During the Reporting Period, 7 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<table>
<thead>
<tr>
<th></th>
<th>Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</th>
<th>Yes</th>
<th>WFAE attended the following Career Fairs. HR and other hiring managers were present: 1. NC A&amp;T Career Fair – September 16, 2020 2. Current Public Media Career Fair – March 31, 2021 3. Columbia University and INN Career Series – April and May 2021 4. Emma Bowen Foundation Career Fair – June 29th, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td>Internship Program established in Newsroom with Emma Bowen Foundation FY21 Summer Intern:  • Kamille Houston 1 Reporting Fellow positions in the newsroom (FY20 and FY21):  • Michael Falero, 1 year Environmental Reporting Fellow</td>
</tr>
<tr>
<td>5</td>
<td>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</td>
<td>Yes</td>
<td>• Education Writers of America, Reporter  • Attended PMDMC in Chicago, Executive Director of Advancement, 7/10-13/2019  • 3-day editing training (Tanya Ott), Manager of Product &amp; Audience Development  • Woman’s Leadership Accelerator - Online News Association, Manager, On-Demand Content and Audience Engagement  • WerkIt, Manager, On-Demand Content and Audience Engagement and Reporter  • Online News Association Conference, Chief Content Officer  • RRC training, (News Managers),  • Hindenburg training, (Newsroom)  • PRSA-Home Court Advantage: Promoting Pro-Level Diversity, Community Relations Manager, 8/22/2019  • PRSA-Ethical Dilema: Should you Take the Fall, Community Relations Manager, 9/26/2019  • RTNDA Conference, Reporter,  • Notary certification, Office Coordinator, 8/15/2019  • SC Broadcaster Association Engineering sessions, Broadcast Engineer  • Nautel – Transmission Talk Tuesdays – Webcast Series – Multiple sessions Broadcast</td>
</tr>
</tbody>
</table>
Engineer

- Radio World - "Broadcasting From Home" Webcast Series: 4-Sessions Broadcast Engineer
- Society of Broadcast Engineers - SBE Webinars – Multiple sessions Broadcast Engineer
- North Carolina Infra Guard – Charlotte Chapter "Virtual" meetings – Multiple sessions – IT security, etc. Broadcast Engineer
- Salesforce Administrator Recertification - Jan 27, 2020, Business Analyst
- Managing Virtual Teams Linkedin webinar – 6/16/2020, Managers
- Working Effectively in Virtual and Remote Teams – 6/10/2020, Managers
- Human Resources for newly assigned HR - 5/20/2020 HR/Finance Administrator
- The Employer’s Association 3 R’s of Recovery – 5/14/2020 HR/Finance Administrator
- Virtual Onboarding during a Pandemic Training – 5/13/2020 HR/Finance Administrator
- The Employer’s Association Crisis Leadership webinar – 4/16/2020 HR/Finance Administrator
- Protest Safety Training for Reporters – 6/24/2020 HR/Finance Administrator
- Nonprofit Internal Financial Statement Walkthrough 6/18/2020 Controller
- COVID-19 Financial Statement & Accounting Implications 4/2/2020 Controller
- 2019 Not-for-Profit Industry Conference 11/14/2019 Controller
- Common Findings and Trends in CPB Inspector General Audit Reports and What You Can Do to Prepare for an Audit 11/7/2019 Controller
- Annual Ethics, Management, Technology and Tax Updates Seminar 9/27/2019 Controller
- Statement of Activities: Not for Profit Financial Reporting 8/27/2019, Controller
- Leadership Charlotte, Membership Manager
- PMDMC, Membership Manager
- January 2020 - PRSA Charlotte: Power PR Productivity Community Relations Manager
- February 2020 - PRSA: Reaching and Engaging Gen Z, Community Relations Manager
- May 2020 - PRSA Charlotte: A New Normal Community Relations Manager
- June 2020 – PRSA Charlotte: “Publics” during the Pandemic – Caring for Communities through COVID-19 and calls for racial justice Community Relations Manager
- April 2020 - Muck Rack’s Fundamentals of Media Relations Certification Community Relations Manager
- June 2020 – NPRs’ Leading and Managing Conversations on Race & Racism Community Relations Manager
