

EEO PUBLIC FILE REPORT

FOR

WUNC (FM)

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2005

.

Equal Employment Opportunity Public File Report

July 31, 2005

WUNC (FM)

Recruitment Activity Summary

July 24, 2004 -- July 31, 2005

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, 2005, the station filled the following full-time vacancies:

Job Title

Administrative Assistant III, S.P.A. Position No. 0056025

News Reporter/Anchor ("Morning Edition Host")

News Reporter/Anchor ("Weekend Edition Host")

News Reporter/Anchor ("Health Reporter")

Broadcast Producer for Talk Programming (A)

News Director

Deputy Director of Radio

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: 24.

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
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources SPA web posting ("ApplicantWeb")	3
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources SPA Layoff Candidate List	3
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources EPA web posting ("ApplicantWeb")	1
Internal WUNC posting--manual posting and email to all	3
WUNC(FM) web site	1
Referral by WUNC Employees	1
Referral by NPR: Word-of-Mouth at NPR network stations	3
Raleigh News & Observer classified ad	2
Greensboro News & Record classified ad	
Durham Herald-Sun classified ad	

Current (Public Telecommunications Newspaper) ad	3
PubRadio industry listserv	
North Carolina Public Radio Development listserv	
Corporation for Public Broadcasting job web site	
National Public Radio web site	1
Public Radio News Directors Incorporated (PRNDI) “Newslink” web site	2
NC Association of Broadcasters Job Bank web site	
JournalismJobs.com web site	1
Radio-Television News Directors Association	
CareerBuilder.com website	
National Association of Black Journalists web site	
National Lesbian and Gay Journalists Association web site	
National Association of Hispanic Journalists web site	
TriangleJobs.com web site	
Society of Professional Journalists web site	
Investigative Reporters and Editors web site	
National Science Writers Association web site	
Association of Health Care Journalists web site	
National Association of Medical Communicators web site	
South Asian Journalists Association web site	
Asian American Journalists Association web site	
North Carolina Association of Broadcasters web site	
Job Announcements sent to predominantly minority/women institutions/organizations	
Job or Career Fairs (Raleigh N&O Career Expos)	

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 Robert Levin at (919) 962-9154.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Administrative Assistant III</u>
Recruitment Source that Referred the Hiree:	<u>UNC HR Employment web site</u>
Date Vacancy Opened:	<u>August 13, 2004</u>
Total Number of Persons Interviewed for the Vacancy:	<u>6</u>
Date Vacancy Filled:	<u>December 27, 2004</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?
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources SPA Job Posting, Employment Department, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 962-2991	3	No
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources SPA Layoff Candidate List, Employment Department, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 962-2991	3	No
WUNC internal staff posting announcement, via Email to all at WUNC and by manual posting to bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Jerry Howerton, (919) 962-5454		No
The Raleigh News & Observer, PO Box 2222, Raleigh, NC, Phone: (919) 829-4604, contact: Catherine Taylor		No
TriangleJobs.com web site – 215 S. McDowell St., Raleigh, NC (see listing above for “Raleigh News & Observer” for further contact information).		No
The Herald-Sun classified advertisement, 2828 Pickett Road, Durham, NC 27702, (919) 419-6910, contact: Theresa Ellis		No
WUNC-FM web site (wunc.org, jobs@wunc page). Administered by Webslingerz. Contacts: Dan Metz (metz@webslingerz.com) and Mike Daul (mdaul@webslingerz.com).		No
CareerBuilder.com website, 8420 Bryn Mawr Ave., Suite 1000, Chicago, IL 60631. (888) 855-5594, contact: (placed via UNC HR’s Sarah Hare, Advertising Manager, (919) 962-6009		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>News Reporter/Anchor</u> <u>("Morning Edition Host")</u>
Recruitment Source that Referred the Hiree:	<u>WUNC Internal Posting</u>
Date Vacancy Opened:	<u>October 21, 2004</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>February 1, 2005</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?
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources EPA Non-Faculty Job Posting, Employment Department, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 962-2991, contact: Windy Wills, Advertising Manager	1	No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Jerry Howerton, (919) 962-5454	1	No
The Greensboro News & Record classified advertisement, P.O. Box 21967, Greensboro, NC, 27420, Phone: (336), 373-7132, contact: Karen Apple		No
The Raleigh News & Observer, including Chapel Hill News, classified advertisement, PO Box 2222, Raleigh, NC, Phone: (919) 829-4604, contact: Catherine Taylor	1	No
TriangleJobs.com web site – part of the Raleigh News & Observer posting – 215 S. McDowell St., Raleigh, NC (see listing above for “Raleigh News & Observer” for further contact information).		No
The Herald-Sun classified advertisement, 2828 Pickett Road, Durham, NC 27702, (919) 419-6910, contact: Theresa Ellis		No
Current (Public Telecommunications Newspaper) -- web site is at www.current.org , 1612 K Street NW, Suite 704, Washington, D.C., 20006. (202) 463-7055, Ext. 36, contact: Victoria Maulhardt		No
WUNC-FM web site (wunc.org, jobs@wunc page). Administered by Webslingerz. Contacts: Dan Metz (metz@webslingerz.com) and Mike Daul (mdaul@webslingerz.com).		No

