EEO PUBLIC FILE REPORT

FOR

UNC-TV

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2020

EEO Annual Public File Report

UNC-TV

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule. This Report has been prepared on behalf of UNC-TV, which operates a statewide public television network consisting of the following stations: WUNC-TV; WUND-TV; WUNE-TV; WUNF-TV; WUNG-TV; WUNJ-TV; WUNK-TV; WUNL-TV; WUNM-TV; WUNP-TV; WUNU-TV; and WUNW-TV. This Report will be placed in each station's online public inspection file and posted on UNC-TV's website.

The information contained in this Report covers the time period beginning August 1, 2019 and ending July 31, 2020 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain 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 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Don Smith, UNC-TV Director of New Technologies, Compliance, and Planning, at (919) 549-7025 or dsmith@unctv.org.

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ATTACHMENT 1

FULL-TIME VACANCY INFORMATION

	Position Number	Title	Total Number Interviewees for Vacancy	Recruitment Source of Hire	Recruitment Sources Utilized (See attached list of sources)
1		Chief Executive Officer Opened: 1/28/19 Filled: 8/12/19	8	Other	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 31, 36, 41, 43, 49, 50, 53, 64, 65, 66, 67, 68, 69, 70
2		Associate Producer Opened: 7/11/19 Filled: 9/16/19	7	UNC-TV Website	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50
3		Director of Educational Engagement Opened:8/30/19 Filled: 9/30/19	3	Other	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50
4		Financial Reporting Systems Manager Opened: 7/9/19 Filled: 10/7/19	5	LinkedIn	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50
5		Sales Traffic Manager Opened:9/5/19 Filled: 10/14/19	2	UNC-TV Website	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50
6		Purchasing Director Opened: 8/27/19 Filled: 11/26/19	5	UNC System Office	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50
7		Audience Services Associate Opened: 2/12/20 Filled: 03/16/20	3	Other	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 43
8		Tower & Maintenance Technician Opened: 2/7/20 Filled: 03/30/20	4	LinkedIn	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50
9		Creative Director Opened: 11/13/19 Filled: 5/18/20	9	LinkedIn	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50, 53, 62, 63
10		Email Marketing Manager Opened: 2/28/20 Filled: 6/22/20	7	UNC System Office	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50, 53, 62, 63

11		Website Manager Opened: 2/28/20 Filled: 6/29/20	7	UNC-TV Website	Internal: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 External: 25, 43, 49, 50, 53, 62, 63

Total number of persons interviewed during this Reporting Period: 60

ATTACHMENT 2

RECRUITMENT SOURCE INFORMATION

Recruitment Source (see attached list)	Total Number of Interviewees from Source*	Did Source Request Notice of Job Openings?
1	17	No
2	0	No
3	0	No
4	0	No
5	0	No
6	0	No
7	9	No
8	0	No
9	0	No
10	0	No
11	0	No
12	0	No
13	0	No
14	0	No
15	0	No
16	0	No
17	0	No
18	0	No
19	0	No
20	0	No
21	0	No
22	0	No
23	0	No
24	0	No
25	1	No
26	0	No
27	0	No
28	0	No
29	0	No
30	0	No
31	0	No
32	0	No
33	0	No
34	0	No
35	0	No
36	0	No
37	0	No
38	0	No
39	0	No
40	0	No
41	0	No
42	0	No
43	0	No
44	0	No
45	0	No
46	0	No
47	0	No
48	0	No
49	17	No
50	0	No

51	0	No
52	0	No
53	0	No
54	0	No
55	0	No
56	0	No
57	0	No
58	0	No
59	0	No
60	0	No
61	0	No
62	0	No
63	0	No
64	4	No
65	0	No
66	0	No
67	0	No
68	0	No
69	0	No
70	0	No

* Twelve (12) interviewees came from unknown sources.

