

# **EEO PUBLIC FILE REPORT**

**FOR**

**WUNC (FM)**

This EEO Public File Report  
Covers the One-Year Period  
Ending on July 31, 2016

**Equal Employment Opportunity Public File Report**  
**July 31, 2016**  
**WUNC (FM)**

*Recruitment Activity Summary*  
*August 1, 2015 -- July 31, 2016*

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, 2016, the station filled the following eight full-time vacancies:

Job Title

- 1) IT Director
  - 2) Fletcher Fellow-Education Policy Reporter
  - 3) Finance Director
  - 4) Listener Services Specialist
  - 5) Managing Editor
  - 6) Managing Editor
  - 7) Digital News Editor
  - 8) Database Analyst
- } 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: 40.

### 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:

<b>Recruitment Source</b>	<b>Total Number of Interviewees</b>
Word-of-mouth –referral from system or university colleagues	<b>12</b>
WUNC(FM) web site (wunc.org)	<b>2</b>
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment Website.	<b>15</b>
WUNC internal staff posting announcement	<b>6</b>
Public Radio News Directors Incorporated (PRNDI) “Newslink” web site. Pub Radio industry (PRNDI) listserv	<b>0</b>
Corporation for Public Broadcasting job web site	<b>0</b>
Current (Public Telecommunications Newspaper) & Online	<b>0</b>
JournalismJobs.com web site	<b>0</b>
North Carolina Association of Broadcasters web site	<b>0</b>
Indeed.com	<b>2</b>
University of North Carolina (UNC) General Administration Job Posting website	<b>1</b>
University of North Carolina School of Journalism and Mass Communications and Career Services Listservs	<b>0</b>
Facebook	<b>0</b>
Twitter	<b>0</b>
National Association of Black Journalists Career Center	<b>0</b>
Asian American Journalists Association	<b>0</b>
Native American Journalists Association	<b>0</b>
The Society of Broadcast Engineers	<b>0</b>
Job Announcements sent to predominantly minority/women institutions/organizations (Attachment A-1)	<b>0</b>
Other*	<b>2</b>

\*There were two interviewees who declined to identify their recruitment source.

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 Nora Casper at (919) 445-9120.

<b>Job Title of Vacancy:</b>	<b>IT Director</b>
<b>Recruitment Source that Referred the Hiree:</b>	<b>Word of Mouth</b>
<b>Date Vacancy Opened:</b>	<b>2/16/15</b>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<b>8</b>
<b>Date Vacancy Filled:</b>	<b>3/21/2016</b>

*Recruitment Sources Used to Fill the Vacancy*

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Word-of-mouth –referral from WUNC or University colleagues	3	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
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. <a href="http://jobs.unc.edu">http://jobs.unc.edu</a> 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.	3	No
WUNC-FM web site (wunc.org), ( <a href="http://wunc.org/wunc-jobs">http://wunc.org/wunc-jobs</a> ) Administered by WUNC. Contact: Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131	0	No
The Corporation for Public Broadcasting (CPB) online job site <a href="http://www.cpb.org/jobline/login.php">http://www.cpb.org/jobline/login.php</a> . Information posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (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?
Current (Public Telecommunications Newspaper) Print Advertisement <a href="http://www.current.org/jobs/">http://www.current.org/jobs/</a> . 6930 Carroll Ave, Ste 625, Takoma Park, MD 20912, 301-270-7240 Contact: Kathleen Unwin, Advertising Director <a href="mailto:unwin@current.org">unwin@current.org</a>	0	No
Indeed.com at the <a href="http://www.indeed.com">www.indeed.com</a> website, Indeed, Inc., 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 1-800-475-4361	1	No
North Carolina Association of Broadcasters “Job Bank,” at the <a href="http://www.ncbroadcast.com">www.ncbroadcast.com</a> web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: <a href="mailto:gsummerville@ncbroadcast.com">gsummerville@ncbroadcast.com</a> . Phone (919) 821-7300.	0	No
The Society of Broadcast Engineers “JobsOnline” at the <a href="http://www.sbe.org/sections/jl_listings.php">http://www.sbe.org/sections/jl_listings.php</a> website, SBE, 9102 North Meridian Street, Suite 150, Indianapolis, IN 46260, Contact: Scott Jones, <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> , Phone: 317-846-9000	0	No
University of North Carolina (UNC) General Administration Job Postings website <a href="https://uncjobs.northcarolina.edu/applicants/jsp/shared/search/Search_css.jsp">https://uncjobs.northcarolina.edu/applicants/jsp/shared/search/Search_css.jsp</a> UNC General Administration 910 Raleigh Road, Chapel Hill, NC 27514 Contact: Matthew S. Brody, Vice President for Human Resources, 919-962-4651, <a href="mailto:msbrody@northcarolina.edu">msbrody@northcarolina.edu</a>	1	No
Approximately 40 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)	0	No