National Public Radio website, 'Jobs at NPR' webpage. Contact: dgatewood@npr.org (Dana Gatewood)		No
JournalismJobs.com web site – part of the NPR ad casting (please see the “National Public Radio” web site entry immediately above for contact information)		No
The Corporation for Public Broadcasting online job site. Information posted by WUNC HR Officer, Jerry Howerton.		No
North Carolina Association of Broadcasters “JobBank,” at the www.ncbroadcast.com web site, NCAB, P.O. Box 627, Raleigh, NC 27602. Contact: jobbank@ncbroadcast.com . Phone (919) 821-7300.		No
Public Radio News Directors Incorporated’s “JobLink portion of the “NewsLink” web site at http://newslink.org posted by Jerry Howerton, WUNC HR Officer		No
Radio-Television News Directors Association (RTNDA) web site at http://www.rtna.org/jobs/ . Contact: RTNDA, 1600 K Street NW, Suite 700, Washington, D.C. 20006. Phone: (202) 659-6510.		No
Society of Professional Journalists (SPJ) web site at www.spj.org job bank. Eugene S. Pulliam National Journalism Center, 3909 N. Meridian St., Indianapolis, IN 46208, (317) 927-8000. Job posted by WUNC HR Officer, Jerry Howerton		No
National Association of Black Journalists (NABJ) web site at http://www.nabj.org . Located at the University of Maryland, 8701-A Adelphi Rd., Adelphi, MD, 20783. phone: (301) 445-7100 web posting by Bob Levin, WUNC EEO Officer.		No
Investigative Reporters & Editors (IRE) web site at http://www.ire.org and job posting at jobpostings@nicar.org . IRE, 138 Neff Annex, Missouri School of Journalism, Columbia, MO. 65211. Phone (573)-882-2042. Job posted by WUNC’s HR Officer, Jerry Howerton		No
National Lesbian and Gay Journalists Association (NLGJA) web site at www.nlgja.org . NLGJA, 1420 K Street, NW, Suite 910, Washington, DC 20005. Phone: (202) 588-9888. Posted by WUNC HR Officer Jerry Howerton via WUNC Sr. News Editor, Brent Wolfe.		No
South Asian Journalists Association (SAJA) web site’s “Job Bank” at www.saja.org . Posting sent to SAJA members via email by SAJA. SAJA, Columbia Graduate School of Journalism, 2950 Broadway, New York, NY 10027. Phone: (212)-854-5979. Posting sent to SAJA by WUNC HR Officer Jerry Howerton		No
National Association of Hispanic Journalists (NAHJ) web site at http://www.nahj.org/ . NAHJ, 1000 National Press Building, 529 14th St. NW, Washington, DC 20045-2001. Phone: (202) 662-7145. Contact: Jobbank@nahj.org . Posted by WUNC HR Officer Jerry Howerton		No

<p>Asian American Journalists Association (AAJA) web site at http://www.ajja.org/. 1182 Market Street, Suite 320, San Francisco, CA, 94102. Phone: (415) 346-2051. Contact: Albert Lee</p>		<p>No</p>
<p>Approximately 55 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)</p>		<p>No</p>

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	News Reporter/Anchor ("Weekend Edition Host")
Recruitment Source that Referred the Hiree:	JournalimsJobs.com
Date Vacancy Opened:	August 3, 2004
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	February 7, 2005

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 EPA Non-Faculty Job Posting, Employment Department, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 962-2991, contact: Windy Wills, Advertising Manager		No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Jerry Howerton, (919) 962-5454	1	No
The Greensboro News & Record classified advertisement, P.O. Box 21967, Greensboro, NC, 27420, Phone: (336), 373-7132, contact: Karen Apple		No
The Raleigh News & Observer, including Chapel Hill News, classified advertisement, PO Box 2222, Raleigh, NC, Phone: (919) 829-4604, contact: Catherine Taylor		No
TriangleJobs.com web site – part of the Raleigh News & Observer posting – 215 S. McDowell St., Raleigh, NC (see listing above for “Raleigh News & Observer” for further contact information).		No
The Herald-Sun classified advertisement, 2828 Pickett Road, Durham, NC 27702, (919) 419-6910, contact: Theresa Ellis		No
Current (Public Telecommunications Newspaper) -- web site is at www.current.org , 1612 K Street NW, Suite 704, Washington, D.C., 20006. (202) 463-7055, Ext. 36, contact: Victoria Maulhardt		No
WUNC-FM web site (wunc.org, jobs@wunc page). Administered by Webslingerz. Contacts: Dan Metz (metz@webslingerz.com) and Mike Daul (mdaul@webslingerz.com).		No
National Public Radio website, ‘Jobs at NPR’ webpage. Contact: dgatewood@npr.org (Dana Gatewood)	1	No