RECRUITMENT SOURCES **1 August 2019 – 31 July 2020**

1. **UNC System Office**

   Attn: Human Resources / EEO Officer
   https://uncgacareers.northcarolina.edu/
   PO Box 2688
   Chapel Hill, NC 27515
   Telephone: (919) 962-1000

2. **North Carolina Arboretum**

   Attn: http://www.ncarboretum.org
   100 Frederick Law Olmsted Way
   Asheville, NC 28806-9315
   Telephone: (828) 665-2492
   Fax: (828) 665-2371

3. **NC State Approving Agency**

   Attn: http://www.northcarolina.edu/aa/ncsaa
   120 Penmarc Drive, Suite 103
   Raleigh, NC 27603-2434
   Telephone: (919) 733-7535
   Fax: (919) 733-1284

4. **NC State Educational Assistance Authority**

   Attn: information@ncseaa.edu
   Post Office Box 14103
   Research Triangle Park, NC 27709
   Telephone**:** (919) 549-8614
   Fax: (919) 549-8481

5. **NC Center for International Understanding (Go Global, NC)**

   Attn: http://goglobalnc.org/
   Go Global NC, Box 13628
   68 T.W. Alexander Dr., Research Triangle Park, NC 27709
   Telephone: (919) 420-1360
   Fax: (919) 420-1371

6. **UNC Press**

   Attn: http://www.uncpress.unc.edu
   The University of North Carolina Press
   116 South Boundary Street
   Chapel Hill, NC 27514-3808
   Telephone: (919) 966-3561
   Fax: (919) 966-3829

7. **University of North Carolina Center for Public Media**

   Attn: Human Resources
   PO Box 14900 (10 UNC-TV Drive)
   RTP, NC 27709-4900
   Telephone: (919) 549-7082

8. **UNC-TV/Western Maintenance Facility**

   Attn: Western Maintenance Facility

14 Old Phillips Bridge Road
Franklin, NC 28734
Telephone: (919) 549-7000

9. **UNC-TV Employee Referral**
   Attn: Human Resources
   10 UNC-TV Drive
   RTP, NC 27709-4900
   Telephone: (919) 549-7082

10. **WUNC-TV – WUNC-DTV, Channel 4**
    Attn: Transmission Building
    4401 Jones Ferry Road
    Chapel Hill, NC 27516
    Telephone: (919) 549-7204

11. **WUND-TV – WUND-DTV, Channel 2**
    Attn: Transmission Building
    521 Raccoon Road
    Creswell, NC 27928
    Telephone: (919) 549-7202

12. **WUNE-TV – WUNE-DTV, Channel 17**
    Attn: Transmission Building
    Post Office Box 458
    Linville, NC 28646
    Telephone: (919) 549-7217

13. **WUNF-TV – WUNF-DTV, Channel 33**
    Attn: Transmission Building
    1892 Pisgah Mtn. Road
    Canton, NC 28646
    Telephone: (828) 646-3481

14. **WUNG-TV – WUNG-DTV, Channel 58**
    Attn: Transmission Building
    4575 Stough Road
    Concord, NC 28027-8736
    Telephone: (919) 549-7258

15. **WUNJ-TV – WUNJ-DTV, Channel 39**
    Attn: Transmission Building
    521 TV Tower Road
    Delco, NC 28436
    Telephone: (919) 549-7239

16. **WUNK-TV – WUNK-DTV, Channel 25**
    Attn: Transmission Building
    8200 Hwy 258 North
    Farmville, NC 27828
    Telephone: (919) 549-7225

17. **WUNL-TV – WUNL-DTV, Channel 26**

Attn: Transmission Building
2463 Sauratown Mtn. Rd.
Westfield, NC 27053
Telephone: (919) 549-7226

18. **WUNM-TV – WUNM-DTV, Channel 19**

Attn: Transmission Building
Post Office Box 665
Trenton, NC 28585
Telephone: (919) 549-7219

