

EEO PUBLIC FILE REPORT

FOR

WUNC (FM)

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2014

Amended as of July 29, 2015

Equal Employment Opportunity Public File Report
July 31, 2014
WUNC (FM)

Recruitment Activity Summary
August 1, 2013 -- July 31, 2014
(Amended as of July 29, 2015)

This EEO Public File Report is filed in the public inspection files 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, 2014, the station filled the following six full-time vacancies:

Job Title

1. Assistant Director, Talk Programming
2. Development Associate
3. News Producer
4. Education Policy Reporter
5. Corporate Support Associate
6. Broadcast News Producer – One recruitment for three positions. See 2015 EEO report for other filled vacancies.

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: 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
Word-of-mouth –referral from system or university colleagues	14
WUNC(FM) web site (wunc.org)	4
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment Website.	3
Public Radio News Directors Incorporated (PRNDI) “Newslink” web site. Pub Radio industry (PRNDI) listserv	1
Corporation for Public Broadcasting job web site	2
Salt Institute for Documentary Studies listserv	1
Public Radio Association of Development Officers (PRADO)	0
PubTech Technical Listserv (Pub tech)	0
Public Radio Program Director’s online job page	0
Current (Public Telecommunications Newspaper) & Online	1
JournalismJobs.com web site	0
North Carolina Association of Broadcasters web site	0
Job Announcements sent to predominantly minority/women institutions/organizations (Attachment A-1)	0
Greater Public Job Bank	0
Fundsvcs.org listserv	0
Craig’s List	0
Society Broadcast Engineers (SBE)	0
Third Coast Audio Festival	0
Facebook	0
University of North Carolina School of Journalism and Mass Communications and Career Services Listservs	0
Twitter	0
Association of Independents in Radio (AIR) Listserv	0
Third Coast Audio Festival	0

4. Supplemental Information

Exhibit A contains the following information for each full-time 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 full-time 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 Bob Levin at (919) 445-9130.

Job Title of Vacancy:	Assistant News Director for Talk Programming
Recruitment Source that Referred the Hiree:	Word of Mouth
Date Vacancy Opened:	01/22/2013
Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	08/05/2013

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?
Word-of-mouth –referral from WUNC or University colleagues	4	No
WUNC-FM web site (wunc.org) 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
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. UNC Human Resources, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883.	0	No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin boards, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, (and bulletin board posting at ATHD, 324 Blackwell St., Suite 600, Durham, NC 27701) Bob Levin, (919) 445-9130	0	No
The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . Information posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131.	0	No
http://www.journalismjobs.com / website online ad placed directly by WUNC, Nathan Olawsky, (919) 445-9131. JournalismJobs.com contact information in Berkeley, CA: contact@journalismJobs.com or (510) 653-1521	0	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?
North Carolina Association of Broadcasters “Job Bank,” at the www.ncbroadcast.com web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: gsummerville@ncbroadcast.com . Phone (919) 821-7300.	0	No
Columbia Journalism School Career Services Online web page for Employer Postings https://journalism-columbia-csm.symplicity.com/employers/ Izabela Rutkowski, Program Coordinator 2950 Broadway, New York, NY 20027	0	No
Third Coast Audio Festival Contact: Johanna Zorn (Jzorn@thirdcoastfestival.org) http://www.thirdcoastfestival.org/	0	No
Public Radio News Directors, Incorporated’s “NewsLink” list serve to members at http://newslink@mpr.org posted through WUNC PRNDI member, Brent Wolfe, News Director. Address: PRNDI, P.O. Box 838, Sturgis, SD 57785	0	No
Approximately 50 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)	0	No

Job Title of Vacancy:	<u>Development Associate</u>
Recruitment Source that Referred the Hiree:	<u>UNC-CH Employment Web site</u>
Date Vacancy Opened:	<u>07/03/2013</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>09/30/2013</u>

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?
Word-of-mouth –referral from WUNC or University colleagues	1	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. UNC Human Resources, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883.	2	No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin boards, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, (and bulletin board posting at ATHD, 324 Blackwell St., Suite 600, Durham, NC 27701) Bob Levin, (919) 445-9130	0	No
WUNC-FM web site (wunc.org, 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	0	No