- PMDMC– Development Officer and Development Director
- NC Philanthropy Conference with AFP in Charlotte –Development Officer and Development Director
- Greater Public’s Major Gift Academy for Major Giving Officers– Development Officer
- Major Gift Academy’s Leading and Managing in Times of Crisis– Development Director
- Greater Good Board Training at FFTC – Development Director
- FFTC’s Unleash Your Nonprofit Board’s Social Media Engagement– Development Director
- Jacobs Media’s “Branded Podcasts: A Revenue Opportunity for Radio” Manager, On-Demand Content and Audience Engagement
- Podcast Movement Conference. Manager, On-Demand Content and Audience Engagement
- Whitewater Center's Confluence Conference/Festival. Manager, On-Demand Content and Audience Engagement
- PRPD Manager, On-Demand Content and Audience Engagement
- Super Regional. Sessions on digital/web and music programming. Manager, On-Demand Content and Audience Engagement
- Hearken: COVID-19 Coverage Support. Manager, On-Demand Content and Audience Engagement
- NETA’s Project Management in the Time of COVID-19. Manager, On-Demand Content and Audience Engagement
- Collaborative Journalism Summit. Manager, On-Demand Content and Audience Engagement
- NPR's Leading and Managing Conversations on Race & Racism. Manager, On-Demand Content and Audience Engagement
- NPR’s Digital Audience Trends: Racial Justice Coverage. Manager, On-Demand Content and Audience Engagement
- Current’s Building Resilience: The Imperative of Inclusion Manager, On-Demand Content and Audience Engagement
- AIR Media’s Sound Workflow: Organizing Large Audio Projects. Manager, On-Demand Content and Audience Engagement
- Strengths Finder coaching with John Lincoln. Newsroom
- Intro to Tapscan/Intro to PDAvantage. Manager of Product & Audience Development
- SRCCON-Product. Manager of Product & Audience Development
- American Press Institute Social Media Best Practices. Manager of Product & Audience Engagement
• NPR CMS training, Manager of Product & Audience Development
• Knight Media Forum Manager of Product & Audience Development
• EILI Extra: Newsroom Leadership in Pandemic and Protest Coverage, Manager of Product & Audience Development
• Field safety reporting webinar, News Director and Newsroom
• NPR reporter training. Reporting/ethics training with NPR in Asheville News Director
• NPR fly-in Training for political coverage. News Director
• NPR education reporting. Training at NPR with member station Ed reporters. Editor, Digital News and Engagement
• NPR Ethics Editor, Digital News and Engagement
• American Press Institute Social Media Best Practices - Editor, Digital News and Engagement
• Grove CMS training - Editor, Digital News and Engagement
• Newscast Best Practices. Recorded training by NPR - Editor, Digital News and Engagement
• Protest Safety Training for Reporters, Newsroom
• American Press Institute Social Media Best Practices Editor, Digital News and Engagement
• Grove CMS training - Editor, Digital News and Engagement
• AFP NC Conference COO/CFO
• NPF Employer Summit  COO/CFO
• Greer Walker CE Day COO/CFO
• Super Regional Conference, New Orleans COO/CFO
• Cherry Bekaert Not for Profit Seminar COO/CFO
• Cherry Bekaert PPP loan overview webinar COO/CFO
• Cherry Bekaert PPP Loan Forgiveness webinar COO/CFO
• PMBA conference COO/CFO
• Parker Poe COVID Employment Law Update webinar COO/CFO
• PMBA Conference, virtual COO/CFO
• Greater Public, Marketing for Larger Markets webinar COO/CFO
• NPR Leading and Managing Conversations on Race webinar COO/CFO
• Interact Studio Voice for a Cause COO/CFO
• "Be the Change" – A TIAA Roadmap to Driving Progress on Inclusion, September 2020, HR/Finance Administrator
• Preparing for 2021: Tips to Review & Evaluate HR Processes in Your Organization, September 2020, HR/Finance Administrator
• Resilience in Journalism Training with Pat Drew, 2 Parts – all News Staff, September and October 2020
