

EEO PUBLIC FILE REPORT

FOR

WUNC(FM)

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2023

Equal Employment Opportunity Public File Report

July 31, 2023

WUNC(FM)

Recruitment Activity Summary

August 1, 2022 -- July 31, 2023

This EEO Public File Report has been prepared for and is filed in the online public inspection file for Station WUNC(FM) pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules. WUNC(FM) is the flagship station of the WUNC 91.5 North Carolina Public Radio public educational network, including full-power stations WBUX(FM), WFSS, WRQM(FM), WUND-FM, WURI(FM), and WUNW-FM; for convenience, this Report is being concurrently filed in the online public inspection files of each of these stations.

1. Total Full-Time Vacancies

During the one-year period ending on July 31, 2023, the station filled the following 9 full-time vacancies:

Job Title

- 1) Digital News Producer
- 2) President & General Manager
- 3) Editor, Narrative Audio & Podcasts
- 4) Assistant Chief Engineer
- 5) Capitol Bureau Chief
- 6) Executive Producer
- 7) Human Resources Consultant
- 8) Associate, Digital Fundraising & Marketing
- 9) WUNC Podcast Producer & Host

2. Total Interviewees for Full-Time Vacancies filled

The station interviewed the following total number of people for all full-time vacancies that were filled during the period covered in this Report: 87.

3. Recruitment Sources

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

| Recruitment Source | Total Number of Interviewees |
|--|-------------------------------------|
| UNC HR Website | 10 |
| WUNC Website | 14 |
| WUNC All Internal Email | |
| Word of Mouth | 35 |
| Letters mailed to 37 diverse schools/orgs | |
| Corporation for Public Broadcasting (CPB) website | 10 |
| JournalismNext.com website | |
| Glass Door website | |
| Indeed website | 4 |
| Inside Higher Ed website | |
| LinkedIn | 5 |
| Asian American Journalists Association website (National) | |
| Asian American Journalists Association NC | |
| Public Media Jobs.org (Current) Online and/or Print | 5 |
| JournalismJobs.com website | |
| North Carolina Association of Broadcasters (NCAB) website | |
| National Association of Black Journalists (NABJ) website | |
| Triangle Association of Black Journalists | |
| Triad Association of Black Journalists | |
| National Association of Hispanic Journalists (NAHJ) website | |
| National Association of Hispanic Journalists UNC-CH | |
| National Lesbian and Gay Journalists Association (NLGJ) website | |
| Native American Journalists Association (NAJA) website | |
| Public Media Journalists Association (PMJA) (formerly PRNDI) website | |
| Ida B Wells Society website | |
| Media Job Board | |
| Media Bistro | |
| Monster.com website | |
| NAB Leadership Foundation (National Association of Broadcasters) (BroadcastCareerLink.com) | |
| Society of Professional Journalists (SPJ) website | |
| National Society of Black Engineers | |
| SHPE Society of Hispanic Professional Engineers | |
| North Carolina State University website | |

| | |
|---|---|
| AABHE American Association of Blacks in Higher Education | |
| BDPA Black Data Processing Associates | |
| BWISE Black Women in Science & Engineering | |
| American Indian Science & Engineering Society | |
| Equal Opportunity Publications Diversity & Inclusion Career Center website | |
| HBCU Career Center | |
| Air Media website | |
| College Central website | |
| Handshake https://app.joinhandshake.com/login/ | |
| Greater Public | |
| Association For Women in Communication | |
| Disabled Writers: | |
| Mandy Hofmockel's Journalism Jobs newsletter | |
| Public Media Business Association | |
| PRADO - Public Radio Association of Development Officers listerv/Slack | |
| Public Relations Society of America Inc. 120 Wall Street, 21st Fl. New York, NY 10005-4024 | |
| NPR Listserv | 1 |
| Russell Reynolds Associates (Recruiter) | 3 |

4. Supplemental Information

Exhibit A contains the following information for each fulltime vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each fulltime vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

* * * *

If you have questions concerning this Report, contact Nora Casper at (919) 445-9150.

EXHIBIT A

| | |
|--|----------------------------|
| Job Title of Vacancy: | WUNC Digital News Producer |
| Recruitment Source that Referred the Hire: | UNC OHR Website |
| Date Vacancy Opened: | 05/12/2022 |
| Total Number of Persons Interviewed for the Vacancy: | 6 |
| Date Vacancy Filled: | 08/15/2022 |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|--|---|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | 1 | None Requested |
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | 1 | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 2 | None Requested |
| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | | None Requested |
| JournalismNext.com, info@journalismnext.com, 703-629-0178 | | None Requested |

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|--|--|---|
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | 1 | None Requested |
| Glass Door www.glassdoor.com 100 Shoreline Hwy., Mill Valley, CA 94941 Phone: 1-888-355-9323 Contact: Tom O'Brien, VP, Deputy General Counsel | | None Requested |
| Indeed – www.indeed.com 6433 Champion Grandview Way, Building 1, Austin TX 78750, Phone: 800-475-4361 | 1 | None Requested |
| Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Suite 400, Washington DC 20036 Phone: 202-659- 9208 | | None Requested |
| LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago, IL 60693-0622, Phone: 650-687-3600 | | None Requested |
| Asian American Journalists Association, http://www.aaja.org/category/jobs-opportunities/ , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: Patricia Villon, Administrative Consultant, 415-346-2051, patriciav@aaja.org | | None Requested |
| Asian American Journalist Association North Carolina, aajanc@gmail.com | | None Requested |
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | | None Requested |
| JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismjobs.com or (510) 653-1521 | | None Requested |
| North Carolina Association of Broadcasters (NCAB) https://associationdatabase.com/aws/NCAB/pt/sp/jobs , 804 E. Edenton Street, Raleigh, NC 27601. Contact: info@ncbroadcast.com . Phone (919) 821-7300. | | None Requested |
| National Association of Black Journalists Career Center (NABJ), http://nabjcareers.org/ , 8800 Lakewood Dr. #117, Windsor, CA 95492, Phone: 626 792 3846, Contact: Drew Berry, Executive Consultant, dberry@nabj.org | | None Requested |

