

EEO PUBLIC FILE REPORT

FOR

WUNC(FM)

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2021

Equal Employment Opportunity Public File Report

July 31, 2021

WUNC(FM)

Recruitment Activity Summary

August 1, 2020 -- July 31, 2021

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, 2021, the station filled the following 5 full-time vacancies:

Job Title

- 1) Digital Assets Manager
- 2) Program Director
- 3) Director of New Talent Development & Community Partnerships
- 4) Chief Engineer
- 5) IT Operations Technician

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: 22.

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	6
WUNC Website	4
WUNC All Internal Email	1
Word of Mouth	7
Letters mailed to 38 diverse schools/orgs	
Asian American Journalists Association website (National)	
Asian American Journalists Association NC	
Corporation for Public Broadcasting (CPB) website	1
Public Media Jobs.org (Current) Online and/or Print	1
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	
NAB Leadership Foundation (National Association of Broadcasters) (BroadcastCareerLink.com)	
Public Media Journalists Association (PMJA) (formerly PRNDI) website	
National Society of Black Engineers	
SHPE Society of Hispanic Professional Engineers	
AABHE American Association of Blacks in Higher Education	
BDPA Black Data Processing Associates	
BWISE Black Women in Science & Engineering	
American Indian Science & Engineering Society	
Broadcast Career Link website	
Glass Door website	

Greater Public Online Job Bank	
Indeed website	1
Inside Higher Ed website	
JournalismNext.com website	
Linked-In website	1
MediaBistro website	
Monster.com website	
Society of Professional Journalists (SPJ) website	
Equal Opportunity Publications Diversity & Inclusion Career Center	

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:	Digital Assets Manager
Recruitment Source that Referred the Hire:	UNC HR Website
Date Vacancy Opened:	05/12/2020
Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	8/31/2020

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.	2	No
WUNC-FM Website http://wunc.org/about/inside-wunc/jobs-wunc Administered by WUNC. Contact: Keith Weston, WUNC “Webmaster,” 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202	1	No
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		No
Word-Of-Mouth – referral from WUNC, University or other media colleagues.	1	No
Approximately 38 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No
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		No

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/ . 6930 Carroll Ave, Ste. 625, Takoma Park, MD 20912, 301-270-7240 Contact: Kathleen Unwin, Advertising Director unwin@current.org		No
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		No
Indeed, Inc. - www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 1-800-475-4361		No
Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Ste. 400, Washington, DC 20036. Phone: 1-202-659-9208		No
LinkedIn - https://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago, IL 60693-0622, Phone 650-687-3600	1	No
Monster.com www.monster.com , 133 Boston Post Road, Weston, MA 02493. Phone: 1-800-666-7837		No

Job Title of Vacancy:	Program Director
Recruitment Source that Referred the Hire:	WUNC Website
Date Vacancy Opened:	2/28/2020
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	4/26/2021

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.		No
WUNC-FM Website http://wunc.org/about/inside-wunc/jobs-wunc Administered by WUNC. Contact: Keith Weston, WUNC “Webmaster,” 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202	1	No
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		No
Word-Of-Mouth – referral from WUNC, University or other media colleagues.	1	No
Approximately 38 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No
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		No
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	No

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/ . 6930 Carroll Ave, Ste. 625, Takoma Park, MD 20912, 301-270-7240 Contact: Kathleen Unwin, Advertising Director unwin@current.org	1	No
JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521		No
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
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		No
Triangle Association of Black Journalists, Ms. Torres, marie.whigtv@gmail.com (now currently NABJ-Raleigh Durham), Durham, NC 27707 https://www.schoolandcollegelists.com/US/Durham/47293518159/NABJ-Raleigh-Durham---former-TABJ#:~:text=The%20Triangle%20Association%20of%20Black%20Journalists%20is%20an,chapter%20of%20the%20National%20Association%20of%20Black%20Journalists .		No
Triad Association of Black Journalists, Ms. Davis, crdavis3d@gmail.com , PO Box 532, Colfax, NC 27235 http://triadabj.weebly.com/ TriadABJ@gmail.com		No
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		No
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		No
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		No

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 Radio News Directors, Incorporated (PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org		No
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		No
Indeed, Inc. - www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 1-800-475-4361		No
Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Ste. 400, Washington, DC 20036. Phone: 1-202-659-9208		No
LinkedIn - https://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago, IL 60693-0622, Phone 650-687-3600		No

