# 2009 WRAL-TV FCC/EEO Report

**Full-time job vacancies list for August 1, 2008 - July 31, 2009**

| Job No. | Job Title |
|---|---|
| 08079 | News Producer |
| 08080 | News Reporter |
| 08099 | Vice President/General Manager |
| 08117 | Broadcast Operator |
| 08146 | Senior Broadcast Operator |
| 08149 | Director/Producer |
| 08150 | Director/Editor |
| 09028 | Account Executive |

**Recruitment Statistics:**

| | |
|---|---|
| 6 | Interivewed from **Internal posting** |
| 13 | Interviewed from **www.cbc-raleigh.com** |
| 7 | Interviewed from **www.wral.com** |
| 5 | Interviewed from **Carlsen Resource Group** |
| 4 | Interviewed from **Other source** |
| 35 | Total number interviewed for full-time vacancies. |

**Outreach Activities**

# WRAL-TV

Full-Time Vacancy EEO Information

Job Title: News Producer, 8079
Date Vacancy Opened: 05/22/2008
Date Vacancy Filled: 10/08/2008

Recruitment Source that Referred Hiree: CBC.com

Total Number of People Interviewed: 2

| Name of Recruitment Source | Contact Person | Address | City State | Telephone | Total # of interviewees | Did Source request notification? |
|---|---|---|---|---|---|---|
| Durham Technical Community College | Tom Russo | 1637 Lawson Street | Durham NC 27703 | 919 686-3300 | 0 | no |
| American News Women's Club | | 1607 22nd Street NW | Washington DC 20008 | 202 332-6770 | 0 | no |
| California Chicano News Media Organization | | 300 S. Grand Ave., Suite 3950 | Los Angeles, CA 90071-8110 | 213) 437-4408 | 0 | no |
| East Carolina University | Cathy Moore | 701 East Fifth Street | Greenville NC 27858 | 252 328-6050 | 0 | no |
| ECPI Tech | Debbie Bednarcik | 4101 Doie Cope Road | Raleigh NC 27613 | 919-571-0057 | 0 | no |
| Employment Security Commission - Durham | Job Bank | 1105 S Briggs Ave | Durham, NC 27703 | 919-560-6880 | 0 | yes |
| Employment Security Commission - Raleigh | Job Bank | PO Box 25903 | Raleigh NC 27611 | 919 733-3729 | 0 | yes |
| Graeme Newell 602 Communications | Graeme Newell | gnewell@602communications.com | Charlotte NC 28277 | 704-543-1426 | 0 | no |
| NCSU Student Media Advertising | Jamie Lynn Gilbert | 321 Witherspoon, CB 7318 | Raleigh, NC 27695 | 919/515-1685 | 0 | no |
| Job Link Career Center | Jeanette Brown | 220 Swinburne Street | Raleigh NC 27610 | 919 250-3770 | 0 | no |
| University of North Carolina - Chapel Hill | Laura Lane | CB #5140, 221 Hanes Hall | Chapel Hill NC 27599 | 919 962-2211 | 0 | no |
| National Association of Hispanic Journalists | Michelle Vignoli | 1000 National Press Bldg | Washington DC 20045 | 202 662-7145 | 0 | no |
| Shaw University | Thai Marc-Charles | 118 E. South Street | Raleigh NC 27601 | 919 546-2280 | 0 | no |
| Johnson C. Smith University | Theadora Stowe | 100 Beatties Ford Road | Charlotte NC 28216 | 704 378-1042 | 0 | no |
| TVSpy/Vault | Customer Svc Dept | 150 West 22nd St, 5th Floor | New York, NY 10011 | www.tvspy.com | 0 | no |
| Poynteronline | http://www.poynter.org | 801 Third St. S. | St. Petersburg, FL 33701 | 727.821.9494 | 0 | no |
| Natl Assn of Broadcasters Education Foundation | nabef@nab.org | 1771 N St., NW | Washington, DC 20036 | 202-429-5300 | 0 | no |
| JournalismJobs.com | contact@journalismjobs.com | http://www.journalismjobs.com | Berkley, CA | 510-653-1521 | 0 | no |
| Radio-Television News Directors Association | http://www.rtnda.org/ | 1600 K Street NW, Suite 700 | Washington, DC 20006-2838 | 202.659.6510 | 0 | no |
| WRAL.com | job listing | 2619 Western Blvd | Raleigh NC 27606 | 919-821-8555 | 0 | yes |
| Internal Companywide posting | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 1 | no |
| www.cbc-raleigh.com | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 1 | no |
| Other (walkin, employee referral, etc.) | | | | | 0 | |

