

EEO PUBLIC FILE REPORT

FOR

WUNC(FM)

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2022

Equal Employment Opportunity Public File Report

July 31, 2022

WUNC(FM)

Recruitment Activity Summary

August 1, 2021 -- July 31, 2022

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, 2022, the station filled the following 6 full-time vacancies:

Job Title

- 1) Podcast Producer
- 2) Broadcast Maintenance Engineer
- 3) American Homefront Veteran Fellow
- 4) Staff Accountant
- 5) WUNC AM Reporter
- 6) Daily News Editor

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: 26.

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	5
WUNC Website	2
WUNC All Internal Email	
Word of Mouth	7
Letters mailed to 37 diverse schools/orgs	
Asian American Journalists Association website (National)	
Asian American Journalists Association NC	
Corporation for Public Broadcasting (CPB) website	2
Public Media Jobs.org (Current) Online and/or Print	
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	
Glass Door website	
Indeed website	3

Inside Higher Ed website	
JournalismNext.com website	
Linked-In website	5
MediaBistro website	
Monster.com website	
Society of Professional Journalists (SPJ) website	
Equal Opportunity Publications Diversity & Inclusion Career Center website	
Google Search	1
NCACPA North Carolina Association of Certified Public Accountants website	
NABAINC National Association of Black Accountants website	
NBMBA National Black MBA Association website	
ALPFA Association of Latino Professionals for America website	
NSBCPA National society of Black Certified Public Accountants website	
AAA American Accounting Association website	
ANAFP Association of Nonprofit Accounting and Finance Professionals website	
North Carolina State University website	
Air Media website	1
College Central website	
Ida B Wells Society website	

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:	Podcast Producer
Recruitment Source that Referred the Hire:	Word of Mouth
Date Vacancy Opened:	05/11/2021
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	08/02/2021

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 https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202		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 37 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, 415-326-2051, patriciav@aaja.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?
Asian American Journalist Association North Carolina, aajanc@gmail.com		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
Triangle Association of Black Journalists, Ms. Torres, marie.whigtv@gmail.com (now currently NABJ-Raleigh Durham), Durham, NC 27707 https://www.schoolandcollegelisting.com/US/Durham/47293518159/NABJ-Raleigh-Durham---former-TABJ#:~: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, uncnahj@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?
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
JournalismNext.com, info@journalismnext.com , 703-629- 0178		No
Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317- 927-8000.		No
NAB Leadership Foundation (BroadcastCareerLink.com) tdotson@nab.org		No
Indeed – www.indeed.com 6433 Champion Grandview Way, Building 1, Austin TX 78750, Phone: 800-475-4361	1	No
LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago, IL 60693-0622, Phone: 650-687-3600	1	No

Job Title of Vacancy:	Broadcast Maintenance Engineer
Recruitment Source that Referred the Hire:	Word of Mouth
Date Vacancy Opened:	05/07/2021
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	08/09/2021

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 https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202	1	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 37 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
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
Monster.com www.monster.com , 133 Boson Post Road, Weston, MA 02493 Phone: 1-800-666-7837		No
NAB Leadership Foundation (BroadcastCareerLink.com), tdotson@nab.org		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 Rd, 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
AABHE: American Association of Blacks in Higher Education. 1155 F Street NW, Suite 1050, Washington DC 20004. 202-559-8734		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 , http://www.bwiseusa.org/contact-us.html		No
American Indian Science & Engineering Society, www.aises.org , 4263 Montgomery Blvd NE, Suite 200, Albuquerque, MN 87109. 505-765-1052 info@aises.org		No
Equal Opportunity Publications https://careercenter.eop.com 425 Broad Hollow Rd, Suite 418, Melville, NY 11747. 631-421-9421		No
Indeed – www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin TX 78750, Phone: 800-475-4361	1	No

Job Title of Vacancy:	American Homefront Veterans Fellow
Recruitment Source that Referred the Hire:	Indeed
Date Vacancy Opened:	05/12/2021
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	09/27/2021

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.	1	No
WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202		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 37 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.schoolandcollegelistsings.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, uncnahj@gmail.com		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 Media Journalists Association PMJA (formerly PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org		No
JournalismNext.com, info@journalismnext.com , 703-629- 0178		No
NAB Leadership Foundation (BroadcastCareerLink.com) tdotson@nab.org		No
Indeed – www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 800-475-4361	1	No
Google Search	1	No