<b>Job Title of Vacancy:</b>	<b>Fletcher Fellow-Education Policy Reporter</b>
<b>Recruitment Source that Referred the Hiree:</b>	<b>Internal Posting</b>
<b>Date Vacancy Opened:</b>	<b>4/29/2015</b>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<b>3</b>
<b>Date Vacancy Filled:</b>	<b>8/17/2015</b>

*Recruitment Sources Used to Fill the Vacancy*

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Word-of-mouth –referral from WUNC or University colleagues	0	No
The Corporation for Public Broadcasting (CPB) online job site <a href="http://www.cpb.org/jobline/login.php">http://www.cpb.org/jobline/login.php</a> . 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	3	No
WUNC-FM web site (wunc.org) <a href="http://wunc.org/about/inside-wunc/jobs-wunc">http://wunc.org/about/inside-wunc/jobs-wunc</a> ) 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
<a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> / website online ad placed directly by WUNC, Nathan Olawsky, (919) 445-9131. JournalismJobs.com contact information in Berkeley, CA: <a href="mailto:contact@journalismJobs.com">contact@journalismJobs.com</a> 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 <a href="http://www.ncbroadcast.com">www.ncbroadcast.com</a> web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: <a href="mailto:gsummerville@ncbroadcast.com">gsummerville@ncbroadcast.com</a> . Phone (919) 821-7300.	0	No
University of North Carolina School of Journalism and Mass Communications <a href="http://jomc.unc.edu">http://jomc.unc.edu</a> Contact: Jennifer Gallina <a href="mailto:JGallina@unc.edu">JGallina@unc.edu</a>	0	No
University of North Carolina School of Journalism and Mass Communication (JOMC) Listservs <a href="mailto:jomccareers@listserv.unc.edu">jomccareers@listserv.unc.edu</a> <a href="mailto:jomcjobs@listserv.unc.edu">jomcjobs@listserv.unc.edu</a> <a href="mailto:jomcfac@listserv.unc.edu">jomcfac@listserv.unc.edu</a> Contact: Jay Eubank, Director of Career Services <a href="mailto:Jeubank@email.unc.edu">Jeubank@email.unc.edu</a>	0	No
UNC School of Journalism Facebook page & Twitter Contact: Jay Eubank, Director of Career Services <a href="mailto:Jeubank@email.unc.edu">Jeubank@email.unc.edu</a>	0	No



<b>Job Title of Vacancy:</b>	<b>Finance Director</b>
<b>Recruitment Source that Referred the Hiree:</b>	<b>Internal Posting</b>
<b>Date Vacancy Opened:</b>	<b>5/15/2015</b>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<b>6</b>
<b>Date Vacancy Filled:</b>	<b>1/19/2016</b>