19. **WUNP-TV- WUNP-DTV, Channel 36**

Attn: Transmission Building
16107 Highway 48
Littleton, NC 27850
Telephone: (919) 549-7236

20. **WUNU-TV – WUNU-DTV, Channel 31**

Attn: Transmission Building
446 UNC Drive
St Paul's, NC 28384
Telephone: (919) 549-7231

21. **WUNW-TV – WUNW-DTV, Channel 27**

Attn: Transmission Building
1892 Pisgah Mtn. Rd.
Canton, NC 28716
Telephone: (828) 648-3482

22. **State of North Carolina Human Resources Department (Office of State Human Resources)**

Attn: Career Counseling and Support
116 W Jones Street
Raleigh, NC 27603
Telephone: (919) 733-7108

23. **Durham Technical Community College**

Attn: Career Center
East 5th Street
Durham, NC 27703
Telephone: (919) 328-6050

24. **Raleigh News & Observer**

Attn: Classified Advertising
Link to: Careerbuilder.com
215 S McDowell Street PO Box 191
Raleigh, NC 27602
Telephone: (919) 829-4600

25. **Current**

Attn: Classified Advertising Online
6930 Carroll Avenue, Suite 625
Takoma Park, MD 20912
Telephone: (301) 270-7240, Ext. 36

26. The Carolinian Newspaper

Attn: Classifieds
adria@caro.news
PO Box 25308
Raleigh, NC 27601
Telephone: (919) 834-5558

27. The Charlotte Observer

Attn: Classifieds
jmmoore@charlotteobserver.com
600 S. Tryon Street
Charlotte, NC, 28202
Telephone: (704) 358-5312

28. Wake Technical Community College

Attn: Career & Employment Resources Office
9101 Fayetteville Road
Raleigh, NC 27603-5655
Telephone: (919) 866-5695

29. Pitt Community College

Attn: careerservices@email.pittcc.edu
Craig F. Goess Student Center
Suite 170
P.O. Drawer 7007
Greenville, NC 27835
Telephone: (252) 493-7784

30. Association of Fundraising Professionals Triangle, NC Chapter

Attn: chapteradmin@afptriangle.org
PO Box 18343
Raleigh NC, 27619
Telephone: (919) 280-4018

31. The Chronicle of Philanthropy

Attn: Philanthropycareeres-jobs@philanthropy.com
1255 Twenty-Third Street NW
Seventh Floor
Washington, DC 20037
Telephone: (202) 466-1200

32. The Charlotte Post

Attn: Classified Department
1531 Camden Road
Charlotte, NC 28203
Telephone: (704) 376-0496

33. Mitchell Technical Institute - Satcom

Attn: Elizabeth Kitchens
1800 East Spruce Street
Mitchell, South Dakota 57301
Telephone: (605) 995-7136
liz.kitchens@mitchelltech.edu

34. The Asheville Citizen-Times

Attn: Classified Advertising
14 O'Henry Ave.
Asheville, NC 28801
Telephone: (828) 232-5916

35. OnLine News Association

Attn: Classified Advertising, Jessica Strelitz
Online News Association
c/o NPR
1111 North Capitol Street NE, Sixth Floor
Washington, DC 20002
Telephone: (571) 212-1363 (cell)

36. Radio Television Digital News Association

Attn: Classified Advertising
The National Press Building
529 14th Street, NW, Suite 1240
Washington, D.C. 20045
Telephone: (202) 221-4282

37. NC for Military Employment (NC4ME)/ NCWorks Online

Attn: NCWorks Career Center- Briggs Avenue
1105 S. Briggs Avenue
Durham, NC 27703
Phone: (919) 560-6880
Fax: (919) 560-3388
Email: ncworks.3000@nccommerce.com

38. Action Without Borders/Idealist.org

302 Fifth Avenue, 11th Floor
New York, NY 10001
Phone: (646) 786-6886
Fax: (212) 695-7243
Email: http://www.idealist.org/contact-us

