

## **WUVC-DT and WTNC-LD**

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WUVC-DT and WTNC-LD and is required to be placed in the WUVC-DT public inspection file, and posted on its website. However neither WUVC-DT or WTNC-LD has a website.

The information contained in this Report covers the time period beginning August 1, 2014 to and including July 31, 2015 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer.

Appendix 1 to  
Annual EEO Public File Report  
Covering the Period from August 1, 2013 to July 31, 2014  
Station(s) Comprising Station Employment Unit: WUVC-DT and WTNC-LD

Section 1: Vacancy Information

Full-time Positions Filled By Job Title		Recruitment Source of Hire
1	Multimedia Journalist	Internal
2	Video Journalist	CareerBuilder.com
3	Sales Account Executive	Careerbuilder.com
4	Sales Account Executive	Careerbuilder.com
5	Broadcast Engineer	Careerbuilder.com

**Total Number of Persons Interviewed During Applicable Period: 34**

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Covering the Period from August 1, 2014 to July 31, 2015

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## Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)		Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	*Fayetteville Employment Security Commission 414 Ray Ave. Fayetteville, NC 28301 (910) 486-1010 fax (910) 484-5155	1	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
B	El Vínculo Latino/Hispanic Liason Chatham Cnty 102 E. Second Street, Siler City, NC 27344. 919-742-1448 Sandra Forrester		
C	*Fayetteville State University 1200 Murchison Rd, Fayetteville, NC 28301 (910) 672-1205 Tiffany Richardson	2	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
D	*FTCC P.O. Box 35236 Fayetteville NC 28303 (910) 678-8268 Cathy Barkley	2	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
E	*NC Central University Career Services, Brenda Sexton Alexander-Dunn Building, Lower Level PO Box 19585, Durham, NC 27707. 919-530-6337 <a href="mailto:bsexton@ncsu.edu">bsexton@ncsu.edu</a>	3	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
F	Methodist College 5400 Ramsey St. Fayetteville NC 28311 (910) 630-7276, Kim Genova <a href="mailto:kgenova@methodist.edu">kgenova@methodist.edu</a>		
G	*Meredith College 3800 Hillsborough St., Raleigh, NC 27607 <a href="mailto:career@meredith.edu">career@meredith.edu</a> (919) 760-8760 Mary Ellen Phyllen	2	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist
H	*University of NC at Chapel Hill School of Journalism and Mass Communication, 529 Carter Rd., Graham, NC 27253 <a href="mailto:jeubank@email.unc.edu">jeubank@email.unc.edu</a> Jay Eubank (919) 962-4518	1	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist

I	WUVC (on air) Job Board 4505 Falls of Neuse Rd. Suite 660 Raleigh, NC 27609 (919)872-7440		Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist , Broadcast Engineer
J	Employee Referrals	3	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist
K	N.C Hispanic Chamber of Commerce <a href="mailto:info@nchispanicchamber.org">info@nchispanicchamber.org</a> 5800 Faringdon Dr, Raleigh NC 27609 Ph 919-782-8764 Fax (919) 782-8765	3	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
L	Unsolicited Mail or Walk-in Resumes/Applications WUVC Univision 40 4505 Falls of Neuse Rd. Suite 660 Raleigh, NC 28301		
M	Professional Referrals		
N	Raleigh Latino Group <a href="mailto:raleighlatino@hotmail.com">raleighlatino@hotmail.com</a> -(Bounced Back)		
O	*NC Central University Career Service Brenda Sexton Alexander-Dunn Building Lower Level PO Box 19585 Durham, NC 27707 <a href="mailto:bsexton@ncsu.edu">bsexton@ncsu.edu</a>	1	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
P	National Association of Broadcasters 1771 N Street, NW, Suite 600 Washington, DC 20006 (202) 429-5300 <a href="http://www.nab.org">www.nab.org</a>		
Q	*National Association of Hispanic Journalist <a href="mailto:jobbank@nanj.org">jobbank@nanj.org</a>	2	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist
R	Triangle Ad Club <a href="http://www.triangleadclub.com">www.triangleadclub.com</a>		
S	CareerBuilder.com	26	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
T	Mount Olive College Richard DardenCareer Center 634 Henderson St. Mt Olive NC 28365 <a href="mailto:rdarden@moc.edu">rdarden@moc.edu</a> PH 919-658-7789		

