

**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, 2008 and Ending July 31, 2009

## 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, 2009, the station filled the following full-time vacancies:

Media Tech II/Operations Manager

The station interviewed a total of five (4) 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 <a href="http://osp.its.state.nc.us">http://osp.its.state.nc.us</a>	10
Employment Security Commission Job Seeker's	

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, <sup>address</sup>, 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**





**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

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. This term WNCU trained 18 media practicum, intern and independent study mass communication students.
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.
10	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Provide NCCU mass communication students with 3 visiting lecture series and annual open house for professional networking opportunities

9	Establishment of a mentoring program for station personnel	Established mentor/mentee program in which 3 students were mentored spring 2009

\* 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 <sup>media trade groups</sup> whose <sup>membership</sup> includes substantial participation by <sup>women and minorities</sup>;
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.