*Recruitment Sources Used to Fill the Vacancy*

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Word-of-mouth –referral from WUNC or University colleagues	0	No
WUNC-FM web site (wunc.org) <a href="http://wunc.org/about/inside-wunc/jobs-wunc">http://wunc.org/about/inside-wunc/jobs-wunc</a> Administered by WUNC. Contact: Keith Weston, WUNC “Webmaster,” 120 Friday Center Drive, Chapel Hill, NC 27517 (919) 445-9202	0	No
The Corporation for Public Broadcasting (CPB) online job site <a href="http://www.cpb.org/jobline/login.php">http://www.cpb.org/jobline/login.php</a> . 401 9th Street, NW, Washington, DC 20004-2129, Phone: 202-879-9600	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) Connie Walker 919-445-9150	1	No
Current (Public Telecommunications Newspaper) Print Advertisement <a href="http://www.current.org/jobs/">http://www.current.org/jobs/</a> . 6930 Carroll Ave, Ste 625, Takoma Park, MD 20912, 301-270-7240 Contact: Kathleen Unwin, Advertising Director <a href="mailto:unwin@current.org">unwin@current.org</a>	0	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. <a href="http://jobs.unc.edu">http://jobs.unc.edu</a> 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.	5	No

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
North Carolina Association of Broadcasters “Job Bank,” at the <a href="http://www.ncbroadcast.com">www.ncbroadcast.com</a> web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: <a href="mailto:gsummerville@ncbroadcast.com">gsummerville@ncbroadcast.com</a> . Phone (919) 821-7300.	0	No
Approximately 40 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)	0	No

<b>Job Title of Vacancy:</b>	<u>Listener Services Specialist</u>
<b>Recruitment Source that Referred the Hiree:</b>	<u>WUNC Website</u>
<b>Date Vacancy Opened:</b>	<u>6/22/2015</u>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<u>4</u>
<b>Date Vacancy Filled:</b>	<u>9/28/2015</u>

*Recruitment Sources Used to Fill the Vacancy*

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Word-of-mouth –referral from WUNC or University colleagues	0	No
WUNC-FM web site (wunc.org), ( <a href="http://wunc.org/wunc-jobs">http://wunc.org/wunc-jobs</a> ) Administered by WUNC. Contact: Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131	1	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. <a href="http://jobs.unc.edu">http://jobs.unc.edu</a> 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.	3	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

<b>Job Title of Vacancy:</b>	<b>Managing Editor – Recruiting for 2 positions</b>
<b>Recruitment Source that Referred the Hiree:</b>	<b>Internal Posting</b>
<b>Date Vacancy Opened:</b>	<b>9/3/2015</b>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<b>9</b>
<b>Date Vacancy Filled:</b>	<b>3/7/16</b>