Job Title of Vacancy:	News Producer
Recruitment Source that Referred the Hiree:	Word of Mouth
Date Vacancy Opened:	04/23/2013
Total Number of Persons Interviewed for the Vacancy:	3
Date Vacancy Filled:	11/18/2013

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?
Word-of-mouth –referral from WUNC or University colleagues	1	No
Public Radio News Directors, Incorporated’s “NewsLink” list serve to members at http://newslink@mpr.org posted through WUNC PRNDI member, Brent Wolfe, News Director. Address: PRNDI, P.O. Box 838, Sturgis, SD 57785	1	No
The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . Information posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131.	1	No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin boards, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, (and bulletin board posting at ATHD, 324 Blackwell St., Suite 600, Durham, NC 27701) Bob Levin, (919) 445-9130	0	No
WUNC-FM web site (wunc.org) 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	0	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. UNC Human Resources, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883.	0	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?
http://www.journalismjobs.com / website online ad placed directly by WUNC, Nathan Olawsky, (919) 445-9131. JournalismJobs.com contact information in Berkeley, CA: contact@journalismJobs.com or (510) 653-1521	0	No
North Carolina Association of Broadcasters “Job Bank,” at the www.ncbroadcast.com web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: gsummerville@ncbroadcast.com . Phone (919) 821-7300.	0	No
Columbia Journalism School Career Services Online web page for Employer Postings https://journalism-columbia-csm.symplicity.com/employers/	0	No
Approximately 50 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)	0	No

Job Title of Vacancy:	Fletcher Fellow-Education Policy Reporter
Recruitment Source that Referred the Hiree:	Word of Mouth
Date Vacancy Opened:	08/05/2013
Total Number of Persons Interviewed for the Vacancy:	2
Date Vacancy Filled:	11/18/2013

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?
Word-of-mouth –referral from WUNC or University colleagues	2	No
Public Radio News Directors, Incorporated’s “NewsLink” list serve to members at http://newslink@mpr.org posted through WUNC PRNDI member, Brent Wolfe, News Director. Address: PRNDI, P.O. Box 838, Sturgis, SD 57785	0	No
The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . Information posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131.	0	No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin boards, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, (and bulletin board posting at ATHD, 324 Blackwell St., Suite 600, Durham, NC 27701) Bob Levin, (919) 445-9130	0	No
WUNC-FM web site (wunc.org) 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	0	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. UNC Human Resources, 104 Airport Drive, CB #1045, UNC Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883.	0	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?
http://www.journalismjobs.com / website online ad placed directly by WUNC, Nathan Olawsky, (919) 445-9131. JournalismJobs.com contact information in Berkeley, CA: contact@journalismJobs.com or (510) 653-1521	0	No
North Carolina Association of Broadcasters “Job Bank,” at the www.ncbroadcast.com web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: gsummerville@ncbroadcast.com . Phone (919) 821-7300.	0	No
Columbia Journalism School Career Services Online web page for Employer Postings https://journalism-columbia-csm.symplicity.com/employers/ Izabela Rutkowski, Program Coordinator 2950 Broadway, New York, NY 20027	0	No
Approximately 50 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)	0	No
University of North Carolina School of Journalism and Mass Communications http://jomc.unc.edu Contact: Jennifer Gallina JGallina@unc.edu	0	No
University of North Carolina School of Journalism and Mass Communication (JOMC) Listservs jomccareers@listserv.unc.edu jomcjobs@listserv.unc.edu jomcfac@listserv.unc.edu Contact: Jay Eubank, Director of Career Services Jeubank@email.unc.edu	0	No
UNC School of Journalism Facebook page & Twitter Contact: Jay Eubank, Director of Career Services Jeubank@email.unc.edu	0	No

Job Title of Vacancy:	<u>Corporate Support Associate</u>
Recruitment Source that Referred the Hiree:	<u>Internal Staff Posting</u>
Date Vacancy Opened:	<u>09/09/2013</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>12/09/2013</u>