39. The Data & Marketing Association

1333 Broadway, Suite #301
New York, N.Y. 10018
Phone: (212) 768-7277
Email: https://thedma.org/

40. Nonprofit Technology Network

621 SW Alder, Suite 310
Portland, OR 97205
Phone: (503) 272-8800
Fax: (503) 451-3125
Email: jobboard@nten.org

41. North Carolina Center for Nonprofits

5800 Faringdon Place
Raleigh, NC 27609
Phone: (919) 790-1555
www.ncnonprofits.org

42. Chronicle of Higher Education

1255 Twenty-Third St, N.W.
Washington, D.C. 20037
Phone: (202) 466-1050
Email: jobs@chronicle.com

43. LocalJobNetwork

An annual membership that automatically posts our positions to 1500+ job boards and sites nationwide, depending on key words

1000 N Water St., Suite 1100
Milwaukee, WI 53202
www.localjobnetwork.com
Telephone: (800) 984-3775

44. North Carolina Broadcasters Association

150 Fayetteville Street
Raleigh, NC 27601
Telephone (919) 821-7300

45. National Association of Broadcasting

1771 N Street NW
Washington, D.C. 20036
Telephone (202) 429-5300

46. Corporation for Public Broadcasting (CPB) Jobline

401 9th Street NW.
Washington, D.C. 20004
Telephone (202) 879-9600

47. NETA Consulting

1334 Timberlane Road
Suite#12
Tallahassee, FL 32312
Telephone (803) 978-1581

48. SWE (Society of Women Engineers)

130 East Randolph Street, Suite 3500
Chicago, IL 60601
Telephone (877) 793-4636
http://societyofwomenengineers.swe.org/

49. LinkedIn

The world's largest professional network with more than 562 million users in more than 200 countries and territories worldwide.

www.linkedin.com
Telephone (844) 587-5735

50. CareerBuilder

200 N. LaSalle Street, Suite 1100
Chicago, IL 60601
Telephone: (770) 349-2400
www.careerbuilder.com

51. **NTEN**
The Nonprofit Technology Enterprise Network is an international nonprofit organization based in the United States.
621 SW Alder, Suite 310
Portland, OR 97205
Telephone (503) 272-8800
www.nten.org

52. **YNPN**
Attn: Young Nonprofit Professionals Network Triangle NC
YNPN Triangle NC
PO Box 732
Morrisville, NC 27560
www.ynpntrianglenc.org

53. **Mediabistro**
Media job finder, online training courses, and free career advice for a perfect resume & cover letter, interview tips, freelancing, and more.
825 Eighth Avenue, 29th Floor
New York, NY 10019
Telephone (800) 205-7792
www.mediabistro.com

54. **TECH for GOOD**
http://www.techforgood.global/

55. **IEEE Women in Engineering (WIE)**
IEEE Women in Engineering (WIE) is one of the largest international professional organizations dedicated to promoting women engineers and scientists and inspiring girls around the world to follow their academic interests to a career in engineering.
445 Hoes Lane
Piscataway, NJ 08854
Telephone (732) 981 0060
http://wie.ieee.org/

56. **NC Tech Association**
4020 Westchase Blvd. Suite 350
Raleigh, NC 27607
Telephone (919) 856-0393
www.nctech.org

57. **TV Technology**
Attn: TV Technology c/o Future US, Inc.
5285 Shawnee Road, Suite 525
Alexandria, VA 22312-2334
Telephone: (703) 852-4600
www.tvtechnology.com

58. **TVNewsCheck**
24 West Lancaster Ave., Suite 205
Ardmore, PA 19003
Telephone (484) 412-8287
www.tvnewscheck.com

59. **ProductionHUB**

1806 Hammerlin Ave
Winter Park, FL 32789
Telephone (877) 629-4122
www.productionhub.com

60. **UNC Talent Connect**

Online recruitment system

Attn: Rachael Dietrich Walker
Director of Prospect Development and Analytics
University of North Carolina General Administration
910 Raleigh Road, PO Box 2688
Chapel Hill, NC 27514
Telephone (919) 843-0430
rdwalker@northcarolina.edu