JournalismJobs.com web site – part of the NPR ad casting (please see the “National Public Radio” web site entry immediately above for contact information)	1	No
The Corporation for Public Broadcasting online job site. Information posted by WUNC HR Officer, Jerry Howerton.		No
North Carolina Association of Broadcasters “JobBank,” at the www.ncbroadcast.com web site, NCAB, P.O. Box 627, Raleigh, NC 27602. Contact: jobbank@ncbroadcast.com . Phone (919) 821-7300.		No
Public Radio News Directors Incorporated’s “JobLink portion of the “NewsLink” web site at http://newslink.org posted by Jerry Howerton, WUNC HR Officer		No
Society of Professional Journalists (SPJ) web site at www.spj.org job bank. Eugene S. Pulliam National Journalism Center, 3909 N. Meridian St., Indianapolis, IN 46208, (317) 927-8000. Job posted by WUNC HR Officer, Jerry Howerton		No
National Association of Black Journalists (NABJ) web site at http://www.nabj.org . Located at the University of Maryland, 8701-A Adelphi Rd., Adelphi, MD, 20783. phone: (301) 445-7100 web posting by Bob Levin, WUNC EEO Officer.		No
National Lesbian and Gay Journalists Association (NLGJA) web site at www.nlgja.org . NLGJA, 1420 K Street, NW, Suite 910, Washington, DC 20005. Phone: (202) 588-9888. Posted by WUNC HR Officer Jerry Howerton via WUNC Sr. News Editor, Brent Wolfe.		No
South Asian Journalists Association (SAJA) web site’s “Job Bank” at www.saja.org . Posting sent to SAJA members via email by SAJA. SAJA, Columbia Graduate School of Journalism, 2950 Broadway, New York, NY 10027. Phone: (212)-854-5979. Posting sent to SAJA by WUNC HR Officer Jerry Howerton		No
National Association of Hispanic Journalists (NAHJ) web site at http://www.nahj.org/ . NAHJ, 1000 National Press Building, 529 14th St. NW, Washington, DC 20045-2001. Phone: (202) 662-7145. Contact: Jobbank@nahj.org . Posted by WUNC HR Officer Jerry Howerton		No
Asian American Journalists Association (AAJA) web site at http://www.aja.org/ . 1182 Market Street, Suite 320, San Francisco, CA, 94102. Phone: (415) 346-2051. Contact: Albert Lee		No
Approximately 55 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No
(WUNC referral -- applicant from previous position search)	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	News Reporter/Anchor ("Health Reporter")
Recruitment Source that Referred the Hiree:	Current Magazine
Date Vacancy Opened:	June 8, 2004
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	January 18, 2005

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 EPA Non-Faculty Job Posting, Employment Department, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 962-2991, contact: Windy Wills, Advertising Manager		No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Jerry Howerton, (919) 962-5454		No
The Greensboro News & Record classified advertisement, P.O. Box 21967, Greensboro, NC, 27420, Phone: (336), 373-7132, contact: Karen Apple		No
The Raleigh News & Observer, including Chapel Hill News, classified advertisement, PO Box 2222, Raleigh, NC, Phone: (919) 829-4604, contact: Catherine Taylor		No
TriangleJobs.com web site – part of the Raleigh News & Observer posting – 215 S. McDowell St., Raleigh, NC (see listing above for “Raleigh News & Observer” for further contact information).		No
The Herald-Sun classified advertisement, 2828 Pickett Road, Durham, NC 27702, (919) 419-6910, contact: Theresa Ellis		No
Current (Public Telecommunications Newspaper) -- web site is at www.current.org , 1612 K Street NW, Suite 704, Washington, D.C., 20006. (202) 463-7055, Ext. 36, contact: Victoria Maulhardt	2	No
WUNC-FM web site (wunc.org, jobs@wunc page). Administered by Webslingerz. Contacts: Dan Metz (metz@webslingerz.com) and Mike Daul (mdaul@webslingerz.com).		No

