019
 Date Vacancy Filled: 12/9/2019

Requisition #: 1867
 Recruitment source of hiree: Indeed
 Total Number of People Interviewed: 1

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Alliance for Women in Media	Michelle DelaRosa	1760 Old Meadow Rd., Ste. 500	McLean, VA 22102	703-506-3290	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1270	Raleigh, NC 27601	919-821-7300	0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 3100	College Park, MD 20742	301-405-2048	0	no
journalismnext.com	www.journalismnext.com			703-629-0178	0	no
TV News Check	https://tvnewscheck.com/	24 West Lancaster Ave ste 205	Ardmore, PA 19003	484-4128287	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Indeed.com	job listing	Building 1	Austin, TX 78750		1	no
Natl Assn of Hispanic Journalists	http://nahj.ihispano.com	1050 Connecticut Avenue NW 10th	Washington DC 20036	202-662-7145	0	no
EMMY Online	job listing	1697 Broadway, suite #404	New York, NY 10019	212-586-8424	0	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: PolitiFact Reporter
Date Vacancy Opened: 9/13/2019
Date Vacancy Filled: 11/11/2019

Requisition #: 1879
Recruitment source of hiree: CBC Website
Total Number of People Interviewed: 3

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1270	Raleigh, NC 27601	919-821-7300	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Indeed.com	job listing	Building 1	Austin, TX 78750		0	no
NCSU Student Media Advertising	Jamie Lynn Gilbert	321 Witherspoon, CB 7318	Raleigh, NC 27695	919/515-1685	0	no
www.cbc-raleigh.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Director/Producer

Date Vacancy Opened: 9/25/2019

Date Vacancy Filled: 1/20/2019

Requisition #: 1884

Recruitment source of hiree: CBC Website

Total Number of People Interviewed: 3

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1270	Raleigh, NC 27601	919-821-7300	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	3	no
journalismnext.com	www.journalismnext.com			703-629-0178	0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 3100	College Park, MD 20742	301-405-2048	0	no
Natl Assn of Hispanic Journalists	http://nahj.hispano.com	1050 Connecticut Avenue NW 10th Fl	Washington DC 20036	202-662-7145	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
TV News Check	https://tvnewscheck.com/	24 West Lancaster Ave ste 205	Ardmore, PA 19003	484-4128287	0	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: News Photographer

Date Vacancy Opened: 10/10/2019

Date Vacancy Filled: 12/10/2019 & 12/2/2019

Requisition #: 1890

Recruitment source of hiree: CBC Website & Employee Ref.

Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
journalismnext.com	www.journalismnext.com			703-629-0178	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1270	Raleigh, NC 27601	919-821-7300	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
Alliance for Women in Media	Michelle DeLaRosa	1760 Old Meadow Rd., Ste. 50	McLean, VA 22102	703-506-3290	0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 3100	College Park, MD 20742	301-405-2048	0	no
Natl Assn of Hispanic Journalists	http://nahj.ihispano.com	1050 Connecticut Avenue NW 10th Fl	Washington DC 20036	202-662-7145	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
NPPA (Nat. Press Photog. Assn)	Thomas Kenniff	120 Hooper St	Athens, GA 30602	919-237-1782	0	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					1	no

WCMC-FM

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Account Executive

Date Vacancy Opened: 10/10/2019

Date Vacancy Filled: 12/9/2019

Requisition #: 1891

Recruitment source of hire: CBC Website

Total Number of People Interviewed: 4

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				2	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
NCSU Student Media Advertising	Jamie Lynn Gilbert	321 Witherspoon, CB 7318	Raleigh, NC 27695	919/515-1685	0	no
William Peace University	Kathleen Monroe	15 East Peace St.	Raleigh, NC 27604	919-508-2007	0	no
Work in Sports	workinsports.com			855-220-5627	0	no
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Reporter
Date Vacancy Opened: 10/18/2019
Date Vacancy Filled: 4/6/2020

Requisition #: 1892
Recruitment source of hiree: LinkedIn
Total Number of People Interviewed: 4