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|--|---|--------------------------------------|
| Triangle Association of Black Journalists, Ms. Torres, marie.whigtv@gmail.com (now currently NABJ-Raleigh Durham), Durham, NC 27707 https://www.schoolandcollegelisting.com/US/Durham/47293518159/ NABJ-Raleigh-Durham---former-TABJ. The Triangle Association of Black Journalists is a chapter of the National Association of Black Journalists. | | None Requested |
| Triad Association of Black Journalists, Ms. Davis, crdavis3d@gmail.com , PO Box 532, Colfax, NC 27235 http://triadabj.weebly.com/ TriadABJ@gmail.com | | None Requested |
| National Association of Hispanic Journalists (NAHJ), https://www.nahjcareercenter.com/ , 801 West Adams Street, Suite 600, Chicago, IL, 60607, Yaneth Guillen-Diaz, Director of Membership, yaneth@nahj.org , Phone: 888.281.9066 | | None Requested |
| National Association of Hispanic Journalists – UNC CH Student Chapter, Julian Raymond Berger, Angelica Maria Edwards, uncnahj@gmail.com | | None Requested |
| National Lesbian and Gay Journalists Association (NLGJA), https://members.nlgja.org/networking/ , 2120 L Street, NW Suite 850, Washington, DC 20037. Phone: 202-588-9888, info@nlgja.org | | None Requested |
| Public Media Journalists Association PMJA (formerly PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org | | None Requested |
| Ida B Wells Society https://idabwellsociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellsociety@unc.edu | | None Requested |
| Media Bistro https://www.mediabistro.com , support@mediabistro.com | | None Requested |
| NAB Leadership Foundation (BroadcastCareerLink.com) tdotson@nab.org | | None Requested |
| Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317-927-8000. | | None Requested |

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|--|--|---|
| HBCU Career Center https://jobs.thehbcucareercenter.com/ 34 E Germantown Pike, Suite 277, Norristown, PA 19401 Phone: 484-949-5267 | | None Requested |
| Air Media https://airmedia.org/jobs AIR Association of Independents in Radio, PO Box 220400, Boston, MA 02122 Phone: 617-825-4400 | | None Requested |
| College Central https://www.collegecentral.com/ , https://www.employercentral.com/ContactUs.cfm | | None Requested |
| Handshake https://app.joinhandshake.com/login/ | | None Requested |
| Greater Public – https://greaterpublic.org PO Box 303279, Austin, TX 78703-0055 phone: 800-454-2314 | | None Requested |
| Association For Women in Communication - https://awc.careerwebsite.com/ 1717 E. Republic Rd., Ste. A Springfield, Missouri 65804 (417) 886-8606 | | None Requested |

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|---|-----------------------------|
| Job Title of Vacancy: | President & General Manager |
| Recruitment Source that Referred the Hire: | Word of Mouth |
| Date Vacancy Opened: | 1/18/2022 |
| Total Number of Persons Interviewed for the Vacancy: | 42 |
| Date Vacancy Filled: | 10/3/2022 |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|--|---|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | 3 | None Requested |

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|--|----|----------------|
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | 7 | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 12 | None Requested |
| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | 9 | None Requested |
| JournalismNext.com, info@journalismnext.com , 703-629-0178 | | None Requested |
| Asian American Journalists Association, http://www.aaja.org/category/jobs-opportunities/ , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: Patricia Villon, Administrative Consultant, 415-346-2051, patriciav@aaja.org | | None Requested |
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | 2 | None Requested |
| JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521 | | None Requested |
| National Association of Black Journalists Career Center (NABJ), http://nabjcareers.org/ , 8800 Lakewood Dr. #117, Windsor, CA 95492, Phone: 626 792 3846, Contact: Drew Berry, Executive Consultant, dberry@nabj.org | | None Requested |
| National Association of Hispanic Journalists (NAHJ), https://www.nahjcareercenter.com/ , 801 West Adams Street, Suite 600, Chicago, IL, 60607, Yaneth Guillen-Diaz, Director of Membership, yaneth@nahj.org , Phone: 888.281.9066 | | None Requested |
| National Lesbian and Gay Journalists Association (NLGJA), https://members.nlgja.org/networking/ , 2120 L Street, NW Suite 850, Washington, DC 20037. Phone: 202-588-9888, info@nlgja.org | | None Requested |
| Media Bistro https://www.mediabistro.com , support@mediabistro.com | | None Requested |

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|--|---|----------------|
| NAB Leadership Foundation (BroadcastCareerLink.com) tdotson@nab.org | | None Requested |
| Society of Professional Journalists – www.spj.org, 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317-927-8000. | | None Requested |
| HBCU Career Center https://jobs.thehbcucareercenter.com/ 34 E Germantown Pike, Suite 277, Norristown, PA 19401 Phone: 484-949-5267 | | None Requested |
| Greater Public - Public Media Jobs - https://greaterpublic.org/jobs/ Greater Public PO Box 303279 Austin, TX 78703-0055 (800) 454-2314 | | None Requested |
| Association For Women in Communication - https://awc.careerwebsite.com/ 4730 S. National Ave. Suite A1 Springfield, MO 65810 417-409-2492 | | None Requested |
| Russell Reynolds - Alicia Hathaway at Russell Reynolds: https://www.russellreynolds.com/consultants/alisha-hathaway | 3 | None Requested |
| NPR Listserv | 1 | None Requested |
| AABHE: American Association of Blacks in Higher Education, 1155 F Street, NW, Suite 1050, Washington, DC 20004, 202-559-8734, info@aabhe.education | | None Requested |
| National Society of Black Engineers - https://www.nsbe.org/ 205 Daingerfield Road Alexandria, VA 22314 703.549.2207 | | None Requested |

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| Job Title of Vacancy: | Editor, Narrative Audio & Podcasts |
| Recruitment Source that Referred the Hire: | PublicMediaJobs.org Website |
| Date Vacancy Opened: | 4/22/2022 |
| Total Number of Persons Interviewed for the Vacancy: | 9 |
| Date Vacancy Filled: | 10/3/2022 |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|---|--|
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|---|---|----------------|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | 1 | None Requested |
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | 1 | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 5 | None Requested |
| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | 1 | None Requested |
| JournalismNext.com, info@journalismnext.com , 703-629-0178 | | None Requested |
| Glass Door www.glassdoor.com 100 Shoreline Hwy., Mill Valley, CA 94941 Phone: 1-888-355-9323 Contact: Tom O'Brien, VP, Deputy General Counsel | | None Requested |
| Indeed – www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 800-475-4361 | | None Requested |
| Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Suite 400, Washington DC 20036 Phone: 202-659-9208 | | None Requested |
| LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago IL 60693-0622 Phone 650-687-3600 | | None Requested |
| Asian American Journalists Association, http://www.aaja.org/category/jobs-opportunities/ , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: Patricia Villon, Administrative Consultant, 415-346-2051, patriciav@aaja.org | | None Requested |
| Asian American Journalist Association North Carolina, aajanc@gmail.com | | None Requested |
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | 1 | None Requested |

