

WCNC-TV
EEO PUBLIC FILE REPORT
July 21, 2024 - July 20, 2025

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
Broadcast Engineer-13736	1-9, 12-14, 16, 18, 21-24, 26-50	41
Supv, Tech & Ops - #195 (14599)	1-7, 9, 11-14, 16, 18, 21-24, 26-41, 43-50	11
Multi-Skilled Journalist	1-7, 9, 12-14, 18, 21-24, 26-50	41
Weekend Senior Producer #518	1-7, 9, 12-14, 18, 21-24, 26-41, 43-48, 50	41
Photojournalist #602	1-7, 9, 12-14, 18, 21-31, 33-41, 43-45, 47-48, 50	41
IT Specialist #696	1-3, 5-7, 9, 12-14, 17-18, 20-24, 26-31, 33-41, 43-45, 47-48, 50	17
Meteorologist / MSJ-747	1-3, 5-7, 9, 12-14, 18, 20-31, 33-41, 43-48, 50	41
Digital Assignment Editor-813	1-3, 5-7, 9, 12-14, 18, 20-24, 26-31, 33-41, 43-45, 47-48, 50	41
Digital Executive Producer -814	1-3, 5-7, 9, 12-14, 18, 21-31, 33-41, 43-45, 47-48, 50	41
Anchor / Multi-Skilled Journalist-881	1-3, 5-7, 9, 12-14, 18, 20-27, 29-31, 33-37, 39-41, 43-48, 50	41
Anchor/Multi-Skilled Journalist-933	1-3, 5-7, 9, 12-14, 18, 21-24, 26-27, 29-31, 33-37, 39-41, 43-45, 47-48, 50	41
Sports Anchor/Multi-Skilled Journalist-924	1-3, 5-7, 9, 12-14, 18, 20-24, 26-27, 29-31, 33-37, 39-41, 43-45, 47-50	41
Producer-1004	1-3, 5-7, 9, 12-14, 18, 20-27, 29-31, 33-37, 39-41, 43-45, 47-48, 50	41
Special Project Producer-1003	1-3, 5-7, 9-10, 12-14, 18, 20-27, 29-31, 33-37, 39-41, 43-45, 47-48, 50	41
Account Executive -1030	1-3, 5-7, 9, 12-15, 18, 21-27, 29-31, 33-37, 39-41, 43-45, 47-48, 50	41
Account Executive -1030	1-3, 5-7, 9, 12-15, 18, 21-27, 29-31, 33-37, 39-41, 43-45, 47-48, 50	15
Account Executive -1030	1-3, 5-7, 9, 12-15, 18, 21-27, 29-31, 33-37, 39-41, 43-45, 47-48, 50	25
Facilities Maintenance Technician-1070	19, 25, 41	19
Multi-Market Creative Producer 1123	1-3, 5-7, 9-10, 12-14, 18, 20-24, 26, 29-31, 33-37, 39-41, 43-45, 47-48, 50	10
Producer 1222	1-3, 5-7, 9-10, 12-14, 18, 20-26, 29-31, 33-37, 39-41, 43-48, 50	41
Multiskilled Journalist 3000	1-3, 5-7, 9, 12-14, 18, 21-24, 26, 30-31, 33-37, 39-41, 43-48, 50	41

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Multiskilled Journalist 3000	1-3, 5-7, 9, 12-14, 18, 21-24, 26, 30-31, 33-37, 39-41, 43-48, 50	41
Executive Assistant 3074	1-3, 5-7, 9, 12-14, 18, 20-26, 30-31, 33- 37, 39-41, 43-48, 50	25
Executive Assistant 3074	1-3, 5-7, 9, 12-14, 18, 20-26, 30-31, 33- 37, 39-41, 43-48, 50	41
Meteorologist/Traffic Anchor 3233	1-3, 5-7, 9, 12-14, 18, 21-26, 30-31, 33- 37, 39-41, 43-48, 50	41
Photojournalist 3582	1-3, 5-7, 9, 12-14, 18, 21-22, 24-26, 30- 31, 33-37, 39-41, 44-48, 50	41

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Allen University 1530 Harden St. Columbia, South Carolina 29204 Phone : 803-376-5758 Email : humanresources@allenuniversity.edu Andrea Herrin	N	0
2	Benedict College 1600 Harden Street Columbia, South Carolina 29204 Phone : 336-517-2304 Email : tlipscomb@bennett.edu Tom Lloyd	N	0
3	Bennett College 900 E. Washington Street Greensboro, North Carolina 27401 Phone : 336-517-2100 Email : yjohnson@bennett.edu Yolande Johnaon	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
5	Catawba College 2300 W Innes St. Salisbury, North Carolina 28144 Phone : 704-637-4187 Email : mfrederi20@catawba.edu Michael Frederick	N	0
6	Charlotte Area Association of Black Journalists NABJ local chapter P.O. Box 32383 Charlotte , North Carolina 28232 Phone : 704-246-3070 Email : kevin.r.hyrams@siderealbranding.com Kevin Hyrams	N	0