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?
Word-of-mouth –referral from WUNC or University colleagues	1	No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin boards, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, (and bulletin board posting at ATHD, 324 Blackwell St., Suite 600, Durham, NC 27701) Bob Levin, (919) 445-9130	1	No
WUNC-FM web site (wunc.org) 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
The Corporation for Public Broadcasting (CPB) online job site http://www.cpb.org/jobline/login.php . Information posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131.	0	No
Public Radio Development Officers (PRADO) listserv. Posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org (919) 445-9131. Contact: PRADO@Listserv JCoke@kcc.edu	0	No
Greater Public (formerly Development Exchange – DEI) job line http://greaterpublic.org/job-line Information posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131	0	No

Job Title of Vacancy:	Broadcast News Producer
Recruitment Source that Referred the Hiree:	Word-of-mouth
Date Vacancy Opened:	03/14/2014
Total Number of Persons Interviewed for the Vacancy:	10 (Multiple Recruitment, total 3 positions filled – two in 2015 Period)
Date Vacancy Filled:	07/21/2014

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?
Word-of-mouth –referral from WUNC or University colleagues	5	No
WUNC-FM web site (wunc.org), (http://wunc.org/wunc-jobs) Administered by WUNC. Contact: Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131	2	No
Salt Institute for Documentary Studies listserv 561 Congress Street, Portland, ME 04101 Phone 207.761.0660 www.salt.edu/	1	No
The Association for Independents in Radio (AIR) Jobs and Internships listserv P.O. Box 220400, Boston, MA 02122 Ph. 617-825-4400 http://www.airmedia.org/PageInfo.php?PageID=267 Posted by Managing Editor, Carol Jackson	0	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. http://jobs.unc.edu UNC Human Resources, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 843-2300. Contact: Noreen Montgomery, Senior Director, 919-843-9883.	0	No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin boards, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, (and bulletin board posting at ATHD, 324 Blackwell St., Suite 600, Durham, NC 27701) Nathan Olawsky, (919) 445-9131	0	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 . Information posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131.	1	No
http://www.journalismjobs.com / website online ad placed directly by WUNC, Nathan Olawsky, (919) 445-9131. JournalismJobs.com contact information in Berkeley, CA: contact@journalismJobs.com or (510) 653-1521	0	No
North Carolina Association of Broadcasters “Job Bank,” at the www.ncbroadcast.com web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: gsummerville@ncbroadcast.com . Phone (919) 821-7300.	0	No
Current (Public Telecommunications Newspaper) Print Advertisement 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
Third Coast Audio Festival, 848 East Grand, Chicago, IL 60611, 312-948-4682, Contact: Johanna Zorn (Jzorn@thirdcoastfestival.org) http://www.thirdcoastfestival.org/	0	No
Public Radio News Directors, Incorporated’s “NewsLink” list serve to members. PO Box 838, Sturgis, SD 57785, 605-490-3033, Christine Paige Diers, Business Manager, http://newslink@mpr.org posted through WUNC PRNDI member, Brent Wolfe, News Director.	0	No
Approximately 50 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)	0	No

