

EEO PUBLIC FILE REPORT

FOR

WUNC (FM)

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2020

Equal Employment Opportunity Public File Report

July 31, 2020

WUNC (FM)

Recruitment Activity Summary August 1, 2019 -- July 31, 2020

This EEO Public File Report 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.

1. Total Full-Time Vacancies

During the one-year period ending on July 31, 2020, the station filled the following 11 full-time vacancies:

Job Title

- 1) Daily News Editor
 - 2) Corporate Support Manager
 - 3) News Producer
 - 4) WUNC Content Director
 - 5) Education Reporter
 - 6) Digital News Producer
 - 7) Business Assistant
 - 8) Corporate Support Associate
 - 9) American Homefront Veterans Fellowship
 - 10) WUNC Producer for "The State of Things" #
 - 11) WUNC Producer for "The State of Things" }
- One recruitment for two positions.

2. Total Interviewees for Full-Time Vacancies

The station interviewed the following total number of people for all full-time vacancies during the period covered in this Report: 52.

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	7
WUNC Website	3
WUNC All Internal Email	4
Word of Mouth	20
Letters mailed to 45 diverse schools/organizations	
Asian American Journalists Association (AAJA) website	
Corporation for Public Broadcasting (CPB) website	9
Public Media Jobs.org (Current) Online and/or Print	5
JournalismJobs.com website	1
North Carolina Association of Broadcasters (NCAB) website	
National Association of Black Journalists (NABJ) website	
National Association of Hispanic Journalists (NAHJ) website	
National Lesbian and Gay Journalists Association (NLGJA) website	
Native American Journalists Association (NAJA) website	
Public Media Journalists Association (PMJA) (formerly PRNDI) website	
NAB Leadership Foundation, Broadcast Career Link website	
Glass Door website	
Greater Public Online Job Bank	
Indeed website	1
Inside Higher Ed website	
Linked-In website	1
MediaBistro website	
Monster.com website	
Society of Professional Journalists (SPJ) website	
Other - Facebook	1

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:	Daily News Editor
Recruitment Source that Referred the Hire:	Word Of Mouth
Date Vacancy Opened:	02/20/2019
Total Number of Persons Interviewed for the Vacancy:	3
Date Vacancy Filled:	08/05/2019

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		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.	2	No
Approximately 45 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.aaaja.org/category/jobs-opportunities/ , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: Patricia Villon, Administrative Consultant, 415-346-2051, patriciav@aaaja.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?
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
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
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
NAB Leadership Foundation, www.BroadcastCareerLink.com 1771 N Street NW, Washington, D.C. 20036. Contact: Robert Bunch, Phone: 512-672-6089		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

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
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:	Corporate Support Manager
Recruitment Source that Referred the Hire:	WUNC Website
Date Vacancy Opened:	05/17/2019
Total Number of Persons Interviewed for the Vacancy:	6
Date Vacancy Filled:	08/05/2019

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	2	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 45 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	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	2	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
Greater Public Online Job Bank, https://www.greaterpublic.org / 401 North 3 rd Street, Suite 601, Minneapolis MN 55401. Phone: (800) 454-2314.		No
Indeed, Inc. - www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 1-800-475-4361		No
Monster.com www.monster.com , 133 Boston Post Road, Weston, MA 02493. Phone: 1-800-666-7837		No

Job Title of Vacancy:	News Producer
Recruitment Source that Referred the Hire:	Public Media Jobs.org/ aka Current
Date Vacancy Opened:	04/11/2019
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	09/03/2019

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		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.		No
Approximately 45 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	2	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	2	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
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
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

Job Title of Vacancy:	WUNC Content Director
Recruitment Source that Referred the Hire:	Word of Mouth
Date Vacancy Opened:	04/26/2019
Total Number of Persons Interviewed for the Vacancy:	7
Date Vacancy Filled:	09/16/2019

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.	2	No
Approximately 45 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	3	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
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
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

Job Title of Vacancy:	Education Reporter
Recruitment Source that Referred the Hire:	Word-of-Mouth
Date Vacancy Opened:	06/10/2019
Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	12/09/2019

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		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.	4	No
Approximately 45 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		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
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
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
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

Job Title of Vacancy:	Digital News Producer
Recruitment Source that Referred the Hire:	WUNC ALL
Date Vacancy Opened:	06/11/2019
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	12/03/2019

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		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.		No
Approximately 45 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		No
JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521	1	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
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
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
Other – Facebook	1	No

Job Title of Vacancy:	Business Assistant
Recruitment Source that Referred the Hire:	UNC Website
Date Vacancy Opened:	07/25/2019
Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	10/28/2019