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				1	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
Collective Talent	http://collectivetalent.com/			813-254-9695	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1270	Raleigh, NC 27601	919-821-7300	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 3100	College Park, MD 20742	301-405-2048	0	no
Natl Assn of Hispanic Journalists	http://nahj.hispano.com	1050 Connecticut Avenue NW 10th Fl	Washington DC 20036	202-662-7145	0	no
TV News Check	https://tvnewscheck.com/	24 West Lancaster Ave ste 205	Ardmore, PA 19003	484-4128287	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Society of Professional Journalists (SPJ)	https://www.spj.org/	3909 N. Meridian St., Suite 200	Indianapolis, IN 46208	317-927-8000	1	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Breaking News Multimedia Journalist

Date Vacancy Opened: 10/18/2019

Date Vacancy Filled: 3/23/2020

Requisition #: 1893

Recruitment source of hiree: CBC Website

Total Number of People Interviewed: 1

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Indeed.com	site takes our postings from website	6433 Champion Grandview Way Building 1	Austin, TX 78750		0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 3100	College Park, MD 20742	301-405-2048	0	no
Natl Assn of Hispanic Journalists	http://nahj.hispano.com	1050 Connecticut Avenue NW	Washington DC 20036	202-662-7145	0	no
Collective Talent	http://collectivetalent.com/			813-254-9695	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
TV News Check	https://tvnewscheck.com/	24 West Lancaster Ave ste 205	Ardmore, PA 19003	484-4128287	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1	Raleigh, NC 27601	919-821-7300	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Multimedia Journalist

Date Vacancy Opened: 10/22/2019

Date Vacancy Filled: 3/9/2020 & 4/27/2020

Requisition #: 1894

Recruitment source of hiree: CBC Website & Indeed

Total Number of People Interviewed: 4

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of Interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
Collective Talent	http://collectivetalent.com/			813-254-9695	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 1270	Raleigh, NC 27601	919-821-7300	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	3	no
journalismnext.com	www.journalismnext.com			703-629-0178	0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 3100	College Park, MD 20742	301-405-2048	0	no
Natl Assn of Hispanic Journalists	http://nahj.hispano.com	1050 Connecticut Avenue NW 10th Fl	Washington DC 20036	202-662-7145	0	no
TV News Check	https://tvnewscheck.com/	24 West Lancaster Ave ste 205	Ardmore, PA 19003	484-4128287	0	no
Indeed.com	site takes our postings from website	6433 Champion Grandview Way Building 1	Austin, TX 78750		1	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Nightside Executive Producer

Date Vacancy Opened: 10/25/2019

Date Vacancy Filled: 1/13/2020

Requisition #: 1895

Recruitment source of hiree: Employee Ref.

Total Number of People Interviewed: 6

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	2	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	3	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		0	no
EMMY Online	job listing	1697 Broadway, suite #404	New York, NY 10019	212-586-8424	0	no
TV News Check	https://tvnewscheck.com/	24 West Lancaster Ave ste 205	Ardmore, PA 19003	484-4128287	0	no
JobTarget.com	Career Services	225 State St., Ste 300	New London, CT 0632	860-440-0635	0	no
Glassdoor.com	http://www.glassdoor.com	100 Shoreline Hwy	Mill Valley, CA 94941	415-339-9105	0	no
LinkedIn.com	www.linkedin.com				0	no
ONA - Online News Association	job listing	1111 North Capitol Street NE, Second Floor	Washington, DC 20002	202-503-9222	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					1	no

WCMC-FM

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Sports Radio Promotions Director

Date Vacancy Opened: 11/12/2019

Date Vacancy Filled: 12/9/2019

Requisition #: 1903

Recruitment source of hiree: Internal

Total Number of People Interviewed: 1

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	1	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Work in Sports	workinsports.com			855-220-5627	0	no
Radio Online	https://jobs.radio-online.com/cgi-bin/rol.exe/jobs_list				0	no
MediaRecruiter.com	Art Scott	22102 E. Canyon Place	Aurora, CO 80016	303-400-5150	0	no
Handshake	app.joinhandshake.com				0	no
AllAccess.com	www.allaccess.com	28955 Pacific Coast Highway, Suite 210	Malibu, CA 90265	310 457 6616	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAZ-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Ad Operations Coordinator
 Date Vacancy Opened: 11/15/2019
 Date Vacancy Filled: 1/13/2020