Job Title of Vacancy:	Staff Accountant
Recruitment Source that Referred the Hire:	UNC HR Website
Date Vacancy Opened:	12/14/2021
Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	03/07/2022

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883.	4	No
WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202		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 37 announcements of job openings sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No
Monster.com www.monster.com , 133 Boston Post Road, Weston, MA 02493 Phone: 800-666-7837		No
Equal Opportunity Publications https://careercenter.eop.com 425 Broad Hollow Rd, Suite 418, Melville, NY 11747. 631-421-9421		No
HBCU Career Center https://jobs.thehbcucareercenter.com/ 34 E Germantown Pike, Suite 277, Norristown, PA 19401 Phone: 484-949-5267		No
College Central https://www.collegecentral.com/ , http://www.employercentral.com/ContactUs.cfm		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?
NCACPA – North Carolina Association of Certified Public Accountants https://www.careers.ncacpa.org 860-437-5700		No
NABAINC – National Association of Black Accountants https://nabacareercenter.nabainc.org 6406 Ivy Lane, Suite 200B, Greenbelt, MD 20770 301-474-6222		No
NMBBAA – National Black MBA Association, https://nmbbaa.org/ 518-935-4613		No
ALPFA – Association of Latino Professionals for America https://jobs.alpfa.org 1717 W 6 th Street, Suite 410, Austin, TX 78703 855-692-5732		No
NSBCPA National Society of Black Certified Public Accountants https://nsbcpa.mcjobboard.net 2828 N Central Avenue, Suite 1000, Phoenix, AZ 85004		No
AAA - American Accounting Association https://careercenter.aaahq.org 9009 town Center Pkwy. Lakewood Ranch, FL 34202 941-921-7747		No
ANAFP - Association of Nonprofit Accounting and Finance Professionals https://www.anafp.org anafp2anafp.org Washington DC		No

Job Title of Vacancy:	WUNC AM Reporter
Recruitment Source that Referred the Hire:	CPB Website
Date Vacancy Opened:	12/23/2021
Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	04/04/2022

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883.		No
WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202	1	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 37 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
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
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
Public Media Journalists Association PMJA (formerly PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org		No
Indeed, Inc. - www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 1-800-475-4361		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

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 – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago IL 60693-0622 Phone 650-687-3600	1	No
Ida B Wells Society https://idabwellssociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellssociety@unc.edu		No
Air Media https://airmedia.org/jobs AIR Association of Independents in Radio, PO Box 220400, Boston, MA 02122 Phone: 617-825-4400	1	No

Job Title of Vacancy:	Daily News Editor
Recruitment Source that Referred the Hire:	CPB Website
Date Vacancy Opened:	09/29/2021
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	06/06/2022