61. **AMA Triangle**

Attn: AMA Triangle
C/O First Point Resources
1500 Sunday Drive Suite 102
Raleigh, NC 27607
Telephone (919) 426-2988
http://www.amatriangle.org/

62. **JournalismJobs**

JournalismJobs.com is the largest and most-visited resource for journalism jobs and receives between 2.5 to 3 million page views a month.

Telephone (510) 508-7386
info@journalismjobs.com
https://www.journalismjobs.com/

63. **Cynopsis**

Attn: Trish Pihonak
Director of Operations & Job Ad Sales
Cynopsis Sales
40 Wall Street, Floor 50
New York, NY 10005
Telephone (203) 218-6480
https://www.cynopsis.com/

64. **Livingston Associates**

Attn: Tom Livingston
3000 Chestnut Avenue
Suite 208
Baltimore, MD 21211
Telephone (410) 243-1974
https://livingstonassociates.net/

65. **Triangle Business Journal**

3515 Glenwood Avenue
Suite 220
Raleigh, NC 27612
Telephone (919) 878-0010
https://www.bizjournals.com/triangle/

66. **Association for Women in Communications**

1717 E Republic Road
Suite A
Springfield, MO 65804
Telephone (417) 886-8606
https://www.womcom.org/

67. **Broadcasting & Cable**

Broadcasting & Cable is a weekly telecommunications industry trade magazine published by Future US.

Future US, Inc.
11 West 42nd Street, 15th Floor
New York, NY 10036
Phone: (212) 378-0448
https://www.nexttv.com/broadcasting-cable

68. **National Association of Black Journalists**

1100 Knight Hall, Suite 3101
College Park, MD 20742
Telephone (301) 405-0248
https://www.nabj.org/

69. **National Association of Hispanic Journalists**

1050 Connecticut Avenue, NW 5th Floor
Washington, DC 20036
Email: contact@nahj.org
https://nahj.org/

70. **Native American Journalists Association**

NAJA - OU Gaylord College
395 W Lindsey Street
Norman, OK 73019
Telephone (405) 325-2721
https://najanewsroom.com/

ATTACHMENT 3

MENU OPTION ACTIVITIES

UNC-TV has engaged in the following outreach activities during the period covered by this Report:

Activity Classification (attached)	Type of Activity	Brief Description
1	Participation in Job Fairs	UNC-TV attended and had a booth at each job fair, meeting with individuals including students, veterans, minorities and individuals with disabilities discussing full-time employment and internships at: December 9, 2019 – UNC System Office/UNC Chapel Hill Reverse Job Fair (Participant – Recruiting Specialist) February 14, 2020 – UNC Charlotte Career Fair (Participant – Recruiting Specialist) February 19, 2020 – North Carolina A&T State University Career Fair (Participants – Recruiting Specialist and Chief Technology Officer) February 27, 2020 – NC4ME Military Employment Summit (Participant – Recruiting Specialist) July 29, 2020 – UNC Charlotte Virtual Career Fair (Participant – Recruiting Specialist and HR Director) Scheduled to attend March 24, 2020 – North Carolina Central University Career Fair and March 26, 2020 – UNC Pembroke Career Fair but due to COVID pandemic, we were unable to attend.
5	Internship Program	Hosted eight (8) students as interns in the areas of Production Services (3), Content/Production (3), Content/Children's Media and Education Services (1), and Advancement and Marketing Communications (1) for hands-on exposure to audience-focused digital content, television broadcasting, content creation, digital archiving, and related careers. High school, undergraduate or graduate student interns are hosted year-round, every fall, spring, and summer semester. The Human Resources department is responsible for managing the internship program. **Fall 2019 Semester** Dates: September 16 to December 6, 2019 Participating high schools/colleges: University of North Carolina at Chapel Hill (2 students) Duke University University of North Carolina at Wilmington North Carolina State University **Spring 2020 Semester** Dates: January 27 to May 22, 2020 Participating high schools/colleges: University of North Carolina at Chapel Hill (3 students) **Summer 2020 Semester – Canceled due to COVID Pandemic** Dates: May 26 to July 31, 2020 Participating high schools/colleges:

6	Participation in job banks, internet programs, and other programs designed to promote outreach generally	UNC-TV's Children's Media and Education Services Engagement Team conducted 60 Community Events/Special initiatives/Workshops and Trainings/Media Tours/Conference Meetings and Presentations in FY20, impacting over 100,000, including children and their parents, teachers and childcare providers. **August 2019** 7/29-8/1/19 –Ready, Jet, Go! Family Community Learning Series-Grantham Elem, Wayne County 8/16/19 – Playful Learning for Educators Train the Trainer Workshop, Catawba County (25) 8/21/19 – Family Engagement Coalition Meeting, Guilford County 8/22/19 – Meet the Teacher -NC PreK at Oxford and Southwest Elementary Schools, Catawba County 8/23/19 – Playful Learning for Educators Workshop, Orange County (20) **September 2019** 9/13-9/14/19 - 12/3/19 –NCAEYC Annual Conference Presentations 9/19/19 – Playful Learning for Families Series at Oxford Elementary, Catawba County 9/27/19 – Playful Learning for Educators Workshop, New Hanover County **October 2019** 10/1/19 – Behind the Scenes Media Tour, Durham County 10/10/19 – Behind the Scenes Media Tour, Durham County 10/10/19 – Playful Learning for Families Series at Oxford Elementary, Catawba County 10/10-10/11/19 - NC Head Start Family Engagement Conference, Buncombe County 10/19/19 – Mary J. Artis Professional Development Day of Learning, Wilson County (150) **November 2019** 11/1/19 – Fall Festival at Oxford Elementary School, Catawba County (300) 11/7/19 – Ready to Learn CC-ELM Partner Meeting, Wayne County 11/8/19 – Playful Learning for Families Series at Oxford Elementary, Catawba County (60) 11/8/19 – Playful Learning for Educators, Beaufort County (50) 11/11-11/12/19 – NC Infant & Young Child Mental Health and Home Visiting Summit, Guilford County 11/23/19 – Rootle Float in Raleigh Christmas Parade, Wake County (70,000) 11/22-11/23/19 – PBS KIDS Early Learning Champion Award Ceremony, Nashville Tennessee **December 2019** No events **January 2020** 1/26-1/28/20 – NETA Conference & CPB Public Media Thought Leader Forum, Arlington VA **February 2020** 2/4-2/6/20 – NCTies Conference, Wake County

