EEO PUBLIC FILE REPORT

FOR

PBS North Carolina

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2026

Amended as of October 20, 2026

EEO Annual Public File Report

PBS NC

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 PBS NC, 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 PBS NC's website.

The information contained in this Report covers the time period beginning August 1, 2025 and ending July 31, 2026 (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 Amy Hobgood, Chief Human Resources Officer, at (984) 301-0243 or achobgood@northcarolina.edu.

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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	20074118	Chief Operating Officer Opened: N/A Filled: 02/02/2026	1	Employee Referral	8
2	20074156	Rootle Ambassador Program Coordinator Opened: 12/18/2025 Filled: 03/16/2026	3	PBS NC Website	1, 7, 8, 12, 30, 36
3	20074182	Rootle Ambassador Mentor & Development Specialist Opened: 12/18/2025 Filled: 03/16/2026	4	UNC System Office	1, 7, 8, 12, 30, 36
4	G0002353	Senior Post-Production Editor Opened:01/13/2026 Filled: 06/15/2026	4	Other	1, 7, 8, 12, 30, 36
5	20003589	Chief Development Officer Opened: 03/02/2026 Filled: 07/20/2026	6	Moss + Ross	1, 7, 8, 12, 17, 18, 28, 30, 40, 60, 64, 78, 79, 80

Total number of persons interviewed during this Reporting Period: 18

ATTACHMENT 2

RECRUITMENT SOURCE INFORMATION

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

51		No
52		No
53		No
54		No
55		No
56		No
57		No
58		No
59		No
60		No
61		No
62		No
63		No
64		No
65		No
66		No
67		No
68		No
69		No
70		No
71		No
72		No
73		No
74		No
75		No
76		No
77		No
78		No
79		No
80	6	No

*1 interviewee came from unknown sources.

RECRUITMENT SOURCES **1 August 2025 – 31 July 2026**

1. **UNC System Office**
   Attn: Human Resources / EEO Officer
   https://myapps.northcarolina.edu/hr/careers/
   223 South West Street, Suite 1700
   Raleigh, NC 27603
   Telephone: (919) 843-5293

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: https://www.milvets.nc.gov/benefits-services/ncsaa
   Post Office Box 13628
   Research Triangle Park, NC 27709
   Telephone: (984) 220-5271

4. **NC State Education Assistance Authority**
   Attn: https://www.ncseaa.edu/
   Post Office Box 41349
   Raleigh, NC 27629
   Telephone**:** (919) 549-8614
   Fax: (919) 549-8481

5. **NC Center for International Understanding (Go Global, NC)**
   Attn: https://globalnc.org/
   Go Global NC
   Post Office Box 2162
   Wake Forest, NC 27588

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

8. **PBS NC Employee Referral**
   Attn: Human Resources
   10 UNC-TV Drive

RTP, NC 27709-4900
Telephone: (919) 549-7082

9. **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

10. **Durham Technical Community College**

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

11. **Raleigh News & Observer**

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

12. **Current / PBS Connect**

4400 Massachusetts Avenue, NW
Washington, DC 20016-8122
https://current.org/tag/pbs-connect/

13. **The Carolinian Newspaper**

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

14. **The Charlotte Observer**

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

15. **Wake Technical Community College**

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

16. **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

17. **Association of Fundraising Professionals Triangle, NC Chapter**
    Attn: chapteradmin@afptriangle.org
    PO Box 18343
    Raleigh NC, 27619
    Telephone: (919) 280-4018

18. **The Chronicle of Philanthropy**
    Attn: Philanthropycareers-jobs@philanthropy.com
    1255 Twenty-Third Street NW
    Seventh Floor
    Washington, DC 20037
    Telephone: (202) 466-1200

19. **The Charlotte Post**
    Attn: Classified Department
    1531 Camden Road
    Charlotte, NC 28203
    Telephone: (704) 376-0496

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

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

22. **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)

23. **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

24. **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

25. **Idealist**
    389 Fifth Avenue
    New York, NY 10016
    Phone: (646) 786-6886
    Email: support@idealist.org
    https://www.idealist.org/en

26. **The Data & Marketing Association**
    1333 Broadway, Suite #301
    New York, N.Y. 10018
    Phone: (212) 768-7277
    Email: https://thedma.org/

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

28. **North Carolina Center for Nonprofits**
    5800 Faringdon Place
    Raleigh, NC 27609
    Phone: (919) 790-1555
    www.ncnonprofits.org