National Public Radio website, 'Jobs at NPR' webpage. Contact: dgatewood@npr.org (Dana Gatewood)		No
JournalismJobs.com web site – part of the NPR ad casting (please see the “National Public Radio” web site entry immediately above for contact information)		No
The Corporation for Public Broadcasting online job site. Information posted by WUNC HR Officer, Jerry Howerton.		No
North Carolina Association of Broadcasters “JobBank,” at the www.ncbroadcast.com web site, NCAB, P.O. Box 627, Raleigh, NC 27602. Contact: jobbank@ncbroadcast.com . Phone (919) 821-7300.		No
Public Radio News Directors Incorporated’s “JobLink portion of the “NewsLink” web site at http://newslink.org posted by Jerry Howerton, WUNC HR Officer		No
Radio-Television News Directors Association (RTNDA) web site at http://www.rtna.org/jobs/ . Contact: RTNDA, 1600 K Street NW, Suite 700, Washington, D.C. 20006. Phone: (202) 659-6510.		No
Society of Professional Journalists (SPJ) web site at www.spj.org job bank. Eugene S. Pulliam National Journalism Center, 3909 N. Meridian St., Indianapolis, IN 46208, (317) 927-8000. Job posted by WUNC HR Officer, Jerry Howerton		No
National Association of Black Journalists (NABJ) web site at http://www.nabj.org . Located at the University of Maryland, 8701-A Adelphi Rd., Adelphi, MD, 20783. phone: (301) 445-7100 web posting by Bob Levin, WUNC EEO Officer.		No
Investigative Reporters & Editors (IRE) web site at http://www.ire.org and job posting at jobpostings@nicar.org . IRE, 138 Neff Annex, Missouri School of Journalism, Columbia, MO. 65211. Phone (573)-882-2042. Job posted by WUNC’s HR Officer, Jerry Howerton		No
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South Asian Journalists Association (SAJA) web site’s “Job Bank” at www.saja.org . Posting sent to SAJA members via email by SAJA. SAJA, Columbia Graduate School of Journalism, 2950 Broadway, New York, NY 10027. Phone: (212)-854-5979. Posting sent to SAJA by WUNC HR Officer Jerry Howerton		No
National Association of Hispanic Journalists (NAHJ) web site at http://www.nahj.org/ . NAHJ, 1000 National Press Building, 529 14th St. NW, Washington, DC 20045-2001. Phone: (202) 662-7145. Contact: Jobbank@nahj.org . Posted by WUNC HR Officer Jerry Howerton		No

Asian American Journalists Association (AAJA) web site at http://www.aja.org/ . 1182 Market Street, Suite 320, San Francisco, CA, 94102. Phone: (415) 346-2051. Contact: Albert Lee		No
National Science Writers Association web site at http://nasw.org/ . – using the nasw-jobs mailing list. P.O. Box 890 Hedgesville, WV, 25427 . Phone: (304) 754-5077 contact: diane@nasw.org		No
Association of Health Care Journalists (AHCJ) web site at http://www.ahcj.umn.edu/ School of Journalism, University of Minnesota, 1313 Fifth Street, SE, Minneapolis, MN 55414. Phone: (612) 627-4331. contact: Amy Olson, ahcj@umn.edu		No
National Association of Medical Communicators (NAMC) web site at http://www.ibiblio.org/namc/ 325 West Huron, Suite 711, Chicago, IL 60610 . Phone: (312) 751-1370. Contact: support@namc.info		No
Approximately 55 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No
(Word-of Mouth – NPR sources through local stations)	2	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Broadcast Producer for Talk Programming
Recruitment Source that Referred the Hiree:	WUNC Internal Posting
Date Vacancy Opened:	November 18, 2004
Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	April 1, 2005

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 EPA Non-Faculty Job Posting, Employment Department, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 962-2991, contact: Windy Wills, Advertising Manager		No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Jerry Howerton, (919) 962-5454	1	No
The Greensboro News & Record classified advertisement, P.O. Box 21967, Greensboro, NC, 27420, Phone: (336), 373-7132, contact: Karen Apple		No
The Raleigh News & Observer, including Chapel Hill News, classified advertisement, PO Box 2222, Raleigh, NC, Phone: (919) 829-4604, contact: Catherine Taylor	1	No
TriangleJobs.com web site – part of the Raleigh News & Observer posting – 215 S. McDowell St., Raleigh, NC (see listing above for “Raleigh News & Observer” for further contact information).		No
The Herald-Sun classified advertisement, 2828 Pickett Road, Durham, NC 27702, (919) 419-6910, contact: Theresa Ellis		No
Current (Public Telecommunications Newspaper) -- web site is at www.current.org , 1612 K Street NW, Suite 704, Washington, D.C., 20006. (202) 463-7055, Ext. 36, contact: Victoria Maulhardt		No
WUNC-FM web site (wunc.org, jobs@wunc page). Administered by Webslingerz. Contacts: Dan Metz (metz@webslingerz.com) and Mike Daul (mdaul@webslingerz.com).	1	No