• Diversity, Equity, and Inclusion Virtual Leadership – September 2020 HR/Finance Administrator
• PMBA Guided Conversations: Moving Toward Authentic Diversity and Inclusion – October 2020 HR/Finance Administrator
• Workplace Integrity: Do You Qualify as an Ally? Training, October 2020, HR/Finance Administrator
• Workplace Integrity Training Series- Train the Trainers, October 2020, HR/Finance Administrator
• Resilience During COVID-19 wellness Training with Pat Drew – all staff November 2020
• Racial Equity Institute Groundwater Training -December 2020, HR/Finance Administrator
• Reduce Hiring Bias to Build a More Diverse Workforce December 2020 HR/Finance Administrator
• Covering Riots and Civil Unrest Training, Dart Center, All news staff January 2021
• HR Certification Prep Course January – March, 2021, HR/Finance Administrator
• COVID-19 Vaccines and the Workplace Webinar February 2021, HR/Finance Administrator
• COVID-19 Vaccine in the Workplace: Employment Law, Benefits and Well-Being, March 2021, HR/Finance Administrator
• COVID 2021: A briefing from the Biden and Cooper Administrations on Employers March 2021, HR/Finance Administrator
• HR.com Webcast - How to Improve Your Organization’s Mental Health Initiatives & Outcomes April 2021, HR/Finance Administrator
• HR.com Webcast - How to keep your COBRA administration in compliance, April 2021, HR/Finance Administrator
• Racial Equity Institute Groundwater Training, All Staff April 22, 2021
• Catapult Employment and Labor Law update May 2021, HR/Finance Administrator
• How to Improve Employee Mental Health: Guidance from the Centers for Disease Control and Prevention, May 2021, HR/Finance Administrator
• Equitable, Inclusive Hiring and Talent Development May 2021, HR/Finance Administrator
• INN Building Amazing Internships May 2021, HR/Finance Administrator
• PMBA Conference 2021: Building Your DEI Action Plan, CPB Town Hall, Building a Lifeboat in a Sea of Virtual Events, Creating a Culture of Engagement and Belonging, Inclusive Leadership, Listening your way into Inclusion June 2021, HR/Finance Administrator
• PRPD Spring Training: 5 hours on promos & production, Operations Manager and Hosts
• American Journalism Project March 2021, Assistant News Director
• Infinite Dial (ratings update across content distribution channels), March 2021 Assistant News Director
• Media Law Lunch and Learn, March 2021, Assistant News Director
• Report for America Editor Training, April 2021, Assistant News Director
• NC Media Equity Project, May 2021, Assistant News Director
• PMDMC 2020 presentations virtually, Membership Team
• “Understanding Racial Bias in Fundraising” and “Acquiring Members in Uncharted Times”, Greater Public Webinars, Membership Manager
• “Fundraising During Times of Crisis” webinar, October 2021, Membership Manager
• “Not Your Father’s News Release” Master Class – Ann Wylie Communications, Sept. 2020 – Community Relations Manager
• Communications Symposium – PRSA Charlotte Chapter – April 2021, Community Relations Manager
• NFCB - The State of Diversity, Equity and Inclusion in Community in Public Media, July 8, 2020 - Manager, On-Demand Content & Audience Engagement
• Podcast Academy – True Crime Podcast Workshop, July 14 2020, Manager, On-Demand Content & Audience Engagement
• AIR – Ask the Audio Engineers, July 16, 2020, Manager, On-Demand Content & Audience Engagement
• Institute on Disability – Disability and the Media: A Free ADA Anniversary Discussion, July 22, 2021, Manager, On-Demand Content & Audience Engagement
• AIR – Figuring Out Fair Use, Public Domain and Copyright, July 23, 2021 Manager, On-Demand Content & Audience Engagement
• August 6 – 11, PMDMC - Digital Transformation: Lessons from Table Stakes, Manager, On-Demand Content & Audience Engagement
• AIR – No More Headaches: Mixing and Mastering Your Audio, August 12, 2020, Manager, On-Demand Content & Audience Engagement
• Workplace Integrity: Do You Qualify as an Ally?, September 15, 2020 Manager, On-Demand