	FX 919-658-7768 <a href="mailto:careercenter@moc.edu">careercenter@moc.edu</a>		
U	*Campbell University Development PO Box 4260 Buies Creek, NC 27506 <a href="mailto:lachapellej@campbell.edu">lachapellej@campbell.edu</a> PH 910-893-1901 FX 919-658-7768		Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
V	Shaw University 118 E. South Street, Raleigh NC 27601 PH 919-546-8298 FX 919-546-8273 Thai MarcCharles <a href="mailto:thaicharles@shawu.edu">thaicharles@shawu.edu</a>		
W	Roberson Comm. College PO Box 1420, Lumberton, NC 28358 PH 910-272-3335 FX 910-618-5686 Danfor Groves <a href="mailto:dgroves@roberson.cc.nc.us">dgroves@roberson.cc.nc.us</a>		Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
X	NCHCC Bilingual JobFair and other job fair events	4	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
Y	Hispanic Taskforce Lee Cnty PO Box 123 / 309 Main St, Sanford NC 27330 PH 919-533-8061 FX 919-533-5240 Maribel Diaz <a href="mailto:Aventurosa_Linda@hotmail.com">Aventurosa_Linda@hotmail.com</a>		
Z	*Governor's Office Hispanic Latino Affairs / Gabriela Zabala 116 West Jones St. Raleigh NC 27603 PH919-733-5361 FX 919-733-2120 <a href="mailto:Gabriela.zabala@nc.gov">Gabriela.zabala@nc.gov</a>		Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
AB	<a href="http://www.SpotNDots.com">www.SpotNDots.com</a> 1-888-884-2630	0	Sales Account Executive (2)
AC	Peace College 15 East Peace St, Raleigh, NC 27604 919-508-2006 Barbara Efird <a href="mailto:befird@peace.edu">befird@peace.edu</a>	0	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
AD	NC Association of Broadcaster's Job Bank <a href="mailto:associatoninfo@bellsouth.net">associatoninfo@bellsouth.net</a>	0	Broadcast Engineer
AE	Elon University Duke 101-2020 Campus Box Elon, NC 27244 PH336-278-6538 Brett Woodard <a href="mailto:Bwoodard4@elon.edu">Bwoodard4@elon.edu</a>		

AF	Western Carolina University 205 Killian Annex Building, Cullowhee, NC 28723 PH 828-227-7133 FX 828-227-7344 Jessica Ross JCRoss@WCU.edu		
AG	NC State University – EPACK System Raleigh, NC 27695 PH 919-51-2011 NC State Website: Epack	2	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
AH	Internal Corporate posting	3	Multimedia Journalist/ Sales Account Executive(2)/ Video Journalist, Broadcast Engineer
AI	ProductionHUB.com		

\* Indicates sources that have requested notification of job openings.

Appendix 3 to  
Annual EEO Public File Report  
Covering the Period from August 1, 2014 to July 31, 2015

Station(s) Comprising Station Employment Unit: WUVC-DT and WTNC-LD

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WUVC-DT/WTNC-LD.

WUVC-DT/WTNC-LD maintains a daily on-air job posting list. This is an informative promo commercial that airs several times a day in which the general public and organizations can become aware of job openings in the community as well as job openings with our company. Brief descriptions of our job openings are placed on air along with information on how they can contact us and how they can submit their resumes to us.

WUVC-DT/WTNC-LD has established a monthly student scholarship program titled Nuestra Juventud (Student of the Month) where the station recognizes and awards those high school students who excel academically and have a television/journalism career oriented focus. This monthly program is provided in coalition with NC Society of Hispanic Professionals to give career related mentoring, guidance, and support to graduating high school students. There were eight scholarship winners for the 2014-2015 school year.

WUVC-DT/WTNC-LD maintains a daily on-air EEO job notice encouraging organizations and viewers to write, call or visit us for information on how they can receive notices about job opportunities at our station.

WUVC-DT/WTNC-LD promotes Station Tours to schools that have broadcasting as part of their class curriculum. As part of the tour, students are able to see the preparation of a newscast and how the station works from the programming side.

WUVC-DT/WTNC-LD participates at career days at different area schools or events promoted by non-profit organizations including Sanderson High School Career Day (11/14/14) Feria Educativa Destino Universidad at NC Central University(11/08/14), and International Family Education Day at Wake County Public School System (03/21/15). The stations Community Affairs Director Irene Caicedo Gonzalez and EEO Station Officer Vivian Montalvo, attended each event.

WUVC-DT/WTNC-LD sponsors educational events that promote high school completion and college readiness as well as career events held by area organizations looking for bilingual personnel. This year station sponsored the North Carolina Hispanic Chamber of Commerce's Bilingual Job Fairs held in Durham on 10/03/14 and in Raleigh held on May 29<sup>th</sup>, 2015. The station's EEO officer Vivian Montalvo and Community Affairs Director Irene Caicedo Gonzalez attended these events.

WUVC-DT/WTNC-LD hiring managers attended an EEO webinar training on November, 2014 to ensure equal opportunity compliance and prevention of discrimination.