National Public Radio website, 'Jobs at NPR' webpage. Contact: dgatewood@npr.org (Dana Gatewood) (Note—this web site began to no longer post jobs, but referred the postings to the CPB website listed immediately below—which also feeds the JournalismJobs.com website listed immediately below the CPB listing below).		No
JournalismJobs.com web site – part of the NPR ad casting (please see the “National Public Radio” web site entry immediately above for contact information)		No
The Corporation for Public Broadcasting (CPB)online job site. Information posted by WUNC HR Officer, Jerry Howerton. Phone (919) 966-5454		No
Public Radio News Directors Incorporated’s “JobLink portion of the “NewsLink” web site at http://newslink.org posted by Jerry Howerton, WUNC HR Officer		No
Society of Professional Journalists (SPJ) web site at www.spj.org job bank. Eugene S. Pulliam National Journalism Center, 3909 N. Meridian St., Indianapolis, IN 46208, (317) 927-8000. Job posted by WUNC HR Officer, Jerry Howerton		No
Investigative Reporters & Editors (IRE) web site at http://www.ire.org and job posting at jobpostings@nicar.org . IRE, 138 Neff Annex, Missouri School of Journalism, Columbia, MO. 65211. Phone (573)-882-2042. Job posted by WUNC’s HR Officer, Jerry Howerton		No
National Association of Black Journalists (NABJ) web site at http://www.nabj.org . Located at the University of Maryland, 8701-A Adelphi Rd., Adelphi, MD, 20783. phone: (301) 445-7100 web posting by Bob Levin, WUNC EEO Officer.		No
National Lesbian and Gay Journalists Association (NLGJA) web site at www.nlgja.org . NLGJA, 1420 K Street, NW, Suite 910, Washington, DC 20005. Phone: (202) 588-9888. Posted by WUNC HR Officer Jerry Howerton via WUNC Sr. News Editor, Brent Wolfe.		No
South Asian Journalists Association (SAJA) web site’s “Job Bank” at www.saja.org . Posting sent to SAJA members via email by SAJA. SAJA, Columbia Graduate School of Journalism, 2950 Broadway, New York, NY 10027. Phone: (212)-854-5979. Posting sent to SAJA by WUNC HR Officer Jerry Howerton		No
National Association of Hispanic Journalists (NAHJ) web site at http://www.nahj.org/ . NAHJ, 1000 National Press Building, 529 14th St. NW, Washington, DC 20045-2001. Phone: (202) 662-7145. Contact: Jobbank@nahj.org . Posted by WUNC HR Officer Jerry Howerton		No
Asian American Journalists Association (AAJA) web site at http://www.aaja.org/ . 1182 Market Street, Suite 320, San Francisco, CA, 94102. Phone: (415) 346-2051. Contact: Albert Lee		No

Approximately 55 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No
(NPR referral – word-of-mouth)	1	No
Raleigh News & Observer Career Expo (January and June 2005) -- partnering with UNC Human Resources – 215 South McDowell Street, Raleigh, NC 27602, phone: (877) 842-3976 ext.21 for Career Expo; phone: (919) 962-2991 for UNC HR, Windy Wills, Advertising Manager		

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>News Director</u>
Recruitment Source that Referred the Hiree:	<u>PRNDI Listserv</u>
Date Vacancy Opened:	<u>September 1, 2004</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>April 13, 2005</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?
University of North Carolina (UNC) at Chapel Hill, Office of Human Resources EPA Non-Faculty Job Posting, Employment Department, 104 Airport Drive, CB #1045, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-1045, Phone (919) 962-2991, contact: Windy Wills, Advertising Manager		No
WUNC internal staff posting announcement via email to all at WUNC and manual posting on WUNC bulletin board, WUNC Radio, 120 Friday Center Drive, Chapel Hill, NC, 27517, Jerry Howerton, (919) 962-5454		No
Current (Public Telecommunications Newspaper) -- web site is at www.current.org , 1612 K Street NW, Suite 704, Washington, D.C., 20006. (202) 463-7055, Ext. 36, contact: Victoria Maulhardt	1	No
WUNC-FM web site (wunc.org, jobs@wunc page). Administered by Webslingerz. Contacts: Dan Metz (metz@webslingerz.com) and Mike Daul (mdaul@webslingerz.com).		No
National Public Radio website, 'Jobs at NPR' webpage. Contact: dgatewood@npr.org (Dana Gatewood) (Note—soon after this posting, this web site began to no longer post jobs, but referred the postings to the CPB website listed immediately below—which also feeds the JournalismJobs.com website listed immediately below the CPB listing below).		No
JournalismJobs.com web site – part of the NPR ad casting (please see the “National Public Radio” web site entry immediately above for contact information)		No
The Corporation for Public Broadcasting (CPB)online job site. Information posted by WUNC HR Officer, Jerry Howerton. Phone (919) 966-5454		No