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7	Clafin University 400 Magnolia Street Orangeburg, South Carolina 29115 Phone : 803-535-5517 Email : mmathis@clafin.edu Melissa Mathis	N	0
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Connecticut School of Broadcasting 800 Clanton Road Suite U Charlotte, North Carolina 28217 Phone : 704-529-8146 Url : http://www.gocsb.com Email : jcasson.corporate@gmail.com John Casson	N	0
10	Current Employee	N	6
11	Current Employee/Internal Promotion	N	1
12	Elizabeth City State University 1704 Weeksville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3874 Email : tfbrumsey@ecsu.edu Tanisha Brumsey	N	0
13	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336.278.2000 Email : ntonkins@elon.edu Nagatha Tonkins	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Emma L Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, New York 10019 Phone : 212-664-3773 Url : http://www.emmabowdenfoundation.com Email : Everette.Harrison@nbcuni.com Everette Harrison	N	0
15	Employee Referral	N	1
16	Fayetteville State University 1200 Murchison Road Fayetteville, North Carolina 28301 Phone : 910-672-1205 Email : cgmcgill@uncfsu.edu Connie mcGill	N	0
17	Former Employee	N	1
18	Gaston College 201 US-321 Dallas, North Carolina 28034 Phone : 704-922-2256 Email : jurs.lisa@gaston.edu Dr. Lisa Albright-Jurs	N	0
19	Indeed 7501 North Capital of Texas Highway Austin, Texas HR HR Manual Posting	N	1
20	Indeed.com	N	14
21	Innervision 1801 North Tryon Street Charlotte, North Carolina 28206 Phone : 980-240-8558 Url : www.innervisionnc.org Email : loliverio@innervisionnc.org Lauren Oliverio	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28216 Phone : 704-378-1041 Email : career_services@jcsu.edu Fax : 1-704-378-1294 Tiffaie Turner-Henderson	N	0
23	Lenoir-Rhyne University 625 7th Ave NE Hickory, North Carolina 28601 Phone : 828-328-7392 Email : kelli.barnette@lr.edu Kelli Barnette	N	0
24	Limestone University 1115 College Drive Gaffney, South Carolina 29340 Phone : 864-488-4557 Email : lbartholomew@limestone.edu Lindsay Bartholomew	N	0
25	Linked In	N	24
26	Livingstone College 701 W. Monroe St. Salisbury, North Carolina 28144 Phone : 704-216-6222 Email : bmitchell@livingstone.edu Brenda Mitchell	N	0
27	Morris College 100 W. College Street Sumter, South Carolina 29150 Phone : 803-934-3191 Director Career Services Manual Posting	N	0
28	Nat'l Assoc for Multi-ethnicity in Communication 336 W 37th Street Ste 302 New York, New York 10018 Phone : (212) 594-5985 Ext. 2504 Url : http://www.namic.com Jim Jones Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Nat'l Assoc of Press Photographers 120 Hooper Street, Ste 306 Athens, Georgia 30602-3018 Phone : 919-237-1782 Url : http://www.nppa.org Thomas Kenniff Manual Posting	N	0
30	Nat'l Association of Hispanic Journalists 529 14th Street NW Ste 1000 Washington, District of Columbia 20064 Phone : 202-662-7168 Url : http://www.nahj.org Email : aguilar.thereporter@yahoo.com Rebecca Aguilar	N	0
31	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W. Suite 200 Washington, District of Columbia 20036 Phone : 202-463-8970 Email : nabobinfo@nabob.org Fax : 1-202-429-0657 James Winston	N	0
32	National Lesbian and Gay Journalist Association 1420 K Street NW # 910 Washington, District of Columbia 20037 Phone : 202-588-9888 Ext. 10 Url : http://www.nlga.org Email : info@nlga.org Bach Polakowski	N	0
33	NC A&T Univ Journalism & Mass Communication 1601 E. Market St. Crosby Hall 220 Greensboro, North Carolina 27411 Phone : 336-285-3448 Url : http://www.ncat.edu/academics/schools-colleges1/ca Email : whitley@ncat.edu Fax : 1-336-334-7770 Sheila Whitley	N	0
34	NC State Raleigh Raleigh, North Carolina 27695 Phone : 919-513-6423 Email : mrcharbo@ncsu.edu Mike Charbonneau	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	North Carolina Assoc. of Broadcasters P.O. Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : http://www.ncbroadcast.com Email : info@ncbroadcast.com Lisa Reynolds	N	0
36	North Carolina Central University 1801 Fayetteville St. Durham, North Carolina 27707 Phone : 919-530-6803 Email : fcaseyhicks@ncsu.edu Felecia Casey-Hicks	N	0
37	Shaw University 118 E South Street Raleigh, North Carolina 27601 Phone : 919-546-8200 Email : Morgan.ray@shawu.edu Morgan Ray	N	0
38	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-253-1640 Url : http://www.sbe.org Scott Jones	N	0
39	South Carolina Department of Employment & Workforce - Rock Hill, SC 454 S. Anderson Road BTC 505, Suite 202 Rock Hill, South Carolina 29730 Phone : (803) 328-3881 Url : https://www.dew.sc.gov/default.asp Fax : 1-803-328-3898 Pat Jones	N	0
40	South Carolina State University 300 College Street NE Orangeburg, South Carolina 29117 Phone : 803-536-8577 Email : jthoma21@scsu.edu Joseph Thomas	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	TEGNA Careers Page 8350 Broad St. Suite 2000 Tysons, Virginia 22102 Human Resources Manual Posting	N	53
42	TV Jobs (DBA Broadcast Employment Services) P.O. Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
43	University of NC--Chapel Hill 284 Carroll Hall Campus Box 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-2197 Email : catuggle@unc.edu A Tuggle	N	0
44	University of North Carolina Pembroke 1 University Drive Pembroke, North Carolina 28372 Phone : 910-521-6534 Email : joanneb.mcmillan@uncp.edu Joanne B. McMillan	N	0
45	Veteran's Affairs 8601 University East Drive Charlotte, North Carolina 28213 Phone : 704-762-6149 Email : quentin.sanders@va.gov Quentin Sanders	N	0
46	Voorhees College 481 Porter Road Denmark, South Carolina 29042 Phone : 803-780-1034 Email : vccareerspci@voorhees.edu Camron McClain	N	0
47	Wake Forest University 1834 Wake Forest Rd Winston-Salem, North Carolina 27109 Email : careers@wfu.edu Career Center Career Center	N	0