• PRX – Audio Recess from PRX and Google Podcasts, November 21, 2021 Manager, On-Demand Content & Audience Engagement
• December 8 – January,8 Podcast Academy – Manager, On-Demand Content & Audience Engagement
• Local News Summit, January 13, 2021, Manager, On-Demand Content & Audience Engagement
• AIR – Get Smart about Using Music in Podcasts, February 26, 2021, Manager, On-Demand Content & Audience Engagement
• RAIN – Podcast Business Summit 2021, March 2, 2021, Manager, On-Demand Content & Audience Engagement
• A Brief Primer on Media Libel Law, March 25, Manager, On-Demand Content & Audience Engagement
• Field Notes from the Frontlines: The Diversity, Equity & Inclusion Movement in Public Media, March 30 2021, Manager, On-Demand Content & Audience Engagement
• NPR – NPR Podcast Subscriptions, April 28, 2021, Manager, On-Demand Content & Audience Engagement
• Knight Center for Journalism – ISOJ Online April 2021, Manager, On-Demand Content & Audience Engagement
• NC Media Equity Project Workshop, April 29, 2021, Manager, On-Demand Content & Audience Engagement
• Collaborative Journalism Summit, May 2021 Manager, On-Demand Content & Audience Engagement
• Gather – WFAE Amplifying Diverse Voices through Podcasts, May 25, 2021, Manager, On-Demand Content & Audience Engagement
• SRG DEI Forum on Public Radio Collaborating on Black Music City in Philadelphia, June 3, 2021, Manager, On-Demand Content & Audience Engagement
• Greater Public Diversity and Inclusivity Webinar, Advancement Associate
• Not-for-Profits: Financial Reporting and Accounting Implications of COVID-19 , August 4, 2020, CFO
• Fostering Equity in Not for Profits, December 10, 2020, CFO
• Leveraging Analytics, December 14, 2020, CFO
• Nonprofit Tax Update, December 15, 2020, CFO
• Hot Topics in Compensation and Benefits, December 15, 2020, CFO
• PMBA Annual Conference, June 1 -4, 2021, CFO
• Preparing for Change: What NFPs need to know, June 24, 2021, CFO
• Nautel Corporation – Grounding and Lightning Protection and Audio Processing, June 14 and 20, 2020, Director of IT/Engineering
• Society of Broadcast Engineers – C-Band in the New Shared Environment, June 30, 2020 Director of IT/Engineering
• Society of Broadcast Engineers – FM Broadcast Antenna and Combining System, August 27, 2020, Director of IT/Engineering
• Society of Broadcast Engineers – Interconnecting AoIP Systems, September 10, 2020, Director of IT/Engineering
• Nautel Corporation – Broadcast War Stories – Tech Talk, September 29, 2020, Director of IT/Engineering
• Society of Broadcast Engineers – Fiber Optic Cables for HD Broadcast, September 29, 2020, Director of IT/Engineering
• Nautel Corporation – HD Cost – Broadcast Operations, October 13, 2020, September 29, 2020, Director of IT/Engineering
• Society of Broadcast Engineers – Troubleshooting IP Systems and Transmission Lines as Critical Links, October 2020, Director of IT/Engineering
• Nautel Corporation – Cloud Based Broadcast Production, Stuff that went Boom – Broadcast Transmission, 100 Years of Radio, it's Broke – Broadcast Maintenance, Nautel Corporation – Fixing HD – Broadcast Maintenance – Oct – Nov 2020, Director of IT/Engineering
• Society of Broadcast Engineers – Broadcasting During and After a Pandemic, HD Radio 4th Generation Hardware, Spectrum Allocations, Regulatory Issues – Nov – Dec 2020, Director of IT/Engineering
• Nautel Corporation – Site Maintenance, February 9, 2021, Director of IT/Engineering
• Nautel Corporation – SNMP for Broadcast, February 16, 2021, Director of IT/Engineering
• Society of Broadcast Engineers – Tower Design Standards, February 18, 2021, Director of IT/Engineering
• Nautel Corporation – IT Security for Broadcast, February 23, 2021, Director of IT/Engineering
• Society of Broadcast Engineers – IP Networking for Broadcast – Part 2, February 24, 2021, Director of IT/Engineering
• Nautel Corporation – FM Digital – HD Multicast +, March 17, 2021, Director of IT/Engineering
