

2022 ANNUAL EEO PUBLIC FILE REPORT

CLARK ATLANTA UNIVERISTY

Station: WCLK, Atlanta, GA

Reporting Period: November 21, 2021-November 20, 2022

No. of Full-time Employees: More than 10 fulltime

Small Market Exemption: No

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):

Hosted at least one **job fair**.

WCLK participated in the Clark Atlanta University Spring 2022 VIRTUAL Industry Fairs Event. The job fair was held from February 8-11m 2022. WCLK Marketing and Communications Director attended and set up virtual booth to interview candidates.

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

WCLK attended the four-day industry specific career fairs to connect hiring managers to qualified students for job opportunities. It provided an opportunity to hand select students. The focus of the job fair is quality over quantity. The Station's Director of Marketing and Communications attended the event. Employers were able to interview and talk with students in the following career development segments.

STEM / Government DAY – 2/8/22
Arts / Media / Fashion Day - 2/9/22
Business Roles Day - 2/11/22

The Station also participated in the 2nd annual Virtual Job Fair held by industry media group Current. Participants were Media Professionals looking for upwardly mobile career opportunities. More than 800 Participants were able to go online and talk to station representatives in designated meeting rooms. The event was held on March 29, 2022, from 12 noon to 3pm. The virtual job fair was attended by the Director of Marketing and the Membership Services Manager.

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

Several of the station's senior management team represented WCLK in web-based and in person broadcast-oriented webinars and conferences hosted by industry groups.

In February 2022, the Membership Director attended the Raising More Net Revenue webinar.

The Director of Operations and the Director of Marketing and Communications attended the Friends of Georgia Radio conference in August 2022.

The Program Director attended the Public Radio Music Day conference in Philadelphia, PA in April.

The programming staff also attended the Public Radio Program Director's Conference in New Orleans in September 2022.

The Membership Services Manager attended webinars on May 13, 2022, for development strategies to Keep them Coming Back for more. And on July 29, 2022 attended webinar on Donor retention.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

A sequence of training webinars was held from April to October to train staff for website migration. The training was conducted by NPR for stations whose websites are developed and hosted by NPR. As well, WCLK continues training for on-air personnel to work remotely when necessary to prevent disruption in on air broadcasts.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

In 2022, WCLK employees, managers, announcers and staff participated in the EVERIFI training for preventing Harassment and Workplace Discrimination. The online course was provided from July 2022 through September 30, 2022.

No full-time positions were filled during the reporting period.