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48	Winston Salem University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Phone : 336-750-3240 Email : careersvcs@wssu.edu Letitia Wall	N	0
49	Winthrop University 701 Oakland Avenue Rock Hill, South Carolina 29730 Phone : 803-323-2141 x6070 Ms. Tiffany Alexander Manual Posting	N	0
50	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			101

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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	7/29/2024	Participation in events or programs sponsored by educational institutions	A Student from the University of North Carolina Charlotte participated in a job-shadowing experience with a reporter in the field of sports reporting. The student shadowed at Panthers Training Camp and then in the studio. The student observed how to shoot B-roll practice interviews and saw how to produce and deliver a sports cast. They also learned how to write a feature for TV sports.	1	Sports Dir/MSJ
2	7/31/2024	Participation in events sponsored by organizations representing the community	Several employees from WCNC attended the NABJ conference and leadership training. The National Association of Black Journalists (NABJ) offers innovative training, career advancement opportunities, and advocacy initiatives worldwide for Black journalists and media professionals.	3	Producer Anchor Photographer
3	9/4/2024	Participation in events or programs sponsored by educational institutions	A student from Central Piedmont Early College participated in a job shadowing experience with the Digital Content Director at WCNC. During the visit, the student was exposed to many aspects of the newsgathering process. Highlights included attending an editorial meeting, learning about the roles and responsibilities of the assignment desk and digital producers during their shifts, and speaking with anchors and reporters about how they discover and develop stories. The student also had the opportunity to talk with a meteorologist about how forecasting models work and to sit in the control booth to observe a live newscast being produced. The experience provided a comprehensive and engaging look into the fast-paced world of broadcast journalism.	1	Digital Director
4	3/31/2025	Participation in events sponsored by organizations representing the community	The Digital Content Director at WCNC served as a panelist at the University of South Carolina, where they discussed the evolving role of social media in journalism. Following the panel, they participated in a job fair, offering guidance and career advice to aspiring media professionals.	1	Digital Content Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/11/2025	Participation in events or programs sponsored by educational institutions	The Digital Content Director at WCNC participated as a panelist for the NABJ event at Johnson C. Smith University, contributing to a dynamic discussion on the impact of artificial intelligence in journalism. The panel explored how AI is reshaping news production and how newsrooms are leveraging the technology to better inform and serve their communities.	1	Digital Content Director
6	5/20/2025	Establishment of an intern program designed to assist members of the community	This summer, the station hosted two interns as part of its commitment to developing future journalism professionals. The interns participated in a comprehensive program that included rotations through various newsroom departments, allowing them to experience the full scope of news production—from newsgathering and writing to producing and broadcasting. This hands-on experience provided valuable insight into the inner workings of a newsroom and served as a meaningful step in their professional development.	2	Intern Intern

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7	6/23/2025	Establishment of an intern program designed to assist members of the community	This station participated in TEGNA Inc.'s Producer-In-Residence Program. TEGNA Inc. established the Producer-In-Residence Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The Producer-In-Residence Program affords them the opportunity to gain real-life experience as a Producer. Each Producer-In-Residence attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nationwide search, TEGNA Inc. selects the Producer-In-Residence, completes their initial training, and then assigns each participant to one of 36 stations in the Producer-In-Residence Program. The selected Producers-In-Residence fulfill a two-year contract as a full-time employee with full compensation and benefits. The two-year position provides on-the-job training, education, experience and resources that will become invaluable in this industry. They will receive regular feedback on performance, consistent corporate training and check-ins on progress. At the end of a successful two-year Program the contract period ends, and the Producer-In-Residence has two years of on-the-job experience. While there is no guarantee of continued employment at the end of the contract period, they may be offered an opportunity for retention and promotion to be a Producer.	1	Producer In Residence