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. https://hr.unc.edu/careers/ UNC-CH Human Resources, 104 Airport Drive, CB #1045, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883.		No
WUNC-FM Website https://www.wunc.org/wunc-jobs Administered by WUNC. Contact: Whitney Baker, WUNC Digital Platforms Manager, 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202		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 37 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
www.JournalismNext.com info@journalismnext.com , 703-629-0178		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
Asian American Journalist Association North Carolina, aajanc@gmail.com		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, uncnahj@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?
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 Media Journalists Association PMJA (formerly PRNDI), www.prndi.org PO Box 838, Sturgis, SD 57785 Phone: 605-490-3033, Christine Paige Diers, Business Manager, christine@prndi.org		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, Suite 400, Washington DC 20036 Phone: 202-659- 9208		No
LinkedIn – http://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago IL 60693-0622 Phone 650- 687-3600	3	No
Media Bistro https://www.mediabistro.com , support@mediabistro.com		No
Monster.com www.monster.com , 133 Boston Post Road, Weston, MA 02493 Phone: 800-666-7837		No
NAB Leadership Foundation (BroadcastCareerLink.com) tdotson@nab.org		No
Society of Professional Journalists – www.spj.org , 3909 N. Meridian St., Suite 200, Indianapolis, IN 46208. Phone: 317- 927-8000.		No
North Carolina State University http://ncsu-csm.symplicity.com , 2100 Pullen Hall, 201 Dan Allen Drive, Campus Box 7303, Raleigh, NC 27695-7303, career-development@ncsu.edu , 919-515-2396		No
AABHE: American Association of Blacks in Higher Education, 1155 F Street, NW, Suite 1050, Washington, DC 20004, 202-559-8734, info@aabhe.education		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?
Equal Opportunity Publications https://careercenter.eop.com 425 Broad Hollow Rd, Suite 418, Melville, NY 11747. 631-421-9421		No
HBCU Career Center https://jobs.thehbcucareercenter.com/ 34 E Germantown Pike, Suite 277, Norristown, PA 19401 Phone: 484-949-5267		No
Air Media https://airmedia.org/jobs AIR Association of Independents in Radio, PO Box 220400, Boston, MA 02122 Phone: 617-825-4400		No
College Central https://www.collegecentral.com/ , https://www.employercentral.com/ContactUs.cfm		No
Ida B Wells Society https://idabwellssociety.org/ UNC Chapel Hill, Carroll Hall, Campus Box 3365, Chapel Hill, NC 27599 indabwellssociety@unc.edu		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
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	1100 REVOLUTION MILL DR #29	GREENSBORO	NC	27405
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	1800 N PEARL ST	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 2022 Youth Reporting Institute: 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 participated in the 2022 institute. They came from Durham and Wake County Public Schools, along with 3 college students from NC State, UNC Chapel Hill and Davidson College. This program also includes youth mentors who participated in this program during previous years.
15	Student Training	Spring 2022– WUNC worked with students from Southeast Raleigh Promise and Southeast Raleigh Magnet High School on the LaboraSTORY project. Students were trained to produce two PSAs around Sex Education and Teen Mental Health. Training included audio engineering, structuring a radio report, promo, development and securing sponsorships.
15	Student Training	May 2022 - Kamaya Truitt, Director of New Talent and Community Partnerships, conducted a digital literacy training and provided an equipment donation to Shepard Middle School. Students learned how to produce multi-platform content for their Black and Belonging Initiative.
5	Interns	Spring 2022 – WUNC hosted an HBCU focused department-based internship program. Three students interned at WUNC from North Carolina Central University, Bennett College and UNCG. They rotated through each department for two weeks, learning the fundamentals within the News, Content, Development, and IT departments. Each intern was responsible for producing a feature story along with completing departmental specific tasks within each rotation. Those stories can be found at: https://www.wunc.org/youth-radio/youth-reporting-institute

1	Job Fair	1) Current Virtual Career Fair, March 29, 2022. Staff participants: Brent Wolfe – News Director Celeste Gracia – Environment Reporter Anisa Khalifa – Podcaster Laura Pellicer – Digital News Reporter Jeff Tiberii – Capitol Bureau Reporter Kate Burnie – Grants/Foundation Officer
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) Fall 2021 - Diversity, Equity, and Inclusion training – WUNC's DEI Committee attended "Aspiration to Action," a 3-month mentoring and training program for those leading and participating in workplace DEI Councils. 2) Diversity, Equity, and Inclusion training – All Staff attended two Zoom Workshops on "Organizational Trauma". The dates were March 24, 2022 and May 17, 2022. 3) Jeanene Thompson, Corporate Support Associate, attended Diversity, Equity, and Inclusion Facilitator training on January 10 - 14, 2022. 4) Three WUNC Staff Members attended the PMBA Virtual Conference. The dates were May 31, 2022 – June 3, 2022. Ayla Ocasio – Staff Accountant, Cindy Underwood – Accounting Manager, Lynn Espinosa – Business Assistant 5) Two WUNC Staff members attended the Public Media – Women in Leadership Virtual Conference. The dates were August 3-5, 2021. Regina Yeager – Development Director, Anne Kendrick – Assistant Director of Individual Giving 6) Eight WUNC Staff members attended the Public Radio Program Director's Virtual Conference. The dates were September 13-15, 2021. Regina Yeager – Development Director Anne Kendrick – Assistant Director of Individual Giving Jennifer Fusco – Principal Gifts Manager Terry Gildea – Program Director Brian Burns – Music Director