Public Radio News Directors Incorporated's "JobLink portion of the "NewsLink" web site at http://newslink.org posted by Jerry Howerton, WUNC HR Officer	2	No
Society of Professional Journalists (SPJ) web site at www.spj.org job bank. Eugene S. Pulliam National Journalism Center, 3909 N. Meridian St., Indianapolis, IN 46208, (317) 927-8000. Job posted by WUNC HR Officer, Jerry Howerton		No
PubRadio industry listserv posting. Posted by WUNC member subscribed David Wright. phone: (919) 966-5454		No
Approximately 55 announcements of job opening sent to organizations and institutions particularly chosen to reach potential women and minority applicants. (See Attachment A-1)		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Deputy Director of Radio</u>
Recruitment Source that Referred the Hiree:	<u>Internal WUNC Referral --</u> <u>Note: Recruitment Waived</u>
Date Vacancy Opened:	<u>May 1, 2005</u>
Total Number of Persons Interviewed for the Vacancy	<u>n/a – Recruitment Waived</u>
Date Vacancy Filled:	<u>May 12, 2005</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?
<i>None -- Note: Internal Promotion: Position was filled directly by existing WUNC employee upon approval by UNC EEO Office to waive recruitment.</i>	n/a	n/a

ATTACHMENT A-1

STATION MANAGER
KQED-FM
2601 MARIPOSA ST
SAN FRANCISCO CA 94110

EXECUTIVE DIRECTOR
BLACK ARTISTS GUILD INC
P O BOX 2162
KINSTON NC 28501

STATION MANAGER
WRAL-FM
711 HILLSBOROUGH ST
RALEIGH NC 27605

ALVIN KELLEY
CAREER PLANNING OFFICE
ELIZABETH CITY STATE UNIV.
PARKVIEW DRIVE
ELIZABETH CITY NC 27909

HAROLD C LASSITER
CAREER PLANNING OFFICE
BARBER-SCOTIA COLLEGE
145 CABACUSS AVE
CONCORD NC 28025

LEON WARREN
CAREER PLANNING OFFICE
N. C. A & T UNIVERSITY
1601 EAST MARKET STREET
GREENSBORO NC 27411

CAREER PLANNING OFFICE
FISK UNIVERSITY
NASHVILLE TN 37203

CAREER PLANNING OFFICE
LINCOLN UNIVERSITY
JEFFERSON CITY MO 65101

BILL FREEMAN
BROADCAST PROD TECHNOLOGIES
CENTRAL CAROLINA COMM COLLEGE
1105 KELLY DRIVE
SANFORD NC 27330

PRESIDENT
WINSTON-SALEM URBAN LEAGUE
201 FIFTH STREET WEST
WINSTON-SALM NC 27101

RESOURCE COORDINATOR
WOMEN'S EDUCATION & IND
356 BOYLSTON ST
BOSTON MA 02116

DEAN MACSOWELL
CAREER PLANNING OFFICE
SHAW UNIVERSITY
118 EAST SOUTH STREET
RALEIGH NC 27611

IRENE C HARRINGTON
DIRECTOR CAREER SERVICES
BENNETT COLLEGE
900 EAST WASHINGTON ST
GREENSBORO NC 27401-32239

MABEL MATTHEWS
CAREER PLANNING OFFICE
SAINT AUGUSTINE'S COLLEGE
1315 OAK AVENUE
RALEIGH NC 27611

VIVIAN WREN DAVID, DIRECTOR
CAREER CENTER
HAMPTON UNIVERSITY
E QUEEN STREET
HAMPTON VA 23668

DR EMIT HORNE, DIRECTOR
CO-OP ED/DEAN OF ADULT
MALCOLM X COLLEGE
1900 W VAN BUREN STREET
CHICAGO IL 60612

EXECUTIVE DIRECTOR
GUILFORD NATIVE AMER.
ASSOC.
P O BOX 5623
GREENSBORO NC 27435

STATION MANAGER
WPTF-FM
2012 HIGHWOOD BLVD
RALEIGH NC 27604

JOB INFORMATION CHAIRMAN
WOMEN IN COMMUNICATIONS
INC
426 FAIROAK CIRCLE
CHAPEL HILL NC 27516

ESTHER S MCNEIL
CAREER PLANNING OFFICE
LIVINGSTONE COLLEGE
701 WEST MONROE STREET
SALISBURY NC 28144

JODI DOUGLAS TURNER
CAREER PLANNING
JOHNSON C SMITH
100 BEATTIES FORD ROAD
CHARLOTTE NC 28216

CAREER PLANNING OFFICE
CLARK COLLEGE
ALTANTA GA 30314

CAREER PLANNING OFFICE
JACKSON STATE UNIVERSITY
JACKSON MS 39217

CAREER PLANNING SERVICE
MORGAN STATE UNIVERSITY
BALTIMORE MD 21239

MACK B MORANT,
CAREER PLANNING /PLACMNT
VIRGINIA STATE UNIVERSITY
P O BOX NN
PETERSBURG VA 23803

CAREER PLANNING OFFICE
XAVIER UNIVERSITY
NEW ORLEANS LA 70125

UNIVERSITY CAREER SERV.
N C CENTRAL UNIVESITY
P O BOX 19585
DURHAM NC 27707

DIR. OF CAREER SERV. &
PLACEMENT
FAYETTEVILLE STATE UNIV.
1200 MURLSON ROAD
FAYETTEVILLE NC 28301-4298

DEAN OF STUDENTS
KNOXVILLE COLLEGE
901 COLLEGE STREET
KNOXVILLE TN 37921

DIR OF CO-OP EDUCATION
MALCOLM X COLLEGE
1900 W VAN BUREN STREET
CHICAGO IL 60612

NEWHOUSE PLACEMENT OFFICE
SYRACUSE UNIVERSITY
215 UNIVERSITY PLACE
SYRACUSE NY 13244-2100

BUSINESS MNGR/PLACEMENT
SCHOOL OF JOURNALISM
CB#3365, HOWELL HALL
CHAPEL HILL NC 27599-3365

ADMINISTRATIVE ASSISTANT
COMMUNICATIONS STUDIES
CB#3285, 112 BINGHAM HALL
CHAPEL HILL NC 27599-3282

GENERAL MANAGER
WSHA-FM, SHAW UNIVESITY