Job Title of Vacancy:	Director of New Talent Development & Community Partnerships
Recruitment Source that Referred the Hire:	UNC HR Website
Date Vacancy Opened:	10/21/2020
Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	2/15/2021

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.	2	No
WUNC-FM Website http://wunc.org/about/inside-wunc/jobs-wunc Administered by WUNC. Contact: Keith Weston, WUNC “Webmaster,” 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202		No
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		No
Word-Of-Mouth – referral from WUNC, University or other media colleagues.	3	No
Approximately 38 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No
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		No
Asian American Journalist Association North Carolina, aajanc@gmail.com		No

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
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		No
Public Media Jobs.Org http://www.current.org/jobs/ . 6930 Carroll Ave, Ste. 625, Takoma Park, MD 20912, 301-270-7240 Contact: Kathleen Unwin, Advertising Director unwin@current.org		No
JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521		No
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
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		No
Triangle Association of Black Journalists, Ms. Torres, marie.whigtv@gmail.com (now currently NABJ-Raleigh Durham), Durham, NC 27707 https://www.schoolandcollegelists.com/US/Durham/47293518159/NABJ-Raleigh-Durham---former-TABJ#:~:text=The%20Triangle%20Association%20of%20Black%20Journalists%20is%20an,chapter%20of%20the%20National%20Association%20of%20Black%20Journalists.		No
Triad Association of Black Journalists, Ms. Davis, crdavis3d@gmail.com , PO Box 532, Colfax, NC 27235 http://triadabj.weebly.com/ TriadABJ@gmail.com		No
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		No
National Association of Hispanic Journalists – UNC CH Student Chapter, Julian Raymond Berger, Angelica Maria Edwards		No
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		No

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
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		No
Public Radio News Directors, Incorporated (PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605- 490-3033, Christine Paige Diers, Business Manager, christine@prndi.org		No
JournalismNext.com, info@journalismnext.com , 703-629- 0178		No
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		No
Indeed, Inc. - www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 1-800-475-4361		No
Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Ste. 400, Washington, DC 20036. Phone: 1-202- 659-9208		No
NAB Leadership Foundation (BroadcastCareerLink.com)		No
Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317- 927-8000.		No

Job Title of Vacancy:	Chief Engineer
Recruitment Source that Referred the Hire:	Word of Mouth
Date Vacancy Opened:	12/4/2020
Total Number of Persons Interviewed for the Vacancy:	3
Date Vacancy Filled:	3/15/2021

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.		No
WUNC-FM Website http://wunc.org/about/inside-wunc/jobs-wunc Administered by WUNC. Contact: Keith Weston, WUNC "Webmaster," 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202	1	No
WUNC ALL- internal staff posting announcement, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Nora Casper 919-445-9120		No
Word-Of-Mouth – referral from WUNC, University or other media colleagues.	1	No
Approximately 38 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No
Public Media Jobs.Org http://www.current.org/jobs/ . 6930 Carroll Ave, Ste. 625, Takoma Park, MD 20912, 301-270-7240 Contact: Kathleen Unwin, Advertising Director unwin@current.org		No
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		No

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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		No
Indeed, Inc. - www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 1-800-475-4361	1	No
Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Ste. 400, Washington, DC 20036. Phone: 1-202-659-9208		No
LinkedIn - https://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago, IL 60693-0622, Phone 650-687-3600		No
National Society of Black Engineers – https://nsbe.org 205 Dangerfield Road, Alexandria, VA 22314. Phone: 703-549-2207		No
Society of Hispanic Professional Engineers – https://www.shpe.org 13181 Crossroads Parkway North Suite 220, City of Industry, CA 91746. Phone: 323-725-3970		No

Job Title of Vacancy:	IT Operations Technician
Recruitment Source that Referred the Hire:	Word of Mouth
Date Vacancy Opened:	5/10/2021
Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	7/26/2021

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.	2	No
WUNC-FM Website http://wunc.org/about/inside-wunc/jobs-wunc Administered by WUNC. Contact: Keith Weston, WUNC “Webmaster,” 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202	1	No
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	1	No
Word-Of-Mouth – referral from WUNC, University or other media colleagues.	1	No
Approximately 38 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
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		No
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		No
Public Media Jobs.Org http://www.current.org/jobs/ . 6930 Carroll Ave, Ste. 625, Takoma Park, MD 20912, 301-270- 7240 Contact: Kathleen Unwin, Advertising Director unwin@current.org		No
JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismjobs.com or (510) 653-1521		No
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
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		No
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		No
www.JournalismNext.com info@journalismnext.com , 703- 629-0178		No
NAB Leadership Foundation (BroadcastCareerLink.com)		No
Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317- 927-8000.		No
National Society of Black Engineers – https://nsbe.org 205 Dangerfield Road, Alexandria, VA 22314. Phone: 703-549- 2207		No
Society of Hispanic Professional Engineers – https://www.shpe.org 13181 Crossroads Parkway North Suite 220, City of Industry, CA 91746. Phone: 323-725-3970		No