Requisition #: 1907
 Recruitment source of hiree: Indeed
 Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Handshake	app.joinhandshake.com				0	no
Durham Technical Community College	Liz Filipowski	1637 Lawson Street	Durham NC 27703	919-536-7200	0	no
Wake Technical Community College	http://www.collegecentral.com/waketech/	9101 Fayetteville Rd	Raleigh, NC 27603	919-866-5695	0	no
Indeed.com	site takes our postings from website	6433 Champion Grandview Way Building 1	Austin, TX 78750		2	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAZ-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Key Account Coordinator
 Date Vacancy Opened: 11/15/2019
 Date Vacancy Filled: 2/3/2020

Requisition #: 1908
 Recruitment source of hiree: Indeed
 Total Number of People Interviewed: 1

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
WRAL.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
LinkedIn.com	site takes our postings from website				0	no
Internal Companywide posting	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
Craigslist.com	https://post.craigslist.org/ral				0	no
www.capitolbroadcasting.com	Angie Emerline	PO Box 12800	Raleigh NC 27605	919 890-6008	0	no
Handshake	app.joinhandshake.com				0	no
Durham Technical Community College	Liz Filipowski	1637 Lawson Street	Durham NC 27703	919-536-7200	0	no
Wake Technical Community College	http://www.collegecentral.com/waketech/	9101 Fayetteville Rd	Raleigh, NC 27603	919-866-5695	0	no
Indeed.com	site takes our postings from website	6433 Champion Grandview Way Building 1	Austin, TX 78750		1	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: TV Director of Sales

Date Vacancy Opened: 11/18/2019

Date Vacancy Filled: 4/20/2020

Requisition #: 1909

Recruitment source of hiree: Recruiter - *Carlsen*

Total Number of People Interviewed: 8

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		0	no
Internal Companywide posting	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	0	no
Capitol Broadcasting Company Job site	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
UNC - Chapel Hill	University Career Svcs	CB#5140, 219 Hanes Hall	Chapel Hill, NC 27599	919-962-6507	0	no
NC Central University - ePACK	Donna Hembrick	1801 Fayetteville St.	Durham NC 27707	919-530-6100	0	no
Carlsen Resources, Inc	Terri Thompson	carlsenresources.com			8	no
Appalachian State University	https://appstate-csm.symplicity.com/employers/		Boone, NC 28608	828-262-2000	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: News Producer

Requisition #: 1915

Date Vacancy Opened: 12/6/2019

Recruitment source of hiree: CBC Jb site

Date Vacancy Filled: 2/3/2020

Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Internal Companywide posting	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	0	no
Capitol Broadcasting Company Job site	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	1	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Natl Assn of Hispanic Journalists	http://nahj.ihispano.com	1050 Connecticut Avenue	Washington DC 20036	202-662-7145	0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 310	College Park, MD 20742	301-405-2048	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 404	Raleigh, NC 27601	919-821-7300		
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
EMMY Online	job listing	1697 Broadway, suite #404	New York, NY 10019	212-586-8424		
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					1	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: News Producer (2 positions)

Requisition #: 1922

Date Vacancy Opened: 12/6/2019

Recruitment source of hiree: former employee & CBC recruitment site

Date Vacancy Filled: 2/3/2020

Total Number of People Interviewed: 2

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Internal Companywide posting	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	0	no
Capitol Broadcasting Company Job site	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	1	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Natl Assn of Hispanic Journalists	http://nahj.ihispano.com	1050 Connecticut Avenue	Washington DC 20036	202-662-7145	0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 310	College Park, MD 20742	301-405-2048	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite 200	Raleigh, NC 27601	919-821-7300	0	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
TV News Check	https://tvnewscheck.com/	24 West Lancaster Ave ste 205	Ardmore, PA 19003	484-4128287	0	no
journalismnext.com	www.journalismnext.com			703-629-0178	0	no
EMMY Online	job listing	1697 Broadway, suite #404	New York, NY 10019	212-586-8424	0	
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					1	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: TV Sports Anchor/Reporter