118 E SOUTH STREET R-TV
RALEIGH NC 27611

PERSONNEL OFFICER
WOSU STATIONS
2400 OLENTANGY RIVER RD
COLUMBUS OH 43210

PRESIDENT
ECHO BROADCASTING
WWIL-AM
P O BOX 957
WILMINGTON NC 28402-0957

PRESIDENT
EVANS BROADCASTING CORP
WAAA-AM
P O BOX 11197
WINSTON-SALEM NC 27106

PRESIDENT
EBONY ENTERPRISES INC
WVOE-AM
ROUTE 3 BOX 328
CHADBOURN NC 28431

WFSS-FM 91.9
1200 MURCHISON ROAD
FAYETTEVILLE, NC
28301-4298

STATION MANAGER
WNAA-FM
NORTH CAROLINA A & T
UNIVERSITY
GREENSBORO NC 27411

STATION MANAGER
WSHA-FM
SHAW UNIVERSITY
118 E SOUTH STREET
RALEIGH NC 27611

STATION MANAGER
WSSU-FM
WINSTON-SALEM UNIVERSITY
WINSTON-SALEM NC 27102

CAREER PLANNING OFFICE
HOWARD UNIVERSITY
WASHINGTON DC 20059

STATION MANAGER
WFDD-FM
200 WINGATE RD –Reynolds Hall
WINSTON-SALEM NC 27109

STATION MANAGER
WBEZ-FM
848 E. Grand Ave.
CHICAGO, IL 60611

STATION MANAGER
PUBLIC RADIO EAST
800 COLLEGE COURT
NEW BERN NC 28562

STATION MANAGER
WHQR-FM
254 N FRONT ST
WILMINGTON NC 28400

STATION MANAGER
WNCW-FM
P O BOX 804
SPINDALE NC 28107

STATION MANAGER
WSRC-AM
3202 GUESS ROAD
DURHAM NC 27705

STATION MANAGER
WBT-AM/FM
ONE JULIAN PRICE PLACE
CHARLOTTE NC 28208

MARTIN NEED
VICE-CHAIR – KLPU-FM
WEST COAST PUB RADIO
PACIFIC LUTHERAN UNIV.
TACOMA WA 98447

STATION MANAGER
WKNC-FM
BOX 8607 NCSU MAIL CTR
RALEIGH NC 27695-8607

STATION MANAGER
WXYC-FM
BOX 51 CAROLINA UNION
CHAPEL HILL NC 27514

STATION MANAGER
WHYY-FM
150 N 6TH STREET
PHILADELPHIA PA 19106

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
1	Job Fairs	<p><u>WUNC participated in two job fairs:</u></p> <p>1) The News & Observer 2005 Career Expo event held January 24, 2005, at the Marriott Crabtree Valley in Raleigh, NC. WUNC's Jerry Howerton, HR Officer, and Sue Weiss, Corporate Relations Manager, represented WUNC at the fair. They distributed materials in solicitation of applications for employment, accepted resumes and discussed openings at WUNC with potential applicants. WUNC shared space and costs at the fair with the UNC Office of Human Resources. Information on internships was also distributed to interested applicants.</p> <p>2) The News & Observer Career Expo, held June 6, 2005 in Raleigh, North Carolina. WUNC participated with the UNC Office of Human Resources, sharing space and costs. Jerry Howerton, HR Officer, and Leoneda Inge, WUNC News Reporter/Anchor, represented WUNC at the fair and explained current and possible future openings to interested potential applicants and invited application. Information on internships was also distributed to interested applicants.</p>
5	Internship Program	<p>WUNC continues to have News Interns on a regular basis and has expanded recruitment of interns to more than students, outreaching to the community as a whole, as evidenced by marketing the internships at recent (January and June 2005) Career Fairs. WUNC has also expanded the internship program to include at least one, but usually two, Programming Internships with the daily "State of Things" program. On April 13, 2005, WUNC hired a News Director with vast experience in establishing and managing a comprehensive internship program with Wisconsin Public Radio. This experience was one of the factors in hiring the candidate. The internship program will be re-evaluated in Fall 2005 under the expertise of the News Director and with input from the HR Officer, Programming Director, and Senior Producer of the State of Things program to maximize the learning experience of interns and to develop the best possible recruitment strategy for ensuring diversity of applicants for internships.</p>