*Recruitment Sources Used to Fill the Vacancy*

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Word-of-mouth –referral from WUNC or University colleagues	4	No
WUNC-FM web site (wunc.org), ( <a href="http://wunc.org/wunc-jobs">http://wunc.org/wunc-jobs</a> ) Administered by WUNC. Contact: Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131	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, <a href="http://newslink@mpr.org">http://newslink@mpr.org</a> posted through WUNC PRNDI member, Brent Wolfe, News Director.	0	No
The Corporation for Public Broadcasting (CPB) online job site <a href="http://www.cpb.org/jobline/login.php">http://www.cpb.org/jobline/login.php</a> . 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) Nathan Olawsky (919) 445-9131	2	No
Current (Public Telecommunications Newspaper) Print Advertisement <a href="http://www.current.org/jobs/">http://www.current.org/jobs/</a> . 6930 Carroll Ave, Ste 625, Takoma Park, MD 20912, 301-270-7240 Contact: Kathleen Unwin, Advertising Director <a href="mailto:unwin@current.org">unwin@current.org</a>	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?
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. <a href="http://jobs.unc.edu">http://jobs.unc.edu</a> 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.	1	No
<a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> / website online ad placed directly by WUNC, Nathan Olawsky, (919) 445-9131. JournalismJobs.com contact information in Berkeley, CA: <a href="mailto:contact@journalismJobs.com">contact@journalismJobs.com</a> or (510) 653-1521	0	No
North Carolina Association of Broadcasters “Job Bank,” at the <a href="http://www.ncbroadcast.com">www.ncbroadcast.com</a> web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: <a href="mailto:gsummerville@ncbroadcast.com">gsummerville@ncbroadcast.com</a> . Phone (919) 821-7300.	0	No
National Association of Black Journalists Career Center, <a href="http://nabjcareers.org/">http://nabjcareers.org/</a> , NABJ Career Center 8800 Lakewood Dr #117, Windsor, CA 95492, 626 792 3846, Contact: Drew Berry, Executive Consultant, <a href="mailto:dberry@nabj.org">dberry@nabj.org</a>	0	No
Asian American Journalists Association, <a href="http://www.aaaja.org/category/jobs-opportunities/">http://www.aaaja.org/category/jobs-opportunities/</a> , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: PATRICIA VILLON, Administrative Consultant, 415-346-2051, <a href="mailto:patriciav@aaaja.org">patriciav@aaaja.org</a>	0	No
Native American Journalists Association Job Listings, <a href="https://www.naja.com/resources/job-listings/">https://www.naja.com/resources/job-listings/</a> , NAJA - OU Gaylord College, 395 W. Lindsey St., Norman, OK, 73019-4201, Rebecca Landsberry, Interim Executive Director, <a href="mailto:RebeccaLandsberry@naja.com">RebeccaLandsberry@naja.com</a> , P: (405) 325-1649	0	No
Approximately 40 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)	0	No
Unknown	2	n/a

<b>Job Title of Vacancy:</b>	<u>Digital News Editor</u>
<b>Recruitment Source that Referred the Hiree:</b>	<u>Word of Mouth</u>
<b>Date Vacancy Opened:</b>	<u>11/6/2015</u>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<u>6</u>
<b>Date Vacancy Filled:</b>	<u>4/15/2016</u>

*Recruitment Sources Used to Fill the Vacancy*

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Word-of-mouth –referral from WUNC or University colleagues	5	No
WUNC-FM web site (wunc.org), ( <a href="http://wunc.org/wunc-jobs">http://wunc.org/wunc-jobs</a> ) Administered by WUNC. Contact: Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131	0	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. <a href="http://jobs.unc.edu">http://jobs.unc.edu</a> 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.	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) Nathan Olawsky, (919) 445-9131	0	No
The Corporation for Public Broadcasting (CPB) online job site <a href="http://www.cpb.org/jobline/login.php">http://www.cpb.org/jobline/login.php</a> . Information posted by Nathan Olawsky, Business Services Coordinator, WUNC Radio, nolawsky@wunc.org, (919) 445-9131.	0	No
<a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> / website online ad placed directly by WUNC, Nathan Olawsky, (919) 445-9131. JournalismJobs.com contact information in Berkeley, CA: <a href="mailto:contact@journalismJobs.com">contact@journalismJobs.com</a> 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 <a href="http://www.ncbroadcast.com">www.ncbroadcast.com</a> web site, NCAB, 150 Fayetteville Street, Suite 1610, Raleigh, NC 27601. Contact: <a href="mailto:gsummerville@ncbroadcast.com">gsummerville@ncbroadcast.com</a> . Phone (919) 821-7300.	0	No
Current (Public Telecommunications Newspaper) Print Advertisement <a href="http://www.current.org/jobs/">http://www.current.org/jobs/</a> . 6930 Carroll Ave, Ste 625, Takoma Park, MD 20912, 301-270-7240 Contact: Kathleen Unwin, Advertising Director <a href="mailto:unwin@current.org">unwin@current.org</a>	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, <a href="http://newslink@mpr.org">http://newslink@mpr.org</a> posted through WUNC PRNDI member, Brent Wolfe, News Director.	0	No
National Association of Black Journalists Career Center, <a href="http://nabjcareers.org/">http://nabjcareers.org/</a> , NABJ Career Center 8800 Lakewood Dr #117, Windsor, CA 95492, 626 792 3846, Contact: Drew Berry, Executive Consultant, <a href="mailto:dberry@nabj.org">dberry@nabj.org</a>	0	No
Asian American Journalists Association, <a href="http://www.aja.org/category/jobs-opportunities/">http://www.aja.org/category/jobs-opportunities/</a> , 5 Third Street, Suite 1108, San Francisco, CA 94103, Contact: PATRICIA VILLON, Administrative Consultant, 415-346-2051, <a href="mailto:patriciav@aja.org">patriciav@aja.org</a>	0	No
Native American Journalists Association Job Listings, <a href="https://www.naja.com/resources/job-listings/">https://www.naja.com/resources/job-listings/</a> , NAJA - OU Gaylord College, 395 W. Lindsey St., Norman, OK, 73019-4201, Rebecca Landsberry, Interim Executive Director, <a href="mailto:RebeccaLandsberry@naja.com">RebeccaLandsberry@naja.com</a> , P: (405) 325-1649	0	No
Approximately 40 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)	0	No