Requisition #: 1924

Date Vacancy Opened: 1/7/2020

Recruitment source of hiree: agent

Date Vacancy Filled: 4/24/2020

Total Number of People Interviewed: 5

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Internal Companywide posting	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	0	no
Capitol Broadcasting Company Job site	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	0	no
Collective Talent	http://collectivetalent.com/			813-254-9695	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Natl Assn of Hispanic Journalists	http://nahj.ihispano.com	1050 Connecticut Avenue	Washington DC 20031	202-662-7145	0	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 310	College Park, MD 20742	301-405-2048	0	no
NCAB - North Carolina Assoc of Broadcasters	job listing	150 Fayetteville Street, Suite	Raleigh, NC 27601	919-821-7300	0	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
EMMY Online	job listing	1697 Broadway, suite #404	New York, NY 10019	212-586-8424	0	no
Talent Agent	viewed from capitolbroadcasting.com				4	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					1	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: TV Key Accounts Manager

Requisition #: 1947

Date Vacancy Opened: 2/4/2020

Recruitment source of hire: internal

Date Vacancy Filled: 5/18/2020

Total Number of People Interviewed: 3

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Internal Companywide posting	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	1	no
Capitol Broadcasting Company Job site	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	2	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
TVJobs.com	http://tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-574-0119	0	no
Appalachian State University	https://appstate-csm.symplicity.com/employers/		Boone, NC 28608	828-262-2000	0	no
East Carolina University	via app.joinhandshake.com/jobs				0	no
Fayetteville State University	via app.joinhandshake.com/jobs				0	no
University of North Carolina - Pembroke	via app.joinhandshake.com/jobs				0	no
Elizabeth City State	via app.joinhandshake.com/jobs				0	no
Lenoir-Rhyne University	via app.joinhandshake.com/jobs				0	no
UNC Asheville	via app.joinhandshake.com/jobs				0	no
NC Central University - ePACK	Donna Hembrick	1801 Fayetteville St.	Durham NC 27707	919-530-6100	0	no
Livingstone College	via app.joinhandshake.com/jobs				0	no
Catawba College	via app.joinhandshake.com/jobs				0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WCMC-FM

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: Radio Sports Specialist

Requisition #: 1953

Date Vacancy Opened: 2/19/2020

Recruitment source of hire: CBC Job site

Date Vacancy Filled: 3/16/2020

Total Number of People Interviewed: 1

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Internal Companywide posting	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	0	no
Capitol Broadcasting Company Job site	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	1	no
AirTalents.com	webmaster@airtalents.com				0	no
University of North Carolina - Greensboro	via app.joinhandshake.com/jobs				0	no
UNC - Chapel Hill	University Career Svcs	CB#5140, 219 Hanes Hall	Chapel Hill, NC 27599	919-962-6507	0	no
University of North Carolina - Wilmington	https://www.myinterfase.com/uncw	601 S College Rd	Wilmington, NC 28403-5924	910-962-3174	0	no
Appalachian State University	https://appstate-csm.symplicity.com/employers/		Boone, NC 28608	828-262-2000	0	no
Wofford College	via app.joinhandshake.com/jobs				0	no
Wake Forest University	via app.joinhandshake.com/jobs				0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
East Carolina University	via app.joinhandshake.com/jobs				0	no
Fayetteville State University	via app.joinhandshake.com/jobs				0	no
University of North Carolina - Pembroke	via app.joinhandshake.com/jobs				0	no
Elizabeth City State	via app.joinhandshake.com/jobs				0	no
Lenoir-Rhyne University	via app.joinhandshake.com/jobs				0	no
UNC Asheville	via app.joinhandshake.com/jobs				0	no
NC Central University - ePACK	Donna Hembrick	1801 Fayetteville St.	Durham NC 27707	919-530-6100	0	no
Livingstone College	via app.joinhandshake.com/jobs				0	no
NC State University	Kelly Mullins, Career Development Center	2100 Pullen Hall	Raleigh, NC 27695	919-513-9943	0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		0	no
Catawba College	via app.joinhandshake.com/jobs				0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)
Full-Time Vacancy EEO Information