Additional recruitment documentation part 1
Additional recruitment documentation part 2

# WRAL-TV

Full-Time Vacancy EEO Information

Job Title: News Reporter, 8080
Date Vacancy Opened: 05/22/2008
Date Vacancy Filled: 08/04/2008

Recruitment Source that Referred Hiree: WRAL.com

Total Number of People Interviewed: 1

| Name of Recruitment Source | Contact Person | Address | City State | Telephone | Total # of interviewees | Did Source request notification? |
|---|---|---|---|---|---|---|
| Durham Technical Community College | Tom Russo | 1637 Lawson Street | Durham NC 27703 | 919 686-3300 | 0 | no |
| American News Women's Club | | 1607 22nd Street NW | Washington DC 20008 | 202 332-6770 | 0 | no |
| California Chicano News Media Organization | | 300 S. Grand Ave., Suite 3950 | Los Angeles, CA 90071-8110 | 213) 437-4408 | 0 | no |
| East Carolina University | Cathy Moore | 701 East Fifth Street | Greenville NC 27858 | 252 328-6050 | 0 | no |
| ECPI Tech | Debbie Bednarcik | 4101 Doie Cope Road | Raleigh NC 27613 | 919-571-0057 | 0 | no |
| Employment Security Commission - Durham | Job Bank | 1105 S Briggs Ave | Durham, NC 27703 | 919-560-6880 | 0 | yes |
| Employment Security Commission - Raleigh | Job Bank | PO Box 25903 | Raleigh NC 27611 | 919 733-3729 | 0 | yes |
| Graeme Newell 602 Communications | Graeme Newell | gnewell@602communications.com | Charlotte NC 28277 | 704-543-1426 | 0 | no |
| NCSU Student Media Advertising | Jamie Lynn Gilbert | 321 Witherspoon, CB 7318 | Raleigh, NC 27695 | 919/515-1685 | 0 | no |
| Job Link Career Center | Jeanette Brown | 220 Swinburne Street | Raleigh NC 27610 | 919 250-3770 | 0 | no |
| University of North Carolina - Chapel Hill | Laura Lane | CB #5140, 221 Hanes Hall | Chapel Hill NC 27599 | 919 962-2211 | 0 | no |
| National Association of Hispanic Journalists | Michelle Vignoli | 1000 National Press Bldg | Washington DC 20045 | 202 662-7145 | 0 | no |
| Shaw University | Thai Marc-Charles | 118 E. South Street | Raleigh NC 27601 | 919 546-2280 | 0 | no |
| Johnson C. Smith University | Theadora Stowe | 100 Beatties Ford Road | Charlotte NC 28216 | 704 378-1042 | 0 | no |
| TVSpy/Vault | Customer Svc Dept | 150 West 22nd St, 5th Floor | New York, NY 10011 | www.tvspy.com | 0 | no |
| CollectiveTalent.com (MichaelsMedia.com) | www.collectivetalent.com | 1721 Richardson Place | Tampa, FL 33606 | 813-254-9695 | 0 | no |
| Radio-Television News Directors Association | http://www.rtnda.org/ | 1600 K Street NW, Suite 700 | Washington, DC 20006-2838 | 202.659.6510 | 0 | no |
| JournalismJobs.com | contact@journalismjobs.com | http://www.journalismjobs.com | Berkley, CA | 510-653-1521 | 0 | no |
| Poynteronline | http://www.poynter.org | 801 Third St. S. | St. Petersburg, FL 33701 | 727.821.9494 | 0 | no |
| Natl Assn of Broadcasters Education Foundation | nabef@nab.org | 1771 N St., NW | Washington, DC 20036 | 202-429-5300 | 0 | no |
| WRAL.com | job listing | 2619 Western Blvd | Raleigh NC 27606 | 919-821-8555 | 1 | yes |
| 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 | 0 | no |
| Other (walkin, employee referral, etc.) | | | | | 0 | |

