

Annual EEO Public File Report

Stations WUVC-DT and WTNC-LD

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, WTNC-LD does not have a website.

The information contained in this Report covers the time period beginning August 1, 2021 to and including July 31, 2022 (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 hiree 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 hiree accepted the job offer.

Appendix 1 to
Annual EEO Public File Report

Covering the Period from August 1, 2021 to July 31, 2022

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

Section 1: Vacancy Information

| Full-time Positions Filled by Job Title | | Req# | Recruitment Source of Hiree |
|---|--|-----------|-----------------------------|
| 1 | Account Executive | R008502-1 | LinkedIn |
| 2 | Account Executive | R008502-2 | Company Careers Site |
| 3 | Multi-Media Journalist | R009515 | LinkedIn |
| 4 | Marketing, Promotions, and Event Coordinator | R009280 | LinkedIn |

Total Number of Persons Interviewed During Applicable Period: 33

Appendix 2 to

Annual EEO Public File Report

Covering the Period from August 1, 2021 to July 31, 2022

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

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 Marsha.horne@nccommerce.com Post through nworks.gov | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| B *Fayetteville State University 1200 Murchison Rd, Fayetteville, NC 28301 (910) 672-1111 Kendra Haywood- Joshua Pribis Post through HANDSHAKE | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| C *FTCC 2201 Hull Rd, Fayetteville, NC 28303 nunneryj@faytechcc.edu Jeanette Nunnery | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| D *Methodist University 5400 Ramsey St. Fayetteville NC 28311 (910) 630-7276, Post through collegecentral.com/methodistuniversity | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| E *Meredith College 3800 Hillsborough St., Raleigh, NC 27607 (919) 760-8600 Katie Nagel - Olivia Holway Post through HANDSHAKE | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| F *University of Mount Olive 634 Henderson St. Mt Olive NC 28365 PH 919-658-2502 Post through collegecentral.com/umo | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |

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|---|---|---|--|
| G | William Peace University 15 East Peace St, Raleigh, NC 27604 919-508-2006 Post through collegecentral.com/peace | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| H | *Campbell University 143 Main St, Buies Creek, NC 27506 youngquist@campbell.edu PH 910-893-1416 FX 919-658-7768 Post through business-campbell-csm.symplicity | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| I | Elon University 50 Campus Drive, Elon, NC 27244 336 278-2000 Post through elon-csm.symplicity.com/employers | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| J | Western Carolina University 1 University Way, Cullowhee, NC 28723 828 227-7211 Post through wcucares-csm.symplicity.com/employers | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| K | *University of NC at Chapel Hill School of Journalism and Mass Communication, CB 3365, Carroll Hall, Chapel Hill, NC 27514 jeubank@email.unc.edu Jay Eubank (919) 962-4518 | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| L | UNC Chapel Hill 100 Old Mason Farm Rd. Chapel Hill, NC 27517 919-962-6507 Julie Pendergraph Post through HANDSHAKE | 1 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| M | NC State University – EPACK System Raleigh, NC 27695 PH 919-515-2011 NC State Post through: go.ncsu.edu/epack | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| N | *NC Central University Career Services, Monica Stuckey – Christy Dunston 1801 Fayetteville Street, Durham, NC 27707 Post through HANDSHAKE 919-530-6337 | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| O | N.C. Hispanic Chamber of Commerce info@nchispanicchamber.org suling@nchispanicchamber.org Suling Walker 5800 Faringdon Dr, Raleigh NC 27609 Ph 919-782-8764 Fax (919) 782-8765 | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| P | *Hispanic/Latino & CBOs rogelio.valencia@dhhs.nc.gov Rogelio Valencia | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| Q | UCI Careers.com Internal Corporate posting Univision Website | 9 | Account Executive (2) Multimedia Journalist |

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|---|--|---|--|
| | | | Marketing, Promotions, and Event Coordinator |
| R | WUVC (on air) Job Board 4505 Falls of Neuse Rd. Suite 660 Raleigh, NC 27609 (919) 872-7440 Submit position to Kevin Booker for Job Board | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| S | NC Broadcaster Association 150 Fayetteville St # 1270, Raleigh, NC 27601 (919) 821-7300 associationinfo@bellsouth.net Post through http://www.ncbroadcast.com/aws/NCAB/pt/sp/jobs | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| T | TVJOBS.COM Internet Website | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| U | Job Fairs | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |

| | Other Source(s) Not Notified By Employment Unit | | |
|---|--|---|--|
| 1 | Unsolicited Mail or Walk-in Resumes/Applications WUVC Univision 40 4505 Falls of Neuse Rd. Suite 660 Raleigh, NC 28301 | 0 | |
| 2 | External Referrals | 0 | |
| 3 | Internal Referrals | 1 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 4 | LinkedIn | 9 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 5 | Indeed | 9 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |

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|----|-----------------------------|---|--|
| 6 | Google | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 7 | Glassdoor | 1 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 8 | Career Builder | 3 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 9 | Americas Job Exchange | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 10 | US Jobs | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 11 | africanamerican.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 12 | asianamerican.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 13 | blackperspective.com | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 14 | campuspride.jobs | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 15 | diversity.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 16 | hispanicamerican.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |

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| 17 | hispanic-today.com | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 18 | latinoamerican.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 19 | lgbtq.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 20 | minority.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 21 | nativeamerican.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 22 | wayfinderscareers.com | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 23 | women.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 24 | jobs.womenforhire.com | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 25 | Women in Business and Industry | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 26 | disability.dejobs.org/allsup-disability-partner | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |
| 27 | disability.dejobs.org | 0 | Account Executive (2) Multimedia Journalist Marketing, Promotions, and Event Coordinator |

* Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report

Covering the Period from August 1, 2021 to July 31, 2022

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

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

WUVC/WTNC maintains a daily on-air job posting list. This is an informative promo commercial that airs several times a day in which the 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/WTNC 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/WTNC list all positions with media job banks that serve women and minorities (North Carolina Broadcasters Association)

WUVC/WTNC Offers mandatory EEO Recruitment Program Training.

On the dates below, GM, Hiring Managers and EEO Officer, completed the mandatory EEO Recruitment Program Training.

| | | |
|------------------------|---------------|----------|
| GM | Ivan Shammas | 02/25/22 |
| LSM | Diana Lopez | 03/23/22 |
| Director of Operations | Kevin Booker | 02/23/22 |
| Marketing Manager | Laura Lane | 03/25/22 |
| EEO Officer | Maria E Cobbs | 03/07/22 |