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
AABHE: American Association of Blacks in Higher Education, 1155 F Street, NW, Suite 1050, Washington, DC 20004, 202-559-8734, info@aabhe.education		No
BDPA: Black Data Processing Associates, 9500 Arena Drive, Suite 106, Largo, MD 20774, 513-781-9758, info@bdpa.org		No
BWISE: Black Women in Science & Engineering, www.bwiseusa.org		No
American Indian Science & Engineering Society, www.aises.org , 4263 Montgomery Blvd NE, Suite 200, Albuquerque, NM 87109, 505-765-1052, info@aises.org		No
Equal Opportunity Publications Diversity & Inclusion Career Center		No

Attachment A-1

Phone	Contact	Organization	Address	City	State	Zip
704-789-2900	HAROLD C. LASSITER	CAREER PLANNING OFFICE BARBER-SCOTIA COLLEGE	145 CABACUSS AVE	CONCORD	NC	28025
336-517-2100	IRENE C. HARRINGTON	CAREER SERVICES BENNETT COLLEGE	900 EAST WASHINGTON ST	GREENSBORO	NC	27401
404-880-8000	CAREER AND PROFESSIONAL DEVEL.	CLARK ATLANTA UNIVERSITY	223 JAMES P BRAWLEY DR SW	ATLANTA	GA	30314
601-979-2121	CAREER PLANNING OFFICE	JACKSON STATE UNIVERSITY	1400 JOHN R LYNCH ST	JACKSON	MS	39217
504-486-7411	CAREER PLANNING OFFICE	XAVIER UNIVERSITY	1 DREXEL DR	NEW ORLEANS	LA	70125
443-885-3333	CAREER PLANNING SERVICE	MORGAN STATE UNIVERSITY	1700 E COLD SPRING LN	BALTIMORE	MD	21251
919-775-5401	BILL FREEMAN BROADCAST PRODUCTION TECHNOLOGIES	CENTRAL CAROLINA COMMUNITY COLLEGE	1105 KELLY DRIVE	SANFORD	NC	27330
919-962-2311	ADMINISTRATIVE ASSISTANT	COMMUNICATIONS STUDIES	CB#3285, 112 BINGHAM HALL	CHAPEL HILL	NC	27599
615-329-8500	CAREER PLANNING OFFICE	FISK UNIVERSITY	1000 17th AVE N	NORTH NASHVILLE	TN	37208
336-273-6605	EXECUTIVE DIRECTOR	GUILFORD NATIVE AMERICAN ASSOCIATION	PO BOX 5623	GREENSBORO	NC	27435
757-727-5000	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
704-371-6775	JODI DOUGLAS TURNER	CAREER PLANNING JOHNSON C SMITH	100 BEATTIES FORD ROAD	CHARLOTTE	NC	28216
865-524-6525	DEAN OF STUDENTS	KNOXVILLE COLLEGE	901 COLLEGE ST.	KNOXVILLE	TN	37921
415-553-2129	STATION MANAGER	KQED-FM	2601 MARIPOSA ST	SAN FRANCISCO	CA	94110
573-681-5000	CAREER PLANNING OFFICE	LINCOLN UNIVERSITY	820 CHESTNUT ST	JEFFERSON CITY	MO	65101
312-850-7000	DIRECTOR OF CO-OP EDUCATION	MALCOLM X COLLEGE	1900 W JACKSON /RM 1400 A	CHICAGO	IL	60612
919-530-6445	UNIVERSITY CAREER SERVICES	N C CENTRAL UNIVERSITY	PO BOX 19585	DURHAM	NC	27707
336-334-7755	LEON WARREN	CAREER PLANNING OFFICE NC A&T UNIVERSITY	1601 E MARKET ST	GREENSBORO	NC	27411
336-334-7936	STATION MANAGER	WNAA-FM	NC A&T UNIVERSITY	GREENSBORO	NC	27411
252-638-3434	STATION MANAGER	PUBLIC RADIO EAST	800 COLLEGE COURT	NEW BERN	NC	28562
919-962-1204	BUSINESS MANAGER/PLACEMENT	SCHOOL OF JOURNALISM	CB#3365, HOWELL HALL	CHAPEL HILL	NC	27599
919-719-8876	CAREER DEVELOPMENT OFFICE	SHAW UNIVERSITY	118 E SOUTH ST , YANCY BLDG, STE 222	RALEIGH	NC	27611
315-443-1870	NEWHOUSE PLACEMENT OFFICE	SYRACUSE UNIVERSITY	215 UNIVERSITY PLACE	SYRACUSE	NY	13244
312-948-4600	STATION MANAGER	WBEZ-FM	848 E GRAND AVE	CHICAGO	IL	60611
704-374-3833	STATION MANAGER	WBT-AM/FM	ONE JULIAN PRICE PLACE	CHARLOTTE	NC	28208
800-842-8991	STATION MANAGER	KNKX / KLPU	950 BROADWAY	TACOMA	WA	98447
910-343-1640	STATION MANAGER	WHQR-FM	254 N FRONT ST	WILMINGTON	NC	28400
215-351-1200	STATION MANAGER	WHYY-FM	150 N 6TH STREET	PHILADELPHIA	PA	19106
336-750-2321	STATION MANAGER	WSSU-FM	WINSTON SALEM UNIVERSITY	WINSTON SALEM	NC	27102
336-725-5614	PRESIDENT	WINSTON-SALEM URBAN LEAGUE	201 FIFTH STREET WEST	WINSTON SALEM	NC	27101