8	Training	<p>Training is provided to all WUNC employees on an ongoing basis throughout the year. Examples for this current period's report include:</p> <ol style="list-style-type: none"> 1) Development staff on-site training with consultants in the areas of individual giving and underwriting 2) Development staff off-site training at the Public Radio Development and Management conference 3) On-line training of Development staff from Radio Research Consortium (RRC) regarding qualitative and quantitative programs for Public Radio 4) WUNC General Manager participated in discussions designed to improve management of public radio stations at the State Resource Group annual conference. 5) Professional Development/Audio Engineering Training and SBE Certification training provided to two WUNC Audio Engineers. 6) WUNC's Program Director, Executive Producer, and Operations Manager attended management training for programmers at the Public Radio Program Directors conference. 7) WUNC's Business Officer received training specific to his fields (HR-EEO & Finance) at the Public Radio Business Management Association conference. 8) WUNC's Associate Director, Chief Engineer and IT Manager attended training seminars at the National Association of Broadcasters (NAB) conference; all 3 also participated in the Public Radio Engineering Conference. 9) WUNC's Accounting Technician was nominated, accepted and attended a special university course (from the Office of Sponsored Research) on professional development curriculum in Research Administration. 10) Contract trainers have been provided to WUNC managers to help increase management skills; contract trainers have been provided to help on-air programming staff with greater presentation skills. 11) WUNC's capitol reporter attended professional conference (Association of Capitol Reporters) to receive training in her specific field (state government reporting). In addition, the capitol reporter & News Director attended a one day conference from the university's School of Journalism & Mass Communication on Hurricanes/Trauma coverage. <p style="text-align: center;">Continued next page..</p>
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8	Training (continued)	<p>12) WUNC’s news editor & executive producer attended the Public Radio News Director conference for professional development & training of public radio journalists.</p> <p>13) WUNC’s Senior Broadcast producer attended the 3rd Coast conference to further her knowledge of broadcast production for upcoming new series on Poverty.</p> <p>14) WUNC’s Information Manager attended a course on ‘Financial Accounting for Non-Financial Managers’.</p> <p>15) WUNC’s HR Officer attended professional development training for compensation, benefits and salary awards.</p> <p>16) WUNC’s executive assistant attended training on Microsoft Excel.</p> <p>17) Notary Public & Excel classes provided for Business Assistant staff member.</p> <p>18) Continuing Ed classes provided to IT Manager on Electricity & Electronics.</p> <p>19) HTML Training provided to audio engineer.</p> <p>20) Per ‘Activity Classification’ #14 in this list of menu options below, training was provided for managers in EEO/Laws.</p> <p>In addition, UNC-Chapel Hill also has extensive training & development courses offered to employees in various disciplines including career development, financial planning, supervision & management skills, HR policies & procedures, interpersonal policies & procedures, office skills improvement, organizational development and records management.</p>
12	Upper-Level Opening	<p>The position of News Director was listed in professional broadcast organizations (“media trade groups”) and was listed in other such sources whose members include substantial numbers of women and minorities. These organizations include: American Women in Radio and Television web site; NPR web site; and, copies of the job announcement, encouraging women and minority applicants, sent to organizations, universities and colleges chosen specifically to reach potential and minority applicants (see Attachment A-1).</p>

Activity Classification*	Type of Activity	Brief Description
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14	Management EEO Training	WUNC's General Manager attended an EEO law seminar at July 2005 North Carolina Public Radio [NCPRA] conference (July 2005). In addition, WUNC's Executive Producer attended a 2 day Supervisory Resources course that included an EEO component covering hiring and promotion.

*** 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;
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.