<b>Job Title of Vacancy:</b>	<u>Database Analyst</u>
<b>Recruitment Source that Referred the Hiree:</b>	<u>WUNC FM Web Site</u>
<b>Date Vacancy Opened:</b>	<u>4/15/2016</u>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<u>4</u>
<b>Date Vacancy Filled:</b>	<u>7/18/2016</u>

***Recruitment Sources Used to Fill the Vacancy***

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Word-of-mouth –referral from WUNC or University colleagues	0	No
WUNC internal staff posting announcement via email to all at WUNC Nora Casper, (919) 445-9120	0	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources Employment website. <a href="http://jobs.unc.edu">http://jobs.unc.edu</a> 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-FM web site (wunc.org), ( <a href="http://wunc.org/wunc-jobs">http://wunc.org/wunc-jobs</a> ) Administered by WUNC. Contact: Nora Casper, WUNC Radio, ncasper@wunc.org, (919) 445-9120	1	No
Indeed.com at the <a href="http://www.indeed.com">www.indeed.com</a> website, Indeed, Inc., 6433 Champion Grandview Way, Building 1, Austin, TX 78750, Phone: 1-800-475-4361	1	No



**Attachment A-1**

Phone	Contact	Organization	Address	City	State	Zip
704-789-2900	CAREER PLANNING OFFICE	BARBER-SCOTIA COLLEGE	145 CABACUSS AVE	CONCORD	NC	28025
336-517-2100	CAREER SERVICES	BENNETT COLLEGE	900 EAST WASHINGTON ST	GREENSBORO	NC	27401
404-880-8000	CAREER PLANNING OFFICE	CLARK COLLEGE	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
910-672-1111	DIRECTOR OF CAREER SERVICES & PLACEMENT	FAYETTEVILLE STATE UNIVERSITY	1200 MURLSON ROAD	FAYETTEVILLE	NC	28301
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	CAREER PLANNING	JOHNSON C SMITH	100 BEATTIES FORD ROAD	CHARLOTTE	NC	28216
865-524-6525	DEAN OF STUDENTS	KNOXVILLE COLLEGE	901 KNOXVILLE COLLEGE DR	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
800-835-3435	CAREER PLANNING OFFICE	LIVINGSTONE COLLEGE	701 WEST MONROE STREET	SALISBURY	NC	28144
312-850-7000	DIRECTOR OF CO-OP EDUCATION	MALCOLM X COLLEGE	1900 W VAN BUREN STREET	CHICAGO	IL	60612
919-530-6445	UNIVERSITY CAREER SERVICES	N C CENTRAL UNIVERSITY	PO BOX 19585	DURHAM	NC	27707
336-334-7755	CAREER PLANNING OFFICE	NC A&T UNIVERSITY	MURPHY HALL STE 101, 1601 E MARKET ST	GREENSBORO	NC	27411
336-334-7936	STATION MANAGER	WNAA-FM, NC A&T UNIVERSITY	302 CROSBY HALL, 1601 E MARKET ST	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	DEPT OF MASS COMMUNICATIONS	SHAW UNIVERSITY	118 E SOUTH ST	RALEIGH	NC	27611
919-546-8430	PERSONNEL OFFICER	WSHA-FM, SHAW UNIVERSITY	118 E SOUTH ST	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	PERSONNEL OFFICER	WEST COAST PUBLIC RADIO	PACIFIC LUTHERAN UNIV.	TACOMA	WA	98447
910-343-1640	STATION MANAGER	WHQR-FM	254 N FRONT ST, STE 300	WILMINGTON	NC	28400
215-351-1200	STATION MANAGER	WHYY-FM	150 N 6TH STREET	PHILADELPHIA	PA	19106
336-750-2321	PERSONNEL OFFICER	WSNC-FM	601 S MARTIN LUTHER KING JR DR	WINSTON-SALEM	NC	27110