• Society of Broadcast Engineers – Cybersecurity for Remote Transmitter Sites, March 18, 2021, Director of IT/Engineering
• Nautel Corporation – Single Frequency Networks, March 23, 2021, Director of IT/Engineering
• Society of Broadcast Engineers – IP Networking for Broadcast – Part 3 and 4, March-April, 2021, Director of IT/Engineering
• 5/4/21 – Nautel Corporation – Lightning/Grounding, Site Maintenance Pause, Broadcast Training/Mentoring, Tower Maintenance -May 2021, Director of IT/Engineering
• Nautel Corporation – Technology has Changed our Lives, SNMP – How and Why, and Moving Signals from Here to There – June 2021, Director of IT/Engineering
• Society of Broadcast Engineers – RF Safety and IP Networking for Broadcast – Part 6- June 2020, Director of IT/Engineering
• Nautel Corporation – Tips and Thoughts for Contract Engineering, June 29, 2021, Director of IT/Engineering
• Elections Forum Presentation for American Press Institute, September 10, 2021, Assistant News Director
• PMDMC, July 2020, Major Donor Team
• The Lenfest Foundation Advanced Grant writing Course, Development Officer
• The Lenfest Foundation Intro to Grant writing, Development Officer
• Leadership Charlotte Class 42, Director of Development
• Greater Public Public Media Major Gift Academy, Major Donor Team
• Knight Center - Newsletter Strategies for Journalists: How to Create, Grow & Monetize Newsletters, Digital Editing Team
• Google News Initiative Digital Growth Program Audience Development, Digital Editing Team
• ONA 2021, Digital Editing Team, Various sessions including: A (Newsletter) Course in Public Service Journalism, Design Once, Publish Everywhere, How to Accelerate and Elevate Your Newsletters, Social Media, Video & More, Rethinking Organizational Structures that Cause Burnout, Gendered Language in Media: A Collaborative Style Guide Workshop, Flacks 'n Hacks: Re-Establishing Trust Between Journalists, Corporate Storytellers, And News Consumers, Building Live Journalism for Digital and In-Person Audiences, Redesigning Crime Coverage To Reduce Harm and Actually Serve Communities, and How To Turn Your Newsletter Into a Revenue-Generating Machine Using Content and First-Party Data
• Editorial Integrity Leadership Initiative – Cronkite School of Journalism, Arizona State University, Senior Editor, Digital News and Product
• Product Immersion for Small Newsrooms –Google News Initiative, Senior Editor, Digital News and Product
• Public Media Journalists Association Editors Workshop, Senior Editor, Digital News and Product
• Workflow and technology considerations for journalism collaborations – Center for Cooperative Media, Senior Editor, Digital News and Product
• Solutions Journalism 2.0, Senior Editor, Digital News and Product
• Complicating the Narrative with Solutions Journalism Network, Senior Editor, Digital News and Product
• NC Media Equity Project – Audience and Community, Senior Editor, Digital News and Product
• Quarterly Workshop: NC Media Equity Project, July 29, 2020 Reporting Fellow
• Table Talks: Ensuring Information Access Equity in Our Communities, Reporting Fellow
|   | Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting | Yes | Vice President spoke to numerous classes at educational institutions:  
- Virginia Commonwealth University (Careers Day)  
- Davidson College (Class Presentations)  
- Queens University (Class Presentations)  
- Elon University (Presented for Internship Program)  
- Claflin University (Class Presentations)  
WFAE attended the following University Career Fairs:  
1. NC A&T Career Fair – September 16, 2020  
2. Columbia University and INN Career Series – April and May 2021  
3. Emma Bowen Foundation Career Fair – June 29th, 2021 |
|   | Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | Yes | All Managers received the following training:  
- CPB Harassment Training – Summer 2020 and 2021  
- NAVEX Diversity and Inclusion Basics – March 2021  
- Racial Equity Institute Groundwater Training – April 2021  