Phone	Contact	Organization	Address	City	State	Zip
919-515-2401	STATION MANAGER	WKNC-FM	BOX 8607, 343 NCSU MAIL CTR	RALEIGH	NC	27695
828-287-8000	STATION MANAGER	WNCW-FM	P O BOX 804	SPINDALE	NC	28107
614-292-9678	PERSONNEL OFFICER	WOSU STATIONS	2400 OLENTANGY RIVER RD	COLUMBUS	OH	43210
919-790-9392	STATION MANAGER	WPTF-FM	2012 HIGHWOODS BLVD	RALEIGH	NC	27604
919-821-8555	STATION MANAGER	WRAL-FM	3100 HIGHWOODS BLVD, STE 140	RALEIGH	NC	27605
910-763-2452	PRESIDENT – ECHO BROADCASTING	WWIL-AM	PO BOX 957	WILMINGTON	NC	28402
919-962-8989	STATION MANAGER	WXYC-FM	BOX 51 CAROLINA UNION, CB 5210	CHAPEL HILL	NC	27514

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	June 7 th -August 7 th 2021 Youth Reporting Institute: Hybrid--WUNC continued its Virtual Youth Reporting Institute; a 10-week hands-on training program for high school students to be 'radio youth reporters' and to learn radio journalism. Ten students are participating in the 2021 institute. They came from high schools and colleges across the area including Riverside High School, Panther Creek High School, Southeast Raleigh High School, Cardinal Gibbons, Cary Academy, UNC Chapel Hill, UNC Asheville, and Durham School of the Arts. This program also includes youth mentors who participated in the 2019 and 2020 cohorts.
15	Student Training	February 18 th - May 30 th 2021: Kamaya Truitt, Director of New Talent and Community Partnerships, conducted a Radio Training Consortium with Shaw University students (12 students) to prepare for the launch of their new streaming service. Training included audio engineering, programming, structuring a radio report, promo development, and securing sponsorships.
15	Student Training	July 17- 27, 2021 Southeast Raleigh Promise Youth Reporting (SERP) cohort: Kamaya Truitt, Director of New Talent and Community Partnerships, worked with SERP interns to turn their race equity work into 3 radio pieces. They include topics on how mental health is addressed in high schools, affordable housing in the southeast Raleigh community, and the ways school culture is changing now that students are back in-person.
5	News Interns	WUNC's News Department also maintains an internship program during the fall and spring semesters. Two college students were selected this year. They worked closely with programming and technical staff to enhance their education in journalism and broadcasting.