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| JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521 | | None Requested |
| National Association of Black Journalists Career Center (NABJ), http://nabjcareers.org/ , 8800 Lakewood Dr. #117, Windsor, CA 95492, Phone: 626 792 3846, Contact: Drew Berry, Executive Consultant, dberry@nabj.org | | None Requested |
| Triangle Association of Black Journalists, Ms. Torres, marie.whigtv@gmail.com (now currently NABJ-Raleigh Durham), Durham, NC 27707 https://www.schoolandcollegelisting.com/US/Durham/47293518159/ NABJ-Raleigh-Durham---former-TABJ. The Triangle Association of Black Journalists is a chapter of the National Association of Black Journalists. | | None Requested |
| Triad Association of Black Journalists, Ms. Davis, crdavis3d@gmail.com , PO Box 532, Colfax, NC 27235 http://triadabj.weebly.com/ TriadABJ@gmail.com | | None Requested |
| National Association of Hispanic Journalists (NAHJ), https://www.nahjcareercenter.com/ , 801 West Adams Street, Suite 600, Chicago, IL, 60607, Yaneth Guillen-Diaz, Director of Membership, yaneth@nahj.org , Phone: 888.281.9066 | | None Requested |
| National Lesbian and Gay Journalists Association (NLGJA), https://members.nlgja.org/networking/ , 2120 L Street, NW Suite 850, Washington, DC 20037. Phone: 202-588-9888, info@nlgja.org | | None Requested |
| Native American Journalists Association (NAJA), https://www.naja.com/resources/job-listings/ , NAJA - OU Gaylord College, 395 W. Lindsey St., Norman, OK, 73019-4201, Rebecca Landsberry, Executive Director, RebeccaLandsberry@naja.com , P: (405) 325-1649 | | None Requested |
| Ida B Wells Society https://idabwellsociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellsociety@unc.edu | | None Requested |
| Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317-927-8000. | | None Requested |
| Equal Opportunity Publications https://careercenter.eop.com 425 Broad Hollow Rd, Suite 418, Melville, NY 11747. 631-421-9421 | | None Requested |
| Greater Public - Public Media Jobs - https://greaterpublic.org/jobs/ Greater Public PO Box 303279 Austin, TX 78703-0055 (800) 454-2314 | | None Requested |
| Disabled Writers: contact@disabledwriters.com | | None Requested |

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|--|--------------------------|
| Job Title of Vacancy: | Assistant Chief Engineer |
| Recruitment Source that Referred the Hire: | UNC HR Website |
| Date Vacancy Opened: | 07/01/2022 |
| Total Number of Persons Interviewed for the Vacancy: | 3 |
| Date Vacancy Filled: | 11/14/2022 |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|---|--|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | | None Requested |
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 2 | None Requested |
| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | | None Requested |
| JournalismNext.com, info@journalismnext.com , 703-629-0178 | | None Requested |
| Glass Door www.glassdoor.com 100 Shoreline Hwy., Mill Valley, CA 94941 Phone: 1-888-355-9323 Contact: Tom O'Brien, VP, Deputy General Counsel | | None Requested |

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|---|---|----------------|
| Indeed – www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 800-475-4361 | | None Requested |
| Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Suite 400, Washington DC 20036 Phone: 202-659-9208 | | None Requested |
| LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago IL 60693-0622 Phone 650-687-3600 | 1 | None Requested |
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | | None Requested |
| Public Media Journalists Association PMJA (formerly PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org | | None Requested |
| Ida B Wells Society https://idabwellssociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellssociety@unc.edu | | None Requested |
| National Society of Black Engineers - https://www.nsbe.org/ 205 Daingerfield Road Alexandria, VA 22314 703.549.2207 | | None Requested |
| Society of Hispanic Professional Engineers - https://shpe.org/ 13181 Crossroads Parkway North, Suite 220 City of Industry, CA 91746, 323.725.3970 shpenational@shpe.org | | None Requested |
| NC STATE (ncstate-epack@ncsu.edu) job postings, careers.dasa.ncsu.edu , 919-515-2396 | | None Requested |
| AABHE: American Association of Blacks in Higher Education, 1155 F Street, NW, Suite 1050, Washington, DC 20004, 202-559-8734, info@aabhe.education | | None Requested |
| BWISE: Black Women in Science & Engineering https://bwisejobs.jobboard.io/ 404-461-9964, erika@bwiseusa.org | | None Requested |
| American Indian Science & Engineering Society https://careers.aises.org/ 6321 Riverside Plaza Lane NW, Unit A, Albuquerque, New Mexico 87120 (720) 552-6123 | | None Requested |
| Equal Opportunity Publications https://careercenter.eop.com 425 Broad Hollow Rd, Suite 418, Melville, NY 11747. 631-421-9421 | | None Requested |
| HBCU Career Center https://jobs.thehbcucareercenter.com/ 34 E Germantown Pike, Suite 277, Norristown, PA 19401 Phone: 484-949-5267 | | None Requested |
| College Central https://www.collegecentral.com/ , https://www.employercentral.com/ContactUs.cfm | | None Requested |

| | | |
|--|--|----------------|
| Greater Public - Public Media Jobs - https://greaterpublic.org/jobs/ Greater Public PO Box 303279 Austin, TX 78703-0055 (800) 454-2314 | | None Requested |
|--|--|----------------|

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|--|----------------------|
| Job Title of Vacancy: | Capitol Bureau Chief |
| Recruitment Source that Referred the Hire: | Word of Mouth |
| Date Vacancy Opened: | 11/11/2022 |
| Total Number of Persons Interviewed for the Vacancy: | 3 |
| Date Vacancy Filled: | 2/20/2023 |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|---|--|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | | None Requested |
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 3 | None Requested |
| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | | None Requested |

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| Glass Door www.glassdoor.com 100 Shoreline Hwy., Mill Valley, CA 94941 Phone: 1-888-355-9323 Contact: Tom O'Brien, VP, Deputy General Counsel | | None Requested |
| Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Suite 400, Washington DC 20036 Phone: 202-659-9208 | | None Requested |
| LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago IL 60693-0622 Phone 650-687-3600 | | None Requested |
| Asian American Journalists Association, http://www.aaja.org/category/jobs-opportunities/ , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: Patricia Villon, Administrative Consultant, 415-346-2051, patriciav@aaja.org | | None Requested |
| Asian American Journalist Association North Carolina, aajanc@gmail.com | | None Requested |
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | | None Requested |
| JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521 | | None Requested |
| North Carolina Association of Broadcasters (NCAB) https://associationdatabase.com/aws/NCAB/pt/sp/jobs , 804 E. Edenton Street, Raleigh, NC 27601. Contact: info@ncbroadcast.com . Phone (919) 821-7300. No | | None Requested |
| National Association of Black Journalists Career Center (NABJ), http://nabjcareers.org/ , 8800 Lakewood Dr. #117, Windsor, CA 95492, Phone: 626 792 3846, Contact: Drew Berry, Executive Consultant, dberry@nabj.org | | None Requested |
| Triangle Association of Black Journalists, Ms. Torres, marie.whigtv@gmail.com (now currently NABJ-Raleigh Durham), Durham, NC 27707 https://www.schoolandcollegelistings.com/US/Durham/47293518159/ NABJ-Raleigh-Durham---former-TABJ. The Triangle Association of Black Journalists is a chapter of the National Association of Black Journalists. | | None Requested |
| Triad Association of Black Journalists, Ms. Davis, crdavis3d@gmail.com , PO Box 532, Colfax, NC 27235 http://triadabj.weebly.com/ TriadABJ@gmail.com | | None Requested |
| National Association of Hispanic Journalists (NAHJ), https://www.nahjcareercenter.com/ , 801 West Adams Street, Suite 600, Chicago, IL, 60607, Yaneth Guillen-Diaz, Director of Membership, yaneth@nahj.org , Phone: 888.281.9066 | | None Requested |