HR attended the following training:  
- Reduce Hiring Bias to Build a More Diverse Workforce, December 2020 |
|   | Participation in other activities designed by the station employment unit 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. | Yes |  
- Three Report for America Reporters participated in mentorship program to assist high school and college students interested in broadcasting careers.  
- VCU (Careers Day), Vice President  
- Elon University (Presented for Internship Program), Vice President  
- Membership and participation in Public Media Village cohort in efforts to reach more job fairs and recruitment pipelines. |
### LIST OF POSITIONS FILLED

<table>
<thead>
<tr>
<th>Date of Hire</th>
<th>Job Title</th>
<th>Recruitment Source Referring Person Hired</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/05/2020</td>
<td>Reporter (partnership with Q City, Charlotte Ledger, and La Noticia)</td>
<td>LinkedIn</td>
</tr>
<tr>
<td>10/06/2020</td>
<td>Producer, All Things Considered</td>
<td>WFAE Website</td>
</tr>
<tr>
<td>10/12/2020</td>
<td>Bilingual Reporter (partnership with Q City, Charlotte Ledger, La Noticia)</td>
<td>WFAE Website</td>
</tr>
<tr>
<td>10/26/2020</td>
<td>1 year Healthcare Reporting Fellow</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>06/01/2021</td>
<td>Community Engagement Editor</td>
<td>Report for America</td>
</tr>
<tr>
<td>06/01/2021</td>
<td>Reporter, Race and Equity</td>
<td>Report for America</td>
</tr>
<tr>
<td>06/01/2021</td>
<td>Reporter</td>
<td>Report for America</td>
</tr>
</tbody>
</table>

### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 25

<table>
<thead>
<tr>
<th>Source</th>
<th>Hired from Source</th>
<th># Interviewed from Sources</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American Development Officers Network</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arts and Science Council</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Association of Fundraising Professionals</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>AXIOS Charlotte</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>CPB Jobsite</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Current Newspaper</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Employee Referral</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Facebook</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Internal Candidate</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Journalism Jobs</td>
<td>0</td>
<td>2</td>
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<tr>
<td>Latin American Chamber of Commerce Charlotte</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Linkedin</td>
<td>1</td>
<td>3</td>
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<tr>
<td>NC Center for Nonprofits</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>NPR-Southern Edition</td>
<td>0</td>
<td>1</td>
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<tr>
<td>Online News Association</td>
<td>0</td>
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<tr>
<td>Prado</td>
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<tr>
<td>Public Media Journalists Association</td>
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<tr>
<td>Public Radio Program Director’s Association</td>
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<td>0</td>
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<tr>
<td>Q City Metro</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Radio Television Digital News Association</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Report for America</td>
<td>3</td>
<td>13</td>
</tr>
<tr>
<td>TalentBridge</td>
<td>0</td>
<td>0</td>
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<tr>
<td>The Greenway Group</td>
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<td>0</td>
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<tr>
<td>WFAE Website</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Undisclosed</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>7</strong></td>
