

EEO PUBLIC FILE REPORT

FOR

STATION WNCU-FM
DURHAM, NC

This EEO Public File Report
Covers the One-Year Period
Beginning August 1, 2024 and Ending July 31, 2025

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, 2025, the station filled the following full-time vacancies:

None.

The station interviewed a total of zero (0) 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>Number of Interviewees Referred</u>
n/a	n/a

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

- < 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: None.

Recruitment Source That Referred the Hire: n/a

Date Vacancy Opened: n/a

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

Date Vacancy Filled: n/a

Recruitment Sources Used to Fill the Vacancy (Note: All post on other sites routed back to the job.nccu.edu website to apply)

[illegible]

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	For 2024-2025, WNCU continued its internship program designed to give students at the North Carolina Central University opportunities to gain experience in radio broadcasting and podcasting and digital media. This term WNCU trained media practicum and internship mass communication students during Fall 2024 and Spring 2025 semesters as well as Summer Sessions I and II. These students worked in the news, programming, operations, digital content and/or management areas at the radio station. We trained a total of 26 students that were mass communication majors as well as other majors from NCCU at WNCU during this academic year. One student who interned with us last summer, started working with us as a host of evening jazz on Tuesdays and Thursdays in the fall 2023.
14	EEO Training-North Carolina Central University EEO Training	All station personnel, management level and otherwise, are required to, and did, attend the University's equal employment opportunity workshop upon employee orientation. Any new employees are required to attend orientation. Any new employees were also required to attend the Management Development Institute led by NCCU Human Resources, if they operate in a leadership role.

8	Training of Station Personnel-Various Public Radio Workshops and Conferences	<p>WNCU supports staff members to attend training and professional development conferences where funding is available such as PMJA (news director), PMBA (management) NAB (technical and management) and PMDMC (management and development) annual conferences. Most conferences from August 2024- July 2025 were in person although some workshops were virtual. Staff attended PMDMC, PMJA, NAB and the NFCB Conference. WNCU remains committed to enhancing the broadcast careers of its team which results in WNCU working diligently to find creative solutions to cover the cost of programs such as conference grant opportunities or internal support from the university. Also, all personnel and interns of WNCU are required to complete the online harassment training annually through CPB.</p>
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10	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>On August 29, 2024, WNCU hosted a Discover Mass Communication Event for current mass communication students and potential mass communication majors to learn more about the training and volunteer opportunities that WNCU offers, the Mass Communication department, and support services on campus. Students had the opportunity to connect with WNCU professionals, Mass Communication advisors, Mass Communication professors, and the Television Studio Manager. We provided campus resources from the following departments: Student Health, Counseling Center, The Writing and Speaking Studio, University College, and the Career Center. We had the opportunity to interact with 292 students from various majors and classifications. 66 of the students were Mass Communication Students. 216 out of the 292 students expressed interest in learning more about the Mass Communication department. We received positive verbal feedback about the event, and we had many students interested in learning more about opportunities at the station, the Mass Communication department, and campus resources.</p> <p>On September 24, 2024, WNCU utilized a 10:40 Break to inform students about training and volunteer opportunities that WNCU offers. Students had the opportunity to connect with WNCU professionals. We had the opportunity to interact with close to 200 students from various majors and classifications. We received positive verbal feedback about the event, and we were invited back to takeover 10:40 break again.</p> <p>On November 8, 2024, WNCU participated in the National Next Gen Day Celebration with NCCU Student Affairs to inform and educate students about the training opportunities that we offer at WNCU through our internship and volunteer programs. There were 27 students in attendance. It was hosted at the new student center on campus.</p> <p>WNCU presented Eagle Excellence Easter Egg Hunt & Brunch on April 3, 2025. Join us to learn more about WNCU, volunteering and internship opportunities. There was food, music, prizes and an egg hunt activity. This was held on the front lawn of the Farrison Newton Communications Building. There were 175 students who attended and participated in this professional networking opportunity with WNCU professionals and university professionals to discuss career opportunities in broadcast.</p>
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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;
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.