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| National Association of Hispanic Journalists – UNC CH Student Chapter, Julian Raymond Berger, Angelica Maria Edwards, uncnahj@gmail.com | | None Requested |
| National Lesbian and Gay Journalists Association (NLGJA), https://members.nlgja.org/networking/ , 2120 L Street, NW Suite 850, Washington, DC 20037. Phone: 202-588-9888, info@nlgja.org | | None Requested |
| Native American Journalists Association (NAJA), https://www.naja.com/resources/job-listings/ , NAJA - OU Gaylord College, 395 W. Lindsey St., Norman, OK, 73019-4201, Rebecca Landsberry, Executive Director, RebeccaLandsberry@naja.com, P: (405) 325-1649 | | None Requested |
| Public Media Journalists Association PMJA (formerly PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org | | None Requested |
| Ida B Wells Society https://idabwellsociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellsociety@unc.edu | | None Requested |
| Media Job Board, https://mediajobboard.com/employers/jobs@editorandpublisher.com , 406-445-0000 ext. 4 | | None Requested |
| Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317-927-8000. | | None Requested |
| HBCU Career Center https://jobs.thehbcucareercenter.com/ 34 E Germantown Pike, Suite 277, Norristown, PA 19401 Phone: 484-949-5267 | | None Requested |
| Air Media https://airmedia.org/jobs AIR Association of Independents in Radio, PO Box 220400, Boston, MA 02122 Phone: 617-825-4400 | | None Requested |
| Greater Public - Public Media Jobs - https://greaterpublic.org/jobs/ Greater Public PO Box 303279 Austin, TX 78703-0055 (800) 454-2314 | | None Requested |
| Association For Women in Communication - https://awc.careerwebsite.com/ 4730 S. National Ave. Suite A1 Springfield, MO 65810 417-409-2492 | | None Requested |

Job Title of Vacancy:

Executive Producer, New Daily Show

Recruitment Source that Referred the Hire:

Word of Mouth

Date Vacancy Opened:

11/22/2022

Total Number of Persons Interviewed for the

Vacancy:

8

Date Vacancy Filled:

4/24/2023

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|---|--|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | | None Requested |
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | 1 | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 6 | None Requested |
| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | | None Requested |
| JournalismNext.com, info@journalismnext.com , 703-629-0178 | | None Requested |
| Glass Door www.glassdoor.com 100 Shoreline Hwy., Mill Valley, CA 94941 Phone: 1-888-355-9323 Contact: Tom O'Brien, VP, Deputy General Counsel | | None Requested |
| Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Suite 400, Washington DC 20036 Phone: 202-659-9208 | | None Requested |

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| Asian American Journalists Association, http://www.aaja.org/category/jobs-opportunities/ , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: Patricia Villon, Administrative Consultant, 415- 346-2051, patriciav@aaja.org | | None Requested |
| Asian American Journalist Association North Carolina, aajanc@gmail.com | | None Requested |
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | 1 | None Requested |
| JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521 | | None Requested |
| North Carolina Association of Broadcasters (NCAB) https://associationdatabase.com/aws/NCAB/pt/sp/jobs , 804 E. Edenton Street, Raleigh, NC 27601. Contact: info@ncbroadcast.com . Phone (919) 821-7300. No | | None Requested |
| National Association of Black Journalists Career Center (NABJ), http://nabjcareers.org/ , 8800 Lakewood Dr. #117, Windsor, CA 95492, Phone: 626 792 3846, Contact: Drew Berry, Executive Consultant, dberry@nabj.org | | None Requested |
| Triangle Association of Black Journalists, Ms. Torres, marie.whigtv@gmail.com (now currently NABJ-Raleigh Durham), Durham, NC 27707 https://www.schoolandcollegelisting.com/US/Durham/472 93518159/ NABJ-Raleigh-Durham---former-TABJ. The Triangle Association of Black Journalists is a chapter of the National Association of Black Journalists. | | None Requested |
| Triad Association of Black Journalists, Ms. Davis, crdavis3d@gmail.com , PO Box 532, Colfax, NC 27235 http://triadabj.weebly.com/ TriadABJ@gmail.com | | None Requested |
| National Association of Hispanic Journalists (NAHJ), https://www.nahjcareercenter.com/ , 801 West Adams Street, Suite 600, Chicago, IL, 60607, Yaneth Guillen-Diaz, Director of Membership, yaneth@nahj.org , Phone: 888.281.9066 | | None Requested |
| National Association of Hispanic Journalists – UNC CH Student Chapter, Julian Raymond Berger, Angelica Maria Edwards, uncnahj@gmail.com | | None Requested |
| National Lesbian and Gay Journalists Association (NLGJA), https://members.nlgja.org/networking/ , 2120 L Street, NW Suite 850, Washington, DC 20037. Phone: 202-588- 9888, info@nlgja.org | | None Requested |

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| Native American Journalists Association (NAJA), https://www.naja.com/resources/job-listings/ , NAJA - OU Gaylord College, 395 W. Lindsey St., Norman, OK, 73019-4201, Rebecca Landsberry, Executive Director, RebeccaLandsberry@naja.com, P: (405) 325-1649 | | None Requested |
| Public Media Journalists Association PMJA (formerly PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org | | None Requested |
| Ida B Wells Society https://idabwellssociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellssociety@unc.edu | | None Requested |
| Monster.com www.monster.com , 133 Boston Post Road, Weston, MA 02493 Phone: 800-666-7837 | | None Requested |
| NAB Leadership Foundation (BroadcastCareerLink.com) tdotson@nab.org | | None Requested |
| Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317-927-8000. | | None Requested |
| HBCU Career Center https://jobs.thehbcucareercenter.com/ 34 E Germantown Pike, Suite 277, Norristown, PA 19401 Phone: 484-949-5267 | | None Requested |
| Air Media https://airmedia.org/jobs AIR Association of Independents in Radio, PO Box 220400, Boston, MA 02122 Phone: 617-825-4400 | | None Requested |
| Greater Public - Public Media Jobs - https://greaterpublic.org/jobs/ Greater Public PO Box 303279 Austin, TX 78703-0055 (800) 454-2314 | | None Requested |

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|--|----------------------------|
| Job Title of Vacancy: | Human Resources Consultant |
| Recruitment Source that Referred the Hire: | UNC Job Board |
| Date Vacancy Opened: | 12/20/2022 |
| Total Number of Persons Interviewed for the Vacancy: | 4 |
| Date Vacancy Filled: | 4/3/2023 |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|---|--------------------------------------|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | 3 | None Requested |
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 1 | None Requested |
| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | | None Requested |
| Glass Door www.glassdoor.com 100 Shoreline Hwy., Mill Valley, CA 94941 Phone: 1-888-355-9323 Contact: Tom O'Brien, VP, Deputy General Counsel | | None Requested |
| Indeed – www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 800-475-4361 | | None Requested |
| Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Suite 400, Washington DC 20036 Phone: 202-659-9208 | | None Requested |
| LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago IL 60693-0622 Phone 650-687-3600 | | None Requested |
| Ida B Wells Society https://idabwellsociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellsociety@unc.edu | | None Requested |