Job Title: Multiplatform Producer
Date Vacancy Opened: 3/11/2020
Date Vacancy Filled: 7/1/2020

Requisition #: 1965
Recruitment source of hiree: CBC Job site
Total Number of People Interviewed: 4

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Internal Companywide posting	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	1	no
Capitol Broadcasting Company Job site	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	2	no
University of North Carolina - Greensboro	via app.joinhandshake.com/jobs				0	no
UNC - Chapel Hill	University Career Svcs	CB#5140, 219 Hanes Hall	Chapel Hill, NC 27599	919-962-6507	0	no
University of North Carolina - Wilmington	https://www.myinterfase.com/uncw	601 S College Rd	Wilmington, NC 28403-5924	910-962-3174	0	no
Appalachian State University	https://appstate-csm.symplicity.com/employers/		Boone, NC 28608	828-262-2000	0	no
Wofford College	via app.joinhandshake.com/jobs				0	no
Wake Forest University	via app.joinhandshake.com/jobs				0	no
NCWorks.gov	Chris Revera, Capital Area Workforce Center	3351 Carl Sandburg Ct	Raleigh NC 27610	919-212-3849 x219	0	no
East Carolina University	via app.joinhandshake.com/jobs				0	no
Fayetteville State University	via app.joinhandshake.com/jobs				0	no
University of North Carolina - Pembroke	via app.joinhandshake.com/jobs				0	no
Elizabeth City State	via app.joinhandshake.com/jobs				0	no
Lenoir-Rhyne University	via app.joinhandshake.com/jobs				0	no
UNC Asheville	via app.joinhandshake.com/jobs				0	no
NC Central University - ePACK	Donna Hembrick	1801 Fayetteville St.	Durham NC 27707	919-530-6100	0	no
Livingtone College	via app.joinhandshake.com/jobs				0	no
NC State University	Kelly Mullins, Career Development Center	2100 Pullen Hall	Raleigh, NC 27695	919-513-9943	0	no
Indeed.com	job listing	6433 Champion Grandview Way Building 1	Austin, TX 78750		0	no
journalismnext.com	www.journalismnext.com			703-629-0178	1	no
Natl Assn of Black Journalists (NABJ)	http://careerservices.nabj.org/post.cfm	1100 Knight Hall, Suite 310	College Park, MD 20742	301-405-2048	0	no
Glassdoor.com	http://www.glassdoor.com	100 Shoreline Hwy	Mill Valley, CA 94941	415-339-9105	0	no
Catawba College	via app.joinhandshake.com/jobs				0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no

WRAL-TV

(part of the CBC Raleigh Employment unit)

Full-Time Vacancy EEO Information

Job Title: News Photographer

Date Vacancy Opened: 4/6/2020

Date Vacancy Filled: 6/8/2020

Requisition #: 1967

Recruitment source of hiree: CBC Job Site

Total Number of People Interviewed: 1

Name of Recruitment Source	Contact Person	Address	City State	Telephone	Total # of interviewees	Did Source request notification?
Internal Companywide posting	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	0	no
Capitol Broadcasting Company Job site	Na'Tasia Robinson	2619 Western Blvd	Raleigh NC 27606	919-890-6014	1	no
journalismnext.com	www.journalismnext.com			703-629-0178	0	no
JournalismJobs.com	www.journalismjobs.com		Oakland, CA	510-508-7386	0	no
Natl Assn of Hispanic Journalists	http://nahj.ihispano.com	1050 Connecticut Avenue	Washington DC 2003	202-662-7145	0	no
Other (employee referral, word of mouth, 3rd party recruiter, etc.)					0	no