1	Job Fair	1) Current Virtual Career Fair, March 2021. Staff participants: Amy Jeffries – Daily News Editor, Kamaya Truitt – Director of Talent Development, Brent Wolfe – News Director, Shirley Yu – Digital Assets Manager.
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) WUNC's General Manager, Connie Walker, attended the Public Radio Program Directors Virtual and PMJA Conferences on September 21 – 24, 2020. 2) All Staff attended a Zoom Workshop on Implicit Biases by We Are on October 20, 2020. 3) Rebecca Martinez, News Producer and Kamaya Truitt, Director of Talent Development, received "Know Better, Do Better" training on May 14 - 15, 2021. 4) Four WUNC Staff Members attended the PMBA Virtual Conference on June 1- 4, 2021. Nora Casper – Interim General Manager, Cindy Underwood – Accounting Manager, Stacy Masters – Staff Accountant, Lynn Espinosa – Business Assistant 5) WUNC's Amanda Magnus, Producer for <i>The State of Things</i> attended the PMJA Editor Training on October 7, 2020. 6) WUNC's Adam Hochberg – Military Reporting, attended the Virtual Online News Association (ONA) Conference on October 1 – 16, 2020. 7) WUNC's Kate Burnie – Grants and Major Gifts Officer, attended the "How to Win Grants for Racial Equality Webinar on February 2, 2021. 8) WUNC's Leoneda Inge-Barry – Race and Southern Culture Reporter, attended the NABJ and NAHJ virtual conferences on August 5 – 8, 2020. 9) WUNC's Celeste Gracia – News Producer, attended a Hosting Conference on November 4, 2020.

		<p>10) Rusty Jacobs – Politics Reporter and Leoneda Inge-Barry – Race and Southern Culture Reporter, attended PMJA Editor Training on December 11 – 12, 2020.</p> <p>11) WUNC’s Brian Burns – Music Librarian, attended the Thriving Roots Virtual Music Conference on September 16 – 18, 2020.</p> <p>12) Twelve Staff Members attended the PMJA Virtual Conference on June 21 – 24, 2021. Liz Baier, Celeste Gracia, Amy Jeffries, Will Michaels, Mitch Northam, Naomi Prioleau, Liz Schlemmer, Jay Price, Anne Kendrick, Regina Yeager, Graham Youngblood, Anita Rao.</p>
14	Management EEO Training	All staff and management serving on a recruitment search committee 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.
16	Other Activities	<p>HBCU Trivia Night Feb 24th, April 7th, May 12th 2021: Working with local HBCU students and professors to host a black history trivia night. The events have been streamed live on Facebook and hosted by community leader Josephus Thompson, Kamaya Truitt, and Clayton Mack.</p> <p>Poetry in the Park Summer Series (June-August) 2021: Poetry Café creator and Host Josephus Thompson developed an open-mic in downtown Greensboro to celebrate Juneteenth, and give poets and performance an outdoor outlet to share their talents. It is hosted once a month at LeBauer Park in Greensboro, and will continue into August. June 19, 2021 – The Juneteenth Jam Session (co-sponsored with The Poetry Café) Fiscal and promotional sponsor of the open air, open mic poetry event in Greensboro in honor of Juneteenth.</p> <p>Beats n Bars: Festival June 24-26th 2021 Downtown Durham: Beats n Bars’ mission is to build stronger community through the influence of urban culture and music while establishing a space that fosters a broader understanding of how science, technology, education, math and health intersect with Hip Hop culture.</p> <p>Dec. 8, 2020 – Uneven Battlefield: A Virtual Podcast Taping https://www.wunc.org/military/2020-12-08/uneven-battlefield-discussing-discrimination-in-the-military</p>

		<p>Mar. 3, 2021 – Power x Poetry: A Celebration Of Pauli Murray https://www.wunc.org/arts-culture/2021-02-24/power-x-poetry-a-celebration-of-pauli-murray</p> <p>May 5 – Lunch Date: Let’s Get Into It (Embodied) https://www.wunc.org/2021-04-27/lunch-date-lets-get-into-it</p> <p>May 12, 2021 – Lunch Date: The Older Brain On Love (Dating While Gray) https://www.wunc.org/2021-04-22/lunch-date-whats-love-got-to-do-with-our-older-brains-and-behavior</p>
12	Listing of upper-level category openings in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities	<p>Program Director and Director of New Talent Development & Partnerships positions (as described above) were listed with the NAHJ, Triad Association of Black Journalists, AAJA, NABJ, and the Triangle Association of Black Journalists.</p> <p>Chief Engineer position was listed with the National Society of Black Engineers and the Society of Hispanic Professional Engineers.</p>

* Note: WUNC Public Radio was forced to curtail various portions of its regular outreach and recruitment activities – especially those conducted “in-person” – due to the COVID-19 pandemic. WUNC hopes to resume these activities when health and safety permit.

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.