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| Public Media Business Association 1300 Piccard Drive, Suite LL 14 Rockville, MD 20850 Phone: (240) 844-3600 info@pmbaonline.org | | None Requested |
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| Job Title of Vacancy: | Associate, WUNC On-line Fundraising and Marketing |
| Recruitment Source that Referred the Hire: | UNC Job Board |
| Date Vacancy Opened: | 11/17/2022 |
| Total Number of Persons Interviewed for the Vacancy: | 5 |
| Date Vacancy Filled: | 5/2/2023 |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|---|--|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | 1 | None Requested |
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 2 | None Requested |
| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | | None Requested |

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| Glass Door www.glassdoor.com 100 Shoreline Hwy., Mill Valley, CA 94941 Phone: 1-888-355-9323 Contact: Tom O'Brien, VP, Deputy General Counsel | | None Requested |
| Indeed – www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 800-475-4361 | 1 | None Requested |
| Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Suite 400, Washington DC 20036 Phone: 202-659-9208 | | None Requested |
| LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago IL 60693-0622 Phone 650-687-3600 | 1 | None Requested |
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | | None Requested |
| Ida B Wells Society https://idabwellssociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellssociety@unc.edu | | None Requested |
| Media Bistro https://www.mediabistro.com , support@mediabistro.com | | None Requested |
| Monster.com www.monster.com , 133 Boston Post Road, Weston, MA 02493 Phone: 800-666-7837 | | None Requested |
| NC STATE (ncstate-epack@ncsu.edu) job postings, careers.dasa.ncsu.edu , 919-515-2396 | | None Requested |
| AABHE: American Association of Blacks in Higher Education, 1155 F Street, NW, Suite 1050, Washington, DC 20004, 202-559-8734, info@aabhe.education | | None Requested |
| Equal Opportunity Publications https://careercenter.eop.com 425 Broad Hollow Rd, Suite 418, Melville, NY 11747. 631-421-9421 | | None Requested |
| HBCU Career Center https://jobs.thehbcucareercenter.com/ 34 E Germantown Pike, Suite 277, Norristown, PA 19401 Phone: 484-949-5267 | | None Requested |
| Air Media https://airmedia.org/jobs AIR Association of Independents in Radio, PO Box 220400, Boston, MA 02122 Phone: 617-825-4400 | | None Requested |
| Handshake https://app.joinhandshake.com/login/ | | None Requested |
| Public Relations Society of America Inc. 120 Wall Street, 21st Fl. New York, NY 10005-4024 | | None Requested |
| Greater Public - Public Media Jobs - https://greaterpublic.org/jobs/ Greater Public PO Box 303279 Austin, TX 78703-0055 (800) 454-2314 | | None Requested |

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| PRADO Slack Channel PRADO - Public Radio Association of Development Officers listerv 4118 Autumn Ridge Dr, Sugar Land, Texas, 77479 | | None Requested |
| Association For Women in Communication - https://awc.careerwebsite.com/ 4730 S. National Ave. Suite A1 Springfield, MO 65810 417-409-2492 | | None Requested |

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| Job Title of Vacancy: | WUNC Podcast Producer & Host |
| Recruitment Source that Referred the Hire: | Word of Mouth |
| Date Vacancy Opened: | 2/28/2023 |
| Total Number of Persons Interviewed for the Vacancy: | 7 |
| Date Vacancy Filled: | 06/26/2023 |

Recruitment Sources Used to Fill the Vacancy

| Recruitment Source (Name, Address, Contact Person, Telephone Number) | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|---|--------------------------------------|
| University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883. | 1 | None Requested |
| WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202 | 4 | None Requested |
| WUNC ALL- internal staff posting announcement via email to all at WUNC and manual posting on bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120 | | None Requested |
| Word-Of-Mouth – referral from WUNC, University or other media colleagues. | 2 | None Requested |

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| Approximately 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1) | | None Requested |
| The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . 401 9th Street, NW, Washington, DC 20004-2129, 202-879-9600 | | None Requested |
| JournalismNext.com, info@journalismnext.com , 703-629-0178 | | None Requested |
| Glass Door www.glassdoor.com 100 Shoreline Hwy., Mill Valley, CA 94941 Phone: 1-888-355-9323 Contact: Tom O'Brien, VP, Deputy General Counsel | | None Requested |
| Indeed – www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 800-475-4361 | | None Requested |
| Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Suite 400, Washington DC 20036 Phone: 202-659-9208 | | None Requested |
| LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago IL 60693-0622 Phone 650-687-3600 | | None Requested |
| Asian American Journalists Association, http://www.aaja.org/category/jobs-opportunities/ , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: Patricia Villon, Administrative Consultant, 415-346-2051, patriciav@aaja.org | | None Requested |
| Asian American Journalist Association North Carolina, aajanc@gmail.com | | None Requested |
| Public Media Jobs.Org http://www.current.org/jobs/ 4400 Massachusetts NW, Washington, DC 20016 | | None Requested |
| JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521 | | None Requested |
| North Carolina Association of Broadcasters (NCAB) https://associationdatabase.com/aws/NCAB/pt/sp/jobs , 804 E. Edenton Street, Raleigh, NC 27601. Contact: info@ncbroadcast.com . Phone (919) 821-7300. No | | None Requested |
| National Association of Black Journalists Career Center (NABJ), http://nabjcareers.org/ , 8800 Lakewood Dr. #117, Windsor, CA 95492, Phone: 626 792 3846, Contact: Drew Berry, Executive Consultant, dberry@nabj.org | | None Requested |
| Triangle Association of Black Journalists, Ms. Torres, marie.whigtv@gmail.com (now currently NABJ-Raleigh Durham), Durham, NC 27707 | | None Requested |