Additional recruitment documentation

# WRAL-TV

Full-Time Vacancy EEO Information

Job Title: TV VP/GM, 8099
Date Vacancy Opened: 07/02/08
Date Vacancy Filled: 11/10/2008

Recruitment Source that Referred Hiree: Carlsen Resourc

Total Number of People Interviewed: 5

| Name of Recruitment Source | Contact Person | Address | City State | Telephone | Total # of interviewees | Did Source request notification? |
|---|---|---|---|---|---|---|
| Carlsen Resources, Inc. | Terri Thompson, VP of Executive Search | 46 Montclair Dr, Ste 100 | Atlanta, GA 30309 | (404) 474-3277 | 5 | yes |
| Internal Companywide posting | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 0 | |
| www.cbc-raleigh.com | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 0 | |
| Other (walkin, employee referral, etc.) | | | | | 0 | |

Additional recruitment documentation

:es

# WRAL-TV

Full-Time Vacancy EEO Information

Job Title: TV Broadcast Operator, 8117
Date Vacancy Opened: 08/18/08
Date Vacancy Filled: 09/17/08

Recruitment Source that Referred Hiree: CBC.com

Total Number of People Interviewed: 4

| Name of Recruitment Source | Contact Person | Address | City State | Telephone | Total # of interviewees | Did Source request notification? |
|---|---|---|---|---|---|---|
| Durham Technical Community College | Tom Russo | 1637 Lawson Street | Durham NC 27703 | 919 686-3300 | 0 | no |
| Robeson Community College | Danford Groves | 5160 fayetteville Road | Lumberton NC 28359 | 910 783-7101 | 0 | no |
| ECPI Tech | Debbie Bednarcik | 4101 Doie Cope Road | Raleigh NC 27613 | 919-571-0057 | 0 | no |
| Vance Granville Community College | Deborah Sullivan | PO Box 917 | Henderson NC 27536 | 252 492-2061 | 0 | no |
| Employment Security Commission - Durham | Job Bank | 1105 S Briggs Ave | Durham, NC 27703 | 919-560-6880 | 0 | yes |
| Employment Security Commission - Raleigh | Job Bank | PO Box 25903 | Raleigh NC 27611 | 919 733-3729 | 0 | yes |
| NCSU Student Media Advertising | Jamie Lynn Gilbert | 321 Witherspoon, CB 7318 | Raleigh, NC 27695 | 919/515-1685 | 0 | no |
| Job Link Career Center | Jeanette Brown | 220 Swinburne Street | Raleigh NC 27610 | 919 250-3770 | 0 | no |
| Wake Technical Community College | Jeannette Moss | 9101 Fayetteville Road | Raleigh NC 27603 | 919 662-3529 | 0 | no |
| University of North Carolina - CH | Laura Lane | CB #5140, 221 Hanes Hall | Chapel Hill NC 27599 | 919 962-2211 | 0 | no |
| Shaw University | Thai Marc-Charles | 118 E. South Street | Raleigh NC 27601 | 919 546-2280 | 0 | no |
| Johnson C. Smith University | Theadora Stowe | 100 Beatties Ford Road | Charlotte NC 28216 | 704 378-1042 | 0 | no |
| NC State Alumni Career Services | alumnionline@ncsu.edu | 2450 Alumni Drive | Raleigh, NC 27695 | 919-515-3375 | 0 | no |
| Craigslist.com | https://post.craigslist.org/ral/J | | | | 0 | no |
| TVJobs.com | http://tvjobs.com | PO Box 4116 | Oceanside, CA 92052 | 800-574-0119 | 0 | no |
| HireHeroesUSA | Sara Trask | 100 North Point Center East, Ste 200 | Alpharetta, GA 30022 | strask@hireher | 0 | no |
| WarriorsToWork | https://wtow.woundedwarriorproject.org/ | 7020 AC Skinner Pkwy, Suite 100 | Jacksonville, FL 32256 | 202-425-9272 | 0 | no |
| WRAL.com | job listing | 2619 Western Blvd | Raleigh NC 27606 | 919-821-8555 | 1 | yes |
| Internal Companywide posting | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 1 | |
| www.cbc-raleigh.com | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 1 | |
| Other (walkin, employee referral, etc.) | | | | | 1 | |