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.	4	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.		No
Approximately 45 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		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	1	No
Inside Higher Ed www.insidehighered.com 1150 Connecticut Ave NW, Ste. 400, Washington, DC 20036. Phone: 1-202-659-9208		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?
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:	WUNC Corporate Support Associate
Recruitment Source that Referred the Hire:	CPB Online
Date Vacancy Opened:	08/05/2019
Total Number of Persons Interviewed for the Vacancy:	3
Date Vacancy Filled:	10/28/2019

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		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.	2	No
Approximately 45 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		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
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
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

Job Title of Vacancy:	American Homefront Veterans Fellowship
Recruitment Source that Referred the Hire:	Word-of-Mouth
Date Vacancy Opened:	10/16/2019
Total Number of Persons Interviewed for the Vacancy:	3
Date Vacancy Filled:	01/13/2020

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.		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 45 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		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

Job Title of Vacancy:	WUNC Producer for “The State of Things” (2)
Recruitment Source that Referred the Hire:	Word-of-Mouth and LinkedIn
Date Vacancy Opened:	12/06/2019
Total Number of Persons Interviewed for the Vacancy:	12
Date Vacancy Filled:	03/23/2020 and 03/30/2020

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.	3	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	1	No
Word-Of-Mouth – referral from WUNC, University or other media colleagues.	6	No
Approximately 45 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		No
JournalismJobs.com http://www.journalismjobs.com , 72 Plaza Dr. 2nd Fl. Berkeley, CA 94705 contact@journalismJobs.com or (510) 653-1521		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
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
Public Media Journalists Association (PMJA), www.pmja.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@pmja.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
MediaBistro – www.mediabistro.com , 50 Washington Street, Suite 912, Norwalk, CT, 06854. Phone: 203-662-2800		No
Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317-927-8000.		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	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	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 , STE 222	RALEIGH	NC	27611
315-443-1870	NEWHOUSE PLACEMENT OFFICE	SYRACUSE UNIVERSITY	215 UNIVERSITY PLACE	SYRACUSE	NY	13244
804-524-5211	CAREER SERVICES	VIRGINIA STATE UNIVERSITY	FOSTER HALL RM 202, PO BOX 9410	PETERSBURG	VA	23803
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	PO BOX 44459	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	WINSTONSALEM	NC	27101

Phone	Contact	Organization	Address	City	State	Zip
919-515-2401	STATION MANAGER	WKNC-FM	BOX 8607, 343 WITHERSPOON STUDENT CENTER	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	WUNC continued its Radio Youth Institute in 2020. Due to COVID-19, the program was online this year and open to all high school and college students, ages 13-25. The program is a 4-week online training (July 13th – August 7th, 2020), each week focuses on teaching skills such as writing radio and podcast scripts and editing. Twenty-five students are actively involved in the program.
10	Events Relating to Career Opportunities	The Radio Youth Institute Director spoke to classes at multiple schools about the program and reporting. Schools that participated in the conversations include: Riverside High School, Wakefield High School, Northern High School, Partnership Academy, Athens Drive Magnet High School, Middle Creek High School, and Chapel Hill High School. Additionally, she spoke with two youth organizations: The Poetry Project and Working Narratives.
5	News Interns	WUNC's News Department also maintains an internship program during the fall and spring semesters. One or more college students are selected each term and work closely with programming and technical staff to enhance their education in journalism and broadcasting. Interns this cycle were from Pomona College, Claremont, CA and Northwestern University, # Evanston, IL. Interns were supervised by the News Director and Managing Editor for The State of Things.

Activity Classification*	Type of Activity	Brief Description
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 attended the Public Radio Super-Regional Meeting in October, 2019. This conference focuses on the vital, pressing and complex issues facing public media. 2) WUNC’s Program Director attended the Public Radio Program Directors Conference training in August, 2019. The conference focuses on a wide range of public radio topics, including building digital audience, music licensing, and covering elections. 3) WUNC’s Morning Edition Producer attended the Public Media Journalists Association (previously PRNDI) Hostcon conference in November, 2019. This is an annual conference providing professional development for Morning Edition hosts and producers from across the country. 4) WUNC’s Race and Southern Culture Reporter attended the National Association of Black Journalists’ conference in August, 2019. The association focuses on providing quality programs and services to and advocates on behalf of Black journalists worldwide. The conference focuses on a wide range of topics such as Google Tools for News, Copyright and Digital Media, and Bringing Diversity into Tech Reporting. 5) WUNC’s Finance Director and Accounting Manager attended the Public Media Business Association’s virtual conference in May, 2020. The conference focuses on financial best practices, CPB reporting, and HR topics.
12	Position Listings	<p>The station listed the producer/director positions with the AAJA, NABJ and NAHJ, among other sources, whose membership includes substantial participation by women and minorities.</p>

* For “Activity Classification” use “1” through “16” in accordance with attached list.

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.