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| https://www.schoolandcollegelisting.com/US/Durham/47293518159/ NABJ-Raleigh-Durham---former-TABJ. The Triangle Association of Black Journalists is a chapter of the National Association of Black Journalists. | | |
| Triad Association of Black Journalists, Ms. Davis, crdavis3d@gmail.com, PO Box 532, Colfax, NC 27235 http://triadabj.weebly.com/ TriadABJ@gmail.com | | None Requested |
| National Association of Hispanic Journalists (NAHJ), https://www.nahjcareercenter.com/ , 801 West Adams Street, Suite 600, Chicago, IL, 60607, Yaneth Guillen-Diaz, Director of Membership, yaneth@nahj.org, Phone: 888.281.9066 | | None Requested |
| National Association of Hispanic Journalists – UNC CH Student Chapter, Julian Raymond Berger, Angelica Maria Edwards, uncnahj@gmail.com | | None Requested |
| National Lesbian and Gay Journalists Association (NLGJA), https://members.nlgja.org/networking/ , 2120 L Street, NW Suite 850, Washington, DC 20037. Phone: 202-588-9888, info@nlgja.org | | None Requested |
| Native American Journalists Association (NAJA), https://www.naja.com/resources/job-listings/ , NAJA - OU Gaylord College, 395 W. Lindsey St., Norman, OK, 73019-4201, Rebecca Landsberry, Executive Director, RebeccaLandsberry@naja.com, P: (405) 325-1649 | | None Requested |
| Public Media Journalists Association PMJA (formerly PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org | | None Requested |
| Ida B Wells Society https://idabwellssociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellssociety@unc.edu | | None Requested |
| Media Job Board, https://mediajobboard.com/employers/jobs@editorandpublisher.com , 406-445-0000 ext. 4 | | None Requested |
| Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317-927-8000. | | None Requested |
| Greater Public - Public Media Jobs - https://greaterpublic.org/jobs/ Greater Public PO Box 303279 Austin, TX 78703-0055 (800) 454-2314 | | None Requested |

Attachment A-1

| Telephone | Contact | Organization | Address | City | State | Zip |
|--------------|-----------------------------|---|-------------------------------------|----------------|-------|-------------|
| 415-553-2129 | STATION MANAGER | KQED-FM | 2601 MARIPOSA ST | SAN FRANCISCO | CA | 94110 |
| 919-962-8989 | STATION MANAGER | WXYC-FM | CB# 5210, CAROLINA UNION | CHAPEL HILL | NC | 27599 |
| 919-821-8555 | STATION MANAGER | WRAL-FM | 3100 HIGHWOODS BLVD, STE 140 | RALEIGH | NC | 27605 |
| 919-515-2401 | STATION MANAGER | WKNC-FM | BOX 8607, NCSU MAIL CTR | RALEIGH | NC | 27695-8607 |
| 704-789-2900 | HAROLD C LASSITER | CAREER PLANNING OFFICE BARBER-SCOTIA COLLEGE | 145 CABACUSS AVE | CONCORD | NC | 28025 |
| 336-334-7755 | LEON WARREN | CAREER PLANNING OFFICE N. C. A & T UNIVERSITY | 1601 E MARKET ST | GREENSBORO | NC | 27411 |
| 615-329-8500 | CAREER PLANNING OFFICE | FISK UNIVERSITY | 1000 17th AVE N | NASHVILLE | TN | 37208 |
| 573-681-5000 | CAREER PLANNING OFFICE | LINCOLN UNIVERSITY | | JEFFERSON CITY | MO | 65101 |
| 312-850-7000 | DIR OF CO-OP EDUCATION | MALCOLM X COLLEGE | 1900 W. JACKSON /RM 1400 A | CHICAGO | IL | 60612 |
| 865-524-6525 | DEAN OF STUDENTS | KNOXVILLE COLLEGE | 901 COLLEGE STREET P.O. BOX 52648 | KNOXVILLE | TN | 37921 |
| 315-443-1870 | NEWHOUSE PLACEMENT OFFICE | SYRACUSE UNIVERSITY | 215 UNIVERSITY PLACE | SYRACUSE | NY | 13244-2100 |
| 828-287-8000 | STATION MANAGER | WNCW-FM | P O BOX 804 | SPINDALE | NC | 28107 |
| 252-638-3434 | STATION MANAGER | PUBLIC RADIO EAST | 800 COLLEGE COURT | NEW BERN | NC | 28562 |
| 919-775-5401 | BILL FREEMAN | BROADCAST PROD TECHNOLOGIES CENTRAL CAROLINA COMM COLLEGE | 1105 KELLY DRIVE | SANFORD | NC | 27330 |
| 336-725-5614 | PRESIDENT | WINSTON-SALEM URBAN LEAGUE | 201 FIFTH STREET WEST | WINSTON-SALEM | NC | 27101 |
| 800-842-8991 | STATION MANAGER | KNKX / KLPJ-FM | 950 BROADWAY | TACOMA | WA | 98402-4405 |
| 919-719-8876 | CAREER DEVELOPMENT OFFICE | SHAW UNIVERSITY | 118 E SOUTH ST, YANCY BLDG, STE 222 | RALEIGH | NC | 27601 |
| 336-517-2100 | IRENE C HARRINGTON | DIRECTOR CAREER SERVICES BENNETT COLLEGE | 900 EAST WASHINGTON ST | GREENSBORO | NC | 27401-32239 |
| 215-351-1200 | STATION MANAGER | WHYY-FM | 150 N 6TH STREET | PHILADELPHIA | PA | 19106 |
| 757-727-5000 | VIVIAN WREN DAVID, DIRECTOR | CAREER CENTER HAMPTON UNIVERSITY | E QUEEN STREET | HAMPTON | VA | 23668 |
| 202-806-6100 | CAREER PLANNING OFFICE | HOWARD UNIVERSITY | 2400 SIXTH ST NW | WASHINGTON | DC | 20059 |
| 504-486-7411 | CAREER PLANNING OFFICE | XAVIER UNIVERSITY | 1 DREXEL DR | NEW ORLEANS | LA | 70125 |
| 704-374-3833 | STATION MANAGER | WBT-AM/FM | ONE JULIAN PRICE PLACE | CHARLOTTE | NC | 28208 |
| 919-962-1204 | BUSINESS MNGR/PLACEMENT | SCHOOL OF JOURNALISM | CB#3365, HOWELL HALL | CHAPEL HILL | NC | 27599-3365 |
| 614-292-9678 | PERSONNEL OFFICER | WOSU STATIONS | 1800 N PEARL ST | COLUMBUS | OH | 43210 |
| 336-273-6605 | EXECUTIVE DIRECTOR | GUILFORD NATIVE AMER. ASSOC. | P.O. Box 5623 | GREENSBORO | NC | 27435 |
| 919-790-9392 | STATION MANAGER | WPTF-FM | 3012 HIGHWOODS BLVD | RALEIGH | NC | 27604 |
| 910-343-1640 | STATION MANAGER | WHQR-FM | 254 N FRONT ST | WILMINGTON | NC | 28400 |
| 336-334-7936 | STATION MANAGER | WNAA-FM | NORTH CAROLINA A&T UNIVERSITY | GREENSBORO | NC | 27411 |
| 704-371-6775 | JODI DOUGLAS TURNER | CAREER PLANNING JOHNSON C SMITH | 100 BEATTIES FORD ROAD | CHARLOTTE | NC | 28216 |
| 404-880-8000 | CLARK ATLANTA UNIVERSITY | CAREER AND PROFESSIONAL DEV. | 223 JAMES P BRAWLEY DR., SW | ATLANTA | GA | 30314 |
| 336-750-2321 | BRIAN ANTHONY, GENERAL MGR. | WSSU-FM | 601 S. MLK JR. DR | WINSTON-SALEM | NC | 27110 |
| 443-885-3333 | CAREER PLANNING SERVICE | MORGAN STATE UNIVERSITY | 1700 E COLD SPRING LN | BALTIMORE | MD | 21239 |
| 919-530-6445 | UNIVERSITY CAREER SERV. | N C CENTRAL UNIVERSITY | PO BOX 19585 | DURHAM | NC | 27707 |
| 312-948-4600 | STATION MANAGER | WBEZ-FM | 848 E GRAND AVE | CHICAGO | IL | 60611 |
| 919-962-2311 | ADMINISTRATIVE ASSISTANT | COMMUNICATIONS STUDIES | CB#3285, 112 BINGHAM HALL | CHAPEL HILL | NC | 27599-3282 |
| 910-763-2452 | PRESIDENT | ECHO BROADCASTING WWIL-AM | PO BOX 957 | WILMINGTON | NC | 28402-0957 |