Additional recruitment documentation

# WRAL-TV

## Full-Time Vacancy EEO Information

Job Title: TV Senior Broadcast Operator, 8146
Date Vacancy Opened: 12/22/08
Date Vacancy Filled: 03/30/09

Recruitment Source that Referred Hiree: WRAL.com

Total Number of People Interviewed: 7

| Name of Recruitment Source | Contact Person | Address | City State | Telephone | Total # of interviewees | Did Source request notification? |
|---|---|---|---|---|---|---|
| Durham Technical Community College | Tom Russo | 1637 Lawson Street | Durham NC 27703 | 919 686-3300 | 0 | no |
| Robeson Community College | Danford Groves | 5160 fayetteville Road | Lumberton NC 28359 | 910 783-7101 | 0 | no |
| ECPI Tech | Debbie Bednarcik | 4101 Doie Cope Road | Raleigh NC 27613 | 919-571-0057 | 0 | no |
| Vance Granville Community College | Deborah Sullivan | PO Box 917 | Henderson NC 27536 | 252 492-2061 | 0 | no |
| Employment Security Commission - Durham | Job Bank | 1105 S Briggs Ave | Durham, NC 27703 | 919-560-6880 | 0 | yes |
| Employment Security Commission - Raleigh | Job Bank | PO Box 25903 | Raleigh NC 27611 | 919 733-3729 | 0 | no |
| NCSU Student Media Advertising | Jamie Lynn Gilbert | 321 Witherspoon, CB 7318 | Raleigh, NC 27695 | 919/515-1685 | 0 | no |
| Job Link Career Center | Jeanette Brown | 220 Swinburne Street | Raleigh NC 27610 | 919 250-3770 | 0 | no |
| Wake Technical Community College | Jeannette Moss | 9101 Fayetteville Road | Raleigh NC 27603 | 919 662-3529 | 0 | no |
| University of North Carolina - Chapel Hill | Laura Lane | CB #5140, 221 Hanes Hall | Chapel Hill NC 27599 | 919 962-2211 | 0 | no |
| Shaw University | Thai Marc-Charles | 118 E. South Street | Raleigh NC 27601 | 919 546-2280 | 0 | no |
| Johnson C. Smith University | Theadora Stowe | 100 Beatties Ford Road | Charlotte NC 28216 | 704 378-1042 | 0 | no |
| TVSpy/Vault | Customer Svc Dept | 150 West 22nd St, 5th Floor | New York, NY 10011 | www.tvspy.com | 0 | no |
| WarriorsToWork | https://wtow.woundedwarriorprojec | 7020 AC Skinner Pkwy, Suite 100 | Jacksonville, FL 32256 | 202-425-9272 | 0 | no |
| Natl Assn of Broadcasters Education Foundation | nabef@nab.org | 1771 N St., NW | Washington, DC 20036 | 202-429-5300 | 0 | no |
| Craigslist.com | https://post.craigslist.org/ral/J | | | | 0 | no |
| TVJobs.com | http://tvjobs.com | PO Box 4116 | Oceanside, CA 92052 | 800-574-0119 | 0 | no |
| WRAL.com | job listing | 2619 Western Blvd | Raleigh NC 27606 | 919-821-8555 | 5 | yes |
| Internal Companywide posting | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 1 | no |
| www.cbc-raleigh.com | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 1 | no |
| Other (walkin, employee referral, etc.) | | | | | 0 | |

Additional recruitment documentation

# WRAL-TV

Full-Time Vacancy EEO Information

Job Title: News Director/Producer, 8149
Date Vacancy Opened: 12/16/08
Date Vacancy Filled: 01/19/2009

Recruitment Source that Referred 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? |
|---|---|---|---|---|---|---|
| Internal Companywide posting | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 1 | no |
| www.cbc-raleigh.com | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 0 | no |
| Other (employee referral, etc.) | | | | | 0 | |

*NOTE: As part of a reduction in workforce, a full-time employee whose position was being eliminated was placed into a position created by merging two part-time positions.