		<p>Bob Kastl – Corporate Support Manager Jeanene Thompson – Corporate Support Assoc. Kristen Williams – Corporate Support Assoc.</p> <p>7) Three WUNC Staff members attended the Public Media Development and Marketing Conference. The dates were July 19-21, 2022. Bob Kastl – Corporate Support Manager Jeanene Thompson – Corporate Support Assoc. Kristen Williams – Corporate Support Assoc.</p> <p>8) WUNC’s Nora Casper, Acting President and General Manager, participated in Greater Public’s DEI Executive Forum Program. This consisted of 6 daylong sessions between February 18 and July 18, 2022.</p> <p>9) WUNC’s Nora Casper, Acting President and General Manager, attended the Station Resource Group conference. The dates were October 10-13, 2021.</p> <p>10) Two WUNC Staff members attended the Council on Foreign Relations Conference. The dates were April 7-10, 2022. Leoneda Inge – Race/Culture Reporter Jay Price – Military Reporter</p> <p>11) WUNC’s Leoneda Inge, Race/Culture Reporter, attended the Executive Networking Conference in Pinehurst, NC. The dates were August 5 – 7, 2021.</p> <p>12) WUNC’s Celeste Gracia, Environment Reporter, attended the State Energy Conference in Raleigh. The dates were April 26-27, 2022.</p> <p>13) Two WUNC Staff Members attended the News Summit at Elon University on March 17, 2022. Celeste Gracia – Environment Reporter Jason Debruyn – Health Reporter</p> <p>14) WUNC’s Rusty Jacobs, Reporter/Host, attended the UNC School of Law’s Virtual Festival of Legal Learning. The dates were February 1-4, 2022.</p> <p>15) WUNC’s Charles Shelton-Ormond, Podcast Producer, attended the Society of Professional Journalists Conference. The dates were April 8-9, 2022.</p>
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		<p>16) Four WUNC Staff Members attended 4 sessions on “Storytelling for Podcasts” presented by the University of Montana, School of Journalism. The dates were March 15th, 22nd, 29th, and April 5th of 2022.</p> <p>Elizabeth Friend – Reporter Anisa Khalifa – Podcaster Laura Pellicer – Digital News Reporter Audrey Smith - Podcaster</p> <p>17) WUNC’s Anisa Khalifa, Podcast Producer, attended the Asian American Journalists Convention in Los Angeles. The dates were July 27–30, 2022.</p> <p>18) WUNC’s Jay Price, Military Reporter, attended the Public Media Journalists Association Conference in Seattle, Washington. The dates were June 22–24, 2022.</p> <p>19) WUNC’s Terry Gildea, Program Director, attended the virtual Audience Development Summit. The dates were April 26-27, 2022.</p> <p>20) Four WUNC Staff Members received FAA Drone Certification Training during March 2022.</p> <p>Jason Debruyne – Health Reporter Jay Price – Military Reporter Jeff Tiberii – Capitol Bureau Reporter Laura Pellicer – Digital News Reporter</p>
14	Management EEO Training	All staff and management serving on a recruitment search committee are required to complete a computer-based training session sponsored by the University’s Equal Employment Opportunity Office. Training focuses on the dos and don’ts of reviewing, interviewing, and selecting candidates.
16	Other Activities	<p>HBCU Trivia Night January 20th, February 7th, April 25th 2022: 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 Josephus Thompson, Kamaya Truitt, and Clayton Mack.</p> <p>WUNC sponsored The Poetry Café’s Open Mic events during 2021 and 2022. Audiences of all different backgrounds, classes, genders, and identities blend and unify through music and poetry. The dates were October 30, 2021, November 13, 2021, January 1, 2022, February 12, 2022, March 12, 2022, April 23, 2022, May 28, 2022.</p>

		<p>November 8, 2021 – Live event and November 10, 2021 Zoom event – WUNC was the media sponsor for Converging Stories: Tradition. Storytellers shared their personal experiences related to the theme “Tradition”. The storytellers were pre-selected and coached to share their 10-minute personal story.</p> <p>November 16, 2021 – WUNC sponsored Inkspired, a poetry event with live musical performances that was both in-person and virtual. SP The Writer, a poet from the Raleigh-Durham area, was the sole writer for the event. He commissioned other artists to perform his work on stage at the Raleigh Convention Center Ballroom.</p> <p>September 25, 2021 – WUNC sponsored the Virtual Black Indians NC Powwow. This featured workshops, demonstrations, history, music, dancers, and an in-person Black Indians NC Conversation Circle Panel, honoring tribes in NC.</p> <p>February 16, 2022 – WUNC hosted a zoom event on code-switching. This session was taught by DEI instructor, Ashley Gaddy and shared information on code switching, the ability to change between vernacular, dialects, and accents.</p>
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* 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.