		March 2020 3/9/20 – Ready to Learn Playful Learning for Educators Workshop, Wayne County (100) 3/19/20 – Governor's Education & Nutrition Working Group 3/30/20 – UNC-TV's At Home Learning Initiative with NCDPI : Launch Week 1 **April 2020** 4/5-4/30/20 - UNC-TV's At Home Learning Initiative with NCDPI : Weeks 2-4 4/1/20 – At Home Learning/Education Update Webinar for UNC-TV Donors 4/14/20 – UNC-TV At Home Learning presentation on Tarheel Teachers Videocast 4/16/20 - Governor's Education & Nutrition Working Group 4/22/20 – NCSU Webinar Panel: Exploring Next-Generation Education in the Time of COVID-19 4/28/20 – UNC-TV At Home Learning Webinar for Educators and Caregivers 4/30/20 – UNC-TV At Home Learning Webinar for Educators and Caregivers 4/30/20 - Governor's Education & Nutrition Working Group **May 2020** 5/1-5/30/20 - UNC-TV's At Home Learning Initiative with NCDPI : Weeks 5-8 5/14/20 - 4/30/20 - Governor's Education & Nutrition Working Group 5/19/20 – UNC-TV At Home Learning Webinar-Active Learning for Littles (Spanish) 5/21/20 – UNC-TV At Home Learning Webinar-Social-Emotional Learning with Daniel Tiger 5/26/20 – UNC-TV At Home Learning Webinar-Addressing the Digital Divide 5/28/20 – UNC-TV At Home Learning Webinar-Sharing DNA: More Alike than Different **June 2020** 6/1-6/30/20 – UNC-TV's At Home Learning Initiative with NCDPI : Weeks 9-13 6/4/20 - 4/30/20 - Governor's Education & Nutrition Working Group 6/16/20 – UNC-TV At Home Learning Webinar-Celebrating Your Accomplishments During a Pandemic 6/18/20 – UNC-TV At Home Learning Webinar – Self-Care : Mentally Preparing for a New School Year **July 2020** 7/6-7/31/20 - UNC-TV's At Home Learning Initiative with NCDPI : Weeks 14-17 7/15/20 – Participate Inc. LIVE Chat featuring UNC-TV At Home Learning

10	Participation in events or programs sponsored by educational institutions relating to careers in broadcasting	Three hundred and fifty-five (355) high school students, college students, and community volunteers participated in the following hosted events by UNC-TV: **August 2019** August 25: Rootle Block Party LIVE! Orange County (103) **September 2019** September 28: Rootle Block Party LIVE! New Hanover County (98) **October 2019** October 18-27: UNC-TV/Rootle Exhibit at the NC State Fair (35) **November 2019** November 9: Rootle Block Party LIVE! Beaufort County (113) **March 2020** March 4: On-Air Fundraiser (6)
14	Provision of EEO Training for Supervisors and Management	Year-round: Online Unlawful Harassment and Anti-Discrimination Training for Supervisors and Non-Supervisors using Corporation for Public Broadcasting's preferred platform, Navex Global, for all new hires and managers (Participants: All UNC-TV permanent and temporary employees, including CEO, Senior Directors, Directors, Managers, and Team leads) Launched July 9, 2020: Equal Employment Opportunity & Diversity Fundamentals (EEODF) curriculum is required of all UNC-TV supervisors by the North Carolina Office of State Human Resources. Program consists of six online modules, one online assessment, and an instructor-led classroom session (virtually). The Equal Employment Opportunity and Diversity Fundamentals curriculum for managers and supervisors was designed to: • Address and discuss the history and evolution of Equal Employment Opportunity concepts and principles. • Expose managers and supervisors to workplace equity and fairness issues. • Educate managers and supervisors on how to incorporate equal employment opportunity into their management responsibilities. • Create awareness of the effects of stereotyping, prejudice, microaggressions, and microinequities in employee-related management decisions. Year-round: Training led by the Human Resources department for hiring managers and search committees at the beginning of every recruitment on EEO and OFCCP rules and guidelines for recruitment and selection (Participants: All UNC-TV permanent and temporary employees who serve on search committees from the Executive Director, Senior Directors, directors and managers to professional level staff, i.e. producers, engineers, and office managers) Year-round: Online self-paced required training sponsored by UNC System Office Human Resources for all search committee members that includes EEO Awareness and Unconscious Bias.
6	Participation in programs designed to promote outreach generally	Hosted and trained volunteers from the public to assist with operating cameras, lighting, audio, and other active live/taped TV production tasks. There were a total of six (6) participants from August 1, 2019 to July 31, 2020 who volunteered at our only live on-air fundraising event on March 4, 2020. All other drives were virtual.

12	Listing of upper-level opening in a job bank of media trade groups whose membership includes substantial participation by women and minorities	CEO position was listed in the Association for Women in Communications, National Association of Black Journalists, National Association of Hispanic Journalists, and Native American Journalists Association.

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.