EXHIBIT B

MENU OPTION ACTIVITIES

Station WUNC(FM) has engaged in the following outreach activities during the period covered by this Report:*

| Activity Classification* | Type of Activity | Brief Description |
|--------------------------|---|--|
| 5 | Internship Program: Youth Reporters & Youth Reporter Mentors | A 10-week hands-on advanced training program for high school and college students to continue their careers as 'radio youth reporters' and to refine their radio journalism skills through department-based shadowing assignments, and workshops. Eight YRI alumni rejoined for the 2023 program with the goal of producing a feature length community-based story for on-air release. Students came from Durham and Wake County Public Schools, along with 4 college students from North Carolina A&T and UNC Chapel Hill. This program also includes youth mentors who participated in this program during previous years. June 2023 through August 2023 |
| 5 | Internship Program: WUNC News Department | WUNC's News Department maintains an internship program during the fall and spring semesters. Three college students were selected this year. They worked closely with programming and technical staff to enhance their education in journalism and broadcasting. |
| 5 | Internship Program: WUNC "Embodied" | WUNC's "Embodied" program launched an internship program this year. A college student was selected for this new role. They worked closely with the Embodied team and technical staff to enhance their education in journalism and broadcasting. |
| 1 | Career Fair | Five staff members participated in the joint National Association of Hispanic Journalists/National Association of Black Journalists Career Fair, August 3-7, 2022. Celeste Gracia, Environment Reporter; Sascha Cordner, Daily News Editor; Naomi Prioleau, Midday News Host; Kamaya Truitt, Director of Youth Reporting, New Talent and Community Partnerships; Leoneda Inge-Berry, Race and Southern Culture Reporter |
| 1 | Career Fair | Six staff members participated in the Public Media Virtual Career Fair, March 29, 2023. Bob Kastl, Corporate Support Manager; Amanda Magnus, Editor, "Embodied"; Jerad Walker, Editor for Narrative Audio and Podcasts; Jeff Tiberii, Capitol Bureau Chief; Rusty Jacobs, Politics Reporter; Josh Sullivan, Social Media Producer |

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| 15 | Student Training | <p>LaboraSTORY Southeast Raleigh PSA: March 12-May 25. LaboraSTORY is a collaborative media production mentor program and recording studio built in a local North Carolina community dedicated to producing student PSAs. Students continued their second year of PSA creation surrounding the topic of menstrual product accessibility along with a community-focused action plan for school administration.</p> |
| 15 | Student Training | <p>Youth Digital Initiative: 4 Youth Alumni from the 2022 Youth reporting institute created a youth digital team under the leadership of WUNC's Kamaya Truitt. The goal of the team was to highlight community programming, news and culturally relevant topics through the WUNC Youth Voices Tik Tok. The team was awarded a Murrow Award for Innovative Excellence.</p> |
| 8 | Training | <p>Training is provided to WUNC employees on an ongoing basis throughout the year. This training helps to enable station personnel to acquire skills that could qualify them for higher level positions. Examples for this current period's report include:</p> <ol style="list-style-type: none"> 1) Seven staff participated in the Poynter Digital Transformation Project (DTP) from July 2022 through May 2023. The program included biweekly sessions supported by an additional weekly team meeting. The program identified strategies and best practices to help "effectively deploy a digital-first, audience-centric approach" to help the station create and implement new processes as needed outside of the program for digital and other projects. The project focuses on creating news programming for BIPOC youth in North Carolina aged 15-25, supporting our Youth Voices/Youth Radio Institute initiatives. New content and repackaged existing news content will be posted to Instagram and TikTok, helping WUNC build digital skills and engagement of new audiences. Nora Casper, Vice President of Operations; Regina Yeager, Development Director; Elizabeth Baier, Digital News Editor; Whitney Baker, Digital Platforms Manager; Brooke Bust-Webber, Online Giving & Marketing Associate; Terry Gildea, Program Director; and Charlie Shelton-Ormond, Podcast Producer. 2) Six staff members attended Public Radio Program Directors Conference on 8-29-22 - 9-1-22 in New Orleans, LA. Anita Rao, Editor; Kaia Findlay, |

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| | | <p>Producer; Amanda Magnus, Producer; Audrey Smith, Producer; Terry Gildea, Program Director; Brian Burns, Music Director</p> <p>3) One staff member attended Greater Public's Certification Course in Mid-Level Fundraising on 9/19/2022. Anne Kendrick, Assistant Director of Individual Giving.</p> <p>4) Two staff members attended the Online News Association Conference on 9-21-22 - 9-24-22 in Los Angeles, CA. Laura Pellicer, Digital News Reporter; Elizabeth Baier, Digital News Editor</p> <p>5) One staff member attended Southern Foodways Symposium on 10/21/22. Reporter, Leoneda Inge</p> <p>6) One staff member attended Poynter Institute's Essential Skills for Rising Newsroom Leaders on 12-14-22 - 12-16-22 in St Petersburg, FL. Sascha Cordner, News Editor</p> <p>7) Three staff members attended NON-COMMvention on 1-17-23 online. Paul Hunton, General Manager & President; Terry Gildea, Program Director; Brian Burns, Music Director</p> <p>8) Two staff members attended Whiteness at Work - Liberating Our Time Workshop (Online) on 01-26-23. Amanda Magnus, Producer; Kaia Findlay, Producer</p> <p>9) Fourteen staff members attended Greater Public's Virtual Audience Development Summit on 02-22-23 - 02-23-23. Paul Hunton, WUNC President and General Manager; Regina Yeager, Director of Development; Sam LoPiccolo, Assistant Corporate Support Manager; Terry Gildea, Program Director; Whitney Baker, Digital Platforms Manager; Jeanene Thompson, Corporate Support Associate; Jennifer Fusco, Principal Gifts Manager; Jerad Walker, Editor for Narrative Audio and Podcasts; Nora Casper, Vice President of Operations; Amanda Magnus, Editor, "Embodied;" Anita Rao, Host, "Embodied;" Bob Kastl, Corporate Support Manager; Liz Baier, Digital News Editor; Graham Youngblood, Director of IT/Engineering</p> |
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| | | <p>10) Two staff members attended National Association of Broadcasters Conference on 4-15-23 - 4-19-23 in Las Vegas, NV. Graham Youngblood, Director of Technology; Sean Roux, Broadcast Engineer.</p> <p>11) One staff member attended the Society of Environmental Journalists Conference on 4-19-23 - 4-23-23 in Boise, ID. Celeste Gracia, Environment Reporter.</p> <p>12) One staff member attended NCSU State Energy Conference on 4-25-23 - 4-26-23 in Raleigh, NC. Celeste Gracia, Environment Reporter.</p> <p>13) Two staff members attended News Product Alliance Virtual Summit on 04-26-23 - 04-28-23. Whitney Baker, Digital Platforms; Elizabeth Baier, Digital News Editor.</p> <p>14) Two staff members attended Public Media Business Association Conference on 5-30-23 - 6-2-23 in San Diego, CA. Nora Casper, Vice President of Operations; Ayla Ocasio, Accountant</p> <p>15) Three staff members attended Public Media Journalists Association Conference on 6-21-23 - 6-23-23 in San Antonio, TX. News Director, Brent Wolfe; Sascha Cordner, News Editor; Jay Price, Military Reporter</p> <p>16) Four staff members attended the Public Media Development & Marketing Conference on 7-11-23 - 7-14-23 in Atlanta, GA. Bob Kastl, Corporate Support Manager; Emily Cassidy, Online Fundraising Manager; Kristen Williams, Corporate Support Associate; Jeanene Thompson, Corporate Support Associate</p> |
| 14 | Management EEO Training | All staff and management serving on a recruitment search committee are required to complete a computer-based training session sponsored by the University's Equal Employment Opportunity Office. Training focuses on the dos and don'ts of reviewing, interviewing, and selecting candidates. |