Additional recruitment documentation

# WRAL-TV

Full-Time Vacancy EEO Information

Job Title: News Director/Editor, 8150
Date Vacancy Opened: 12/16/08
Date Vacancy Filled: 01/19/2009

Recruitment Source that Referred Hiree: Internal

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 | 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 | 0 | no |
| Other (employee referral, etc.) | | | | | 0 | |

*NOTE: As part of a reduction in workforce, a full-time employee whose position was being eliminated was placed into a position created by merging two part-time positions.

Additional recruitment documentation

# WRAL-TV

Full-Time Vacancy EEO Information

Job Title: Account Executive, 9028
Date Vacancy Opened: 01/13/09
Date Vacancy Filled: 03/23/09 & 04/13/09

Recruitment Source that Referred Hiree:
www.cbc-raleigh.com
Total Number of People Interviewed: 13

| Name of Recruitment Source | Contact Person | Address | City State | Telephone | Total # of interviewees | Did Source request notification? |
|---|---|---|---|---|---|---|
| Durham Technical Community College | Tom Russo | 1637 Lawson Street | Durham NC 27703 | 919 686-3300 | 0 | no |
| Wake Forest University | Dana Hutchens | Boc 7427 Reynolda Station | Winston-Salem NC 27106 | 336 758-5246 | 0 | no |
| ECPI Tech | Debbie Bednarcik | 4101 Doie Cope Road | Raleigh NC 27613 | 919-571-0057 | 0 | no |
| Vance Granville Community College | Deborah Sullivan | PO Box 917 | Henderson NC 27536 | 252 492-2061 | 0 | no |
| Employment Security Commission | Job Bank | PO Box 25903 | Raleigh NC 27611 | 919 733-3729 | 0 | yes |
| NCSU Student Media Advertising | Jamie Lynn Gilbert | 321 Witherspoon, CB 7318 | Raleigh, NC 27695 | 919/515-1685 | 0 | no |
| Job Link Career Center | Jeanette Brown | 220 Swinburne Street | Raleigh NC 27610 | 919 250-3770 | 0 | no |
| East Carolina University | Jim McAtee | 701 East Fifth Street | Greenville NC 27858 | 252 328-6050 | 0 | no |
| University of North Carolina - CH | Laura Lane | CB #5140, 221 Hanes Hall | Chapel Hill NC 27599 | 919 962-2211 | 0 | no |
| Shaw University | Thai Marc-Charles | 118 E. South Street | Raleigh NC 27601 | 919 546-2280 | 0 | no |
| Johnson C. Smith University | Theadora Stowe | 100 Beatties Ford Road | Charlotte NC 28216 | 704 378-1042 | 0 | no |
| JournalismJobs.com | contact@journalismjobs.com | http://www.journalismjobs.com | Berkley, CA | 510-653-1521 | 0 | no |
| Poynteronline | http://www.poynter.org | 801 Third St. S. | St. Petersburg, FL 33701 | 727.821.9494 | 0 | no |
| Spots-n-Dots | April Causey | http://www.spotsndots.com/ | | april@spotsndot | 0 | no |
| TVSpy/Vault | Customer Svc Dept | 150 West 22nd St, 5th Floor | New York, NY 10011 | www.tvspy.com | 0 | no |
| WRAL.com | job listing | 2619 Western Blvd | Raleigh NC 27606 | 919-821-8555 | 0 | yes |
| Internal Companywide posting | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 0 | |
| www.cbc-raleigh.com | Angie Emerline | PO Box 12800 | Raleigh NC 27605 | 919 890-6008 | 10 | |
| Other (walkin, referral, etc.) | | | | | 3 | |

Additional recruitment documentation