Phone	Contact	Organization	Address	City	State	Zip
336-725-5614	PRESIDENT	WINSTON-SALEM URBAN LEAGUE	201 FIFTH STREET WEST	WINSTON-SALEM	NC	27101
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	3012 HIGHWOODS BLVD, STE 201	RALEIGH	NC	27604
919-821-8555	STATION MANAGER	WRAL-FM	2619 WESTERN BLVD	RALEIGH	NC	27605
910-763-2452	STATION MANAGER	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	<p>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.</p> <p>This ‘boot camp’ also includes opportunities for past youth reporters or recent college grads to serve as mentors to the radio youth reporters.</p> <p>WUNC’s daily news program “The State of Things” also maintains an internship program during the fall and spring semesters. One college student is selected each term and works closely with programming and technical staff to enhance their education in journalism and broadcasting.</p>
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"> <li>1) WUNC’s General Manager attended the Station Resource Group (SRG) Planning Retreat in August, 2015.</li> <li>2) WUNC’s Program Director attended the Public Radio Program Director’s Conference training in September, 2015.</li> <li>3) WUNC’s Chief Engineer went to the PREC (Public Radio Engineering Conference) and the NAB Show (National Association of Broadcasting) in April, 2016.</li> <li>4) WUNC’s Finance Director attended the Public Media Business Association Conference in May, 2016.</li> <li>5) One of WUNC’s Managing Editors attended a</li> </ol>

Activity Classification*	Type of Activity	Brief Description
		<p>workshop on data reporting at Boston University in January, 2016.</p> <p>6) WUNC's Race &amp; Southern Culture Reporter attended a workshop on how race and gender impact food stories in February, 2016.</p> <p>7) WUNC's Finance Director attended a three day course led by UNC Training and Human Resources entitled BEST: Blueprint for Engaged Supervision Training.</p>
11	Sponsorship of events in the community	<p>WUNC sponsored and hosted tours throughout the year which were designed to provide education on radio broadcasting and jobs in public media.</p> <p>On May 19, 2016 and March 11 &amp; 18, 2016, WUNC gave tours of the various studios and offices to local school groups. These tours provided information on WUNC's general operations and the various staff and jobs necessary to accomplish such activities.</p>
14	Management EEO Training	All staff and management serving on a recruitment search committee must 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	Participation in Other Activities	<p>StoryMakers:Durham: WUNC, in partnership with local independent producer John Biewen from the Center for Documentary Studies at Duke, was chosen by the Association of Independents in Radio (AIR) to participate in a new storytelling initiative "Localore: Finding America." The program taught community members how to produce radio stories and then aired the final products. This was done via StoryCircles held at local nonprofits on January 11, 13, 20, 27 and February 3, 2016. WUNC's Program Director, News Director, Race and Southern Culture Reporter, Political Reporter, and Education Reporter, among others, all worked with attendees on the project.</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.