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| 16 | Other Activities | <p>January 14 , 2023- Community Health Summit: The Community Health and Healing summit was hosted at NCCU. The goal of the summit was to celebrate local grassroots servant leadership, resiliency, and culture with curated panels for all, with wellness organizations to raise awareness and understanding of serious health risks our community faces. There were 50 participants in attendance who listened to session centering economic stability, healthcare and mental health, education, neighborhood building, and social and community impact. WUNC was a sponsor and WUNC's Kamaya Truitt spoke on the panel for the event.</p> <p>January 16, 2023 - Dream Big Book Harvest: WUNC had a booth at the Book Harvest, which was located at the golden belt in Durham: 48,804 books were donated toward the 2023 Dream Big Book Drive! 1,525 books were harvested by children and families! We promoted The Story Stables podcast at the event, at least 75 people stopped by the booth to grab a flyer, swag, and to subscribe to The Story Stables podcast. Attendance 2000+</p> <p>February 25, 2023 - Inkspired Kings Edition: A performance poetry event with 300 folks in attendance. WUNC was one of the VIP sponsors of this performance event. In addition to our logo being everywhere we also had the opportunity to connect with local business owners and community engagement professionals from the Raleigh Chamber and Duke university. Attendance 300+</p> <p>February 28, 2023 - HBCU Trivia: Black History Month: 15 Participants took a deep dive into the Black history of North Carolina, and blast to the future with questions on Soul City, SNCC, and present-day trailblazers making a path for future Black Americans. Hosted by WUNC's Kamaya Truitt, and NCCU's Clayton Mack, the event took place at the Rofhiwa book café. WUNC partnered with Black-owned business and HBCU's to provide questions and gifts for the event.</p> <p>March 16, 2023 - HBCU Trivia: Breaking the Bias: From fashion to politics, 17 trivia participants competed to see who knows the most about BIPOC women- identifying icons. Hosted by WUNC's Kamaya Truitt, and NCCU's Clayton Mack, the event took place at the Rofhiwa book café. WUNC partnered with Black-owned business and HBCU's to provide questions and gifts for the event.</p> |
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| | | <p>May 27, 2023 - Poetry Café Launch: Hosted by North Carolina poet Josephus III, the Poetry Cafe joined WUNC as a weekly radio program showcasing artists from all over the world in the genres of Spoken Word & Poetry, Hip-Hop, and R&B. During the pre-show reception, audience members recorded testimonials about the impact the poetry café has had on the community, met the team, and asked questions about the show. 250 people were in attendance.</p> <p>April 29, 2023 - Beats n Bars: WUNC's 3rd year sponsoring the Beats n Bars event. The goal of this event is to build stronger community, to bring live entertainment to rural cities, support young emerging creatives, and amplify cultural diversity in arts and humanities in North Carolina. The event included WUNC's HBCU Trivia: Poetry in Motion, fashion show, immersive art and dance experience and of course live music. Attendance 500+.</p> <p>April 29, 2023 - HBCU Trivia: Poetry in Motion In celebration of national poetry month, WUNC teamed up with the Beats n Bars Festival to bring out local poets, rappers, and musical artists who highlighted the words of African American writers and showcase the community's knowledge of Black Arts, Folklore, and Muses throughout Black history. Co-hosted by WUNC's Kamaya Truitt and quizmaster Clayton Mack of North Carolina Central University's college bowl team. Attendance 300+.</p> <p>May 5, 2023 -June 23, 2023 - Freight Train Blues series: Freight Train Blues celebrates the life and legacy of Piedmont blues legend and Rock & Roll Hall of Fame 2022 Inductee, Elizabeth Cotten, born in 1893 in Carrboro, NC. This concert series honored Elizabeth Cotten's contributions to American roots music by highlighting the cultural significance, diversity, and vitality of her North Carolina community and its connections to artists across the nation. Sponsored by the Town of Carrboro Cultural Resources, Recreation & Parks Dept., Carrboro Tourism and Development Authority, Music Maker Foundation, WUNC 91.5FM, and the Forests at Duke. 250+ people in attendance over the course of the series.</p> <p>June 6, 2023 - Becoming Yamazushi:</p> |
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| | | <p>WUNC sponsored Durham premiere of G Yamazawa's short documentary 'Becoming Yamazushi.' Commemorating 37 years of Yamazushi Japanese Restaurant, located in Durham. Event included haiku slam poetry, film screening, tea ceremony presentation and audience Q&A, and a testimonial booth for new WUNC listeners to talk through events they would like to see us sponsor in the future. 350 people were in attendance.</p> <p>June 17-18, 2023 Juneteenth Celebration: WUNC sponsored and had a booth at the 18th Annual North Carolina Juneteenth Celebration. The event was hosted by Triangle Cultural Awareness foundation, and was free and open to the public. (ATTENDANCE: 10,000 - 12,000)</p> <p>June 29, 2023 - HBCU Trivia: Juneteenth edition: WUNC Public Radio presented our Juneteenth edition of HBCU Trivia. Visitors were invited to remember emancipation, explore the history of the freedom struggle, celebrate the Black culture and music as people fought for civil rights in the United States. The event featured a dance party with grooves from all soul genres. Co-hosted by WUNC's Kamaya Truitt and quizmaster Clayton Mack of North Carolina Central University's college bowl team (Attendance 15 participants).</p> |
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Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions; and
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.