

EXHIBIT E

EEO PUBLIC FILE REPORT

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FOR

STATION WNCU-FM
DURHAM, NC

This EEO Public File Report
Covers the One-Year Period
Beginning August 1, 2007 and Ending July 31, 2008

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WNCU-FM's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on July 31, 2008, the station filled the following full-time vacancies:

Media Tech II/Operations Manager (Full-time temporary)

The station interviewed a total of five (5) persons for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
NCCU HR through http://osp.its.state.nc.us	11
Current Magazine and Online	
Durham Technical Community College www.durhamtech.edu	
Radio Ink magazine and online	
www.mediabistro.com	
www.WorkTriangle.com	
Society Broadcast Engineers online	
National Association of Broadcasters online	
Wake Tech jobplacement@waketech.com	
CPB Jobline www.cpb.org/jobline	
http://tvandradijobs.com	
School of Communications Arts www.sca.edu	

Attachment 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.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title of Vacancy: **Media Technician II**

Recruitment Source That Referred the Hiree: **Referral from another broadcast professional**

Date Vacancy Opened: 09/18/07 _____

**Total Number of Persons
Interviewed for the
Vacancy:** 4 _____

Date Vacancy Filled: Not filled _____

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
CPB Jobline	www.cpb.org/jobline			2	No
NAB www.nab.org	1771 N. St., NW Washington, DC 20036		202-429-5300	1	No
NC OSP Website	http://osp.its.state.nc.us	NCCU HR	919-530-6228	1	No
TV and Radio Jobs	www.tvandradiojobs.com			0	No
The Society of Broadcast Engineers www.sbe.org	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260		317- 846-9000	0	No
Wake Technical Community College http://jobplacement.waketech.edu	9101 Fayetteville Road Raleigh, NC 27603		919-866-5000	0	No
Current Magazine	6930 Carroll Ae., Suite 350, Takoma Park, MD 20912	Kelsang Menla	301-270-7240	0	No

Media Bistro www.mediabistro.com	494 Broadway, 4 th fl, New York, NY 10012		212-929-2588	0	No
Work Metro Inc. www.worktriangle.com	2 W. Santa Clara St., 1 st Fl., San Jose, CA 95113	Elizabeth Glover	408-404-3322 ext. 119	0	No
Radio Ink Magazine	224 Datura St., Ste. 1015 West Palm Beach, FL 33401		561-655-8778	0	No
School of Communications Art	www.sca.org		919-488-8500	0	No

ATTACHMENT B
MENU OPTION ACTIVITIES

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Station WNCU-FM has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
5	Internship Program-North Carolina Central University Mass Communication Department	Internship program designed to give students at the University opportunities to gain experience in broadcasting. To qualify for the internship program, student must first spend time working at the University cable/internet radio station under the tutelage of the WNCU staff. WNCU has one or more interns through this program during each school semester. WNCU also hosts student-interns from other universities and colleges.
14	EEO Training-North Carolina Central University EEO Training	All station personnel, management level and otherwise, are required to, and do, attend the University's equal employment opportunity workshop.
8	Training of Station Personnel-Variou Public Radio Workshops and Conferences	WNCU regularly sends staff members to conferences such as NCPRA annual conference, PRPD annual conference and DEI annual conference and other AAPRC meetings and workshops to receive pertinent training within their field and to learn management skills. The cost of such training often exceeds WNCU's financial resources allotted for such programs, but WNCU's commitment to furthering the broadcast careers of its staff results in WNCU working diligently to find creative solutions to cover the cost of such programs.

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* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

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;

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.