<td><strong>25</strong></td>
</tr>
</tbody>
</table>
## Recruitment Sources

Total Number of Persons Interviewed during the Reporting Period: 25

<table>
<thead>
<tr>
<th>RS#</th>
<th>Source requested station to provide notice of all job vacancies.</th>
<th>Organization &amp; Address</th>
</tr>
</thead>
</table>
| 1   | N                                                             | African American Development Officers Network  
https://www.aadonetwork.com/ |
| 2   | N                                                             | Arts and Science Council  
222 S. Church St., Suite 300, Charlotte, NC 28202  
Phone: 704-333-2272  
giovanna.torres@artsandscience.org  
https://www.artsandscience.org/resources-for/residents-visited/job-opportunities/ |
| 3   | N                                                             | Association of Fundraising Professional Charlotte  
https://secure.afpcharlotte.org/jobs/post-a-position/ |
| 4   | N                                                             | AXIOS Charlotte  
https://charlotte.axios.com/jobs/  
Lizzy Sirkin –lizzy.sirkin@axios.com or 252-626-5003 |
| 5   | N                                                             | Corp. for Public Broadcasting  
CPB Jobline  
http://www.cpb.org/jobline |
| 6   | N                                                             | Current Newspaper  
Current.org  
6930 Carroll Ave., Suite 350  
Takoma Park, MD 20912  
Kathleen Unwin  
Currentpublicmedia@gmail.com |
| 7   | N                                                             | Facebook.com  
Diverse Social Media Editors and Digital Journalist Group |
| 8   | N                                                             | Journalism Jobs  
https://www.journalismjobs.com/  
info@journalismjobs.com  
(510)-508-7386 |
| 9   | N                                                             | Latin American Chamber of Commerce Charlotte  
https://app.laccharlotte.com/jobs  
Jose Jovanie Flores membership@laccharlotte.com |
| 10  | N                                                             | Linkedin  
https://www.linkedin.com/jobs/ |
| 11  | N                                                             | North Carolina Center for Nonprofits  
5800 Faringdon Place  
Raleigh, NC 27609  
919-790-1555  
https://www.ncnonprofits.org/nc-nonprofit-careers/post-job |
| 12  | N                                                             | NPR Southern Bureau Chief  
1-800-811-4624  
Russell Lewis  
RDLewis@npr.org |
| 13  | N                                                             | Online News Association  
https://careers.journalists.org/  
1111 North Capitol Street NE, Second Floor Washington, DC 20002 |
| 14  | N                                                             | Public Media Journalists Association  
https://www.pmja.org/term/jobs-0  
Christine Paige Diers  
christine@pmja.org |
| 15  | N                                                             | Public Radio Program Directors Association  
https://prpd.org/jobs |
| 16  | N                                                             | Q City Metro  
jobspro@qcitymetro.com  
https://qcitymetro.com/post-a-job/ |
| 17  | N                                                             | Radio Television Digital News Association  
https://rtdna.site-ym.com/networking/opening_search.asp |
|   |   | **Report for America**  
https://www.reportforamerica.org/  
David Reed Fox dfox@reportforamerica.org  
Sergio Bustos sbustos@reportforamerica.org |
|---|---|---|
|   |   | **The Greenway Group, LLC**  
7804 Fairview Road #117  
Charlotte, NC 28226  
Pat Martin  
704-650-4934 |
|   |   | **TalentBridge**  
Courtney Holmes Mann, Division Director  
www.talentbridgecompanies.com  
Office: 704.644.7000 ext 113  
Cell: 919-413-4899 |
|   |   | **WFAE Website**  
www.wfae.org/employment-opportunities  
Jennifer Lang  
704.549.9323  
jang@wfae.org |