Attachment A-1

Organization	City	State
KQED-FM	SAN FRANCISCO	CA
CENTRAL CAROLINA COMMUNITY COLLEGE	SANFORD	NC
GUILFORD NATIVE AMERICAN ASSOCIATION	GREENSBORO	NC
WXYC-FM	CHAPEL HILL	NC
WINSTON-SALEM URBAN LEAGUE	WINSTON-SALEM	NC
WPTF-FM	RALEIGH	NC
WRAL-FM	RALEIGH	NC
WEST COAST PUBLIC RADIO	TACOMA	WA
WKNC-FM	RALEIGH	NC
SHAW UNIVERSITY	RALEIGH	NC
LIVINGSTONE COLLEGE	SALISBURY	NC
BARBER-SCOTIA COLLEGE	CONCORD	NC
BENNETT COLLEGE	GREENSBORO	NC
JOHNSON C SMITH	CHARLOTTE	NC
NORTH CAROLINA A & T UNIVERSITY	GREENSBORO	NC
WHYY-FM	PHILADELPHIA	PA
CAREER PLANNING OFFICE	ALTANTA	GA
FISK UNIVERSITY	NASHVILLE	TN
HAMPTON UNIVERSITY	HAMPTON	VA
CAREER PLANNING OFFICE	JACKSON	MS
CAREER PLANNING OFFICE	JEFFERSON CITY	MO
MALCOLM X COLLEGE	CHICAGO	IL
CAREER PLANNING SERVICE	BALTIMORE	MD
VIRGINIA STATE UNIVERSITY	PETERSBURG	VA
CAREER PLANNING OFFICE	NEW ORLEANS	LA
N C CENTRAL UNIVESITY	DURHAM	NC
FAYETTEVILLE STATE UNIVERSITY	FAYETTEVILLE	NC
KNOXVILLE COLLEGE	KNOXVILLE	TN
MALCOLM X COLLEGE	CHICAGO	IL
SYRACUSE UNIVERSITY	SYRACUSE	NY
SCHOOL OF JOURNALISM	CHAPEL HILL	NC
COMMUNICATIONS STUDIES	CHAPEL HILL	NC
WSHA-FM, SHAW UNIVESITY	RALEIGH	NC
WOSU STATIONS	COLUMBUS	OH
WWIL-AM	WILMINGTON	NC
WBT-AM/FM	CHARLOTTE	NC
WVOE-AM	CHADBURN	NC
WFSS-FM 91.9	FAYETTEVILLE	NC
NORTH CAROLINA A & T UNIVERSITY	GREENSBORO	NC
SHAW UNIVERSITY	RALEIGH	NC
WINSTON-SALEM UNIVERSITY	WINSTON-SALEM	NC
HOWARD UNIVERSITY	WASHINGTON	DC
WBT-AM/FM	CHARLOTTE	NC
WBEZ-FM	CHICAGO	IL
PUBLIC RADIO EAST	NEW BERN	NC
WHQR-FM	WILMINGTON	NC

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	WUNC continues to offer its internship programs. Initially internships were offered in the News Department. The success of this program has grown, leading to the development of internships in our daily public affairs show; 'The State of Things' as well working with our Web Producer on digital media.
7	Scholarship Program	WUNC continued its Radio Youth Institute; a five week hands-on training for high school students to be 'radio youth reporters' and to learn radio journalism. This 'boot camp' also includes opportunities for past youth reporters or recent college grads to serve as mentors to the radio youth reporters.
8	Training	Training is provided to WUNC employees on an ongoing basis throughout the year. Examples for this current period's report include: <ol style="list-style-type: none"> 1) Our Grants and Foundation Officer attended a one day workshop offered by the AFP (Association of Fundraising Professionals) in February 2014. 2) WUNC's Director of IT and Engineering attended the Public Radio Engineering Conference (PREC) in April 2014. 3) WUNC's Audio Engineer attended the Audio Engineer Society (AES) conference in October 2013. 4) WUNC's General Manager attended the Station Resource Group (SRG) Planning Retreat in August 2013. 5) WUNC's General Manager attended the Eastern Region Public Media Conference in November 2013.

Activity Classification*	Type of Activity	Brief Description
		<p>6) WUNC’s Development and Underwriting Staff (4) and General Manager attended the Public Media and Development Marketing Conference (PMDMC), held July 2014.</p> <p>7) WUNC’s Deputy Director and Business Services Coordinator attended the Public Media Business Association Conference in May 2014.</p> <p>8) Our Program Director attended the Public Radio Program Director’s Conference training in September 2013.</p> <p>9) Our News Director attended the PRNDI (Public Radio News Director Inc.) conference in June 2014.</p> <p>10) WUNC’s staff attended classes through the University’s Training & and Talent Development program. Training and Talent Development provides learning opportunities for all Carolina employees. They coordinate, design and deliver training programs for employees, as well as offer organizational development for groups of faculty and staff.</p> <p>11) Our Digital News Editor attended a Southern Documentary Archival Workshop on Images and Sound in December 2013.</p> <p>12) On staff training was provided to news and programming on interviewing techniques by David Schulman in March 2014.</p>
14	Management EEO Training	Staff and Management serving on search committees participate in training sponsored by the University’s Equal Employment Opportunity Office. Training focuses on the dos and don’ts of reviewing, interviewing and selecting candidates

* 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.