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

30. **Circa**
    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.circaworks.com
    Telephone: (800) 984-3775

31. **North Carolina Broadcasters Association**
    150 Fayetteville Street
    Raleigh, NC 27601
    Telephone (919) 821-7300

32. **National Association of Broadcasting**
    1771 N Street NW
    Washington, D.C. 20036
    Telephone (202) 429-5300

33. **Corporation for Public Broadcasting (CPB) Jobline**
    401 9th Street NW.
    Washington, D.C. 20004
    Telephone (202) 879-9600

34. **NETA Consulting**
    1334 Timberlane Road
    Suite#12

Tallahassee, FL 32312
Telephone (803) 978-1581

35. **SWE (Society of Women Engineers)**
    130 East Randolph Street, Suite 3500
    Chicago, IL 60601
    Telephone (877) 793-4636
    http://societyofwomenengineers.swe.org/

36. **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

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

38. **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

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

40. **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

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

42. **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/

43. **NC Tech Association**
    4020 Westchase Blvd. Suite 350

Raleigh, NC 27607
Telephone (919) 856-0393
www.nctech.org

44. 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

45. TVNewsCheck

238 Crosshill Road
Wynnewood, PA 19096
Telephone (610) 649-7989
www.tvnewscheck.com

46. ProductionHUB

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

47. 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

48. 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/

49. 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/

50. 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/

51. Livingston Associates

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

52. Triangle Business Journal

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

53. Association for Women in Communications

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

54. 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

55. National Association of Black Journalists

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

56. National Association of Hispanic Journalists

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

57. Native American Journalists Association

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

58. m/Oppenheim Executive Search

1009 General Kennedy Avenue
San Francisco, CA 94129
Telephone (415) 762-2650
https://www.moppenheim.com/

59. Jobplex

Jobplex Inc.

A DHR International company
5605 Carnegie Blvd. Ste 375
Charlotte, NC 28209
Telephone (704) 323-7579
http://www.jobplex.com/

60. **Greater Public**
PO Box 303279
Austin, TX 78703-0055
Telephone (800) 454-2314
https://greaterpublic.org/

61. **The Fayetteville Observer**
458 Whitfield Street
Fayetteville, NC 28306
Telephone: (910) 323-4848
https://www.fayobserver.com/

62. **CUPA-HR**
1811 Commons Point Drive
Knoxville, TN 37932
Telephone (877) 287-2474
https://www.cupahr.org

63. **Public Media Business Association**
1300 Piccard Drive, Suite LL 14
Rockville, MD 20850
Telephone (240) 844-9771
https://www.pmbaonline.org

64. **Association of Fundraising Professionals**
4200 Wilson Boulevard, Suite 480
Arlington, VA 22203
Telephone (703) 684-0410
https://afpglobal.org/

65. **AADO – African American Development Officers**
4355J Suite 291 Cobb Parkway
Atlanta, GA 30339
Telephone (888) 646-8166
https://www.aadonetwork.com/

66. **Women of Color in Fundraising and Philanthropy**
WOC is a national organization, headquartered in the New York City Metropolitan Area.
https://www.woc-fp.com/

67. **UNC Advancement Listserv**
Professional Network
Attn: Shelley Clayton
Associate Vice President
The University of North Carolina System
223 S. West Street, Suite 1800
Raleigh, NC 27603
Telephone (919) 843-6780
slclayton@northcarolina.edu

68. **AICPA – Association of International Certified Professional Accountants**
    1345 Avenue of the Americas, 27th Floor
    New York, NY 10105
    Telephone (212) 596-6200
    https://www.aicpa.org/home

69. **North Carolina Association of CPAs**
    3100 Gateway Centre Boulevard
    Morrisville, NC 27560
    Telephone (919) 469-1040
    https://www.ncacpa.org/

70. **ALPFA – Association of Latino Professionals for America**
    1717 W 6th Street, Suite 410
    Austin, TX 78703
    Telephone (855) MYALPFA ext. 707
    https://www.alpfa.org/

71. **National Society of Black CPAs**
    PO Box 172
    Zionsville, IN 46077
    https://nsbcpa.memberclicks.net/

72. **National Association of Black Accountants (NABA)**
    6406 Ivy Lane, Suite 200B
    Greenbelt, MD 20770
    Telephone (301) 474-6222
    https://nabainc.org/

73. **Military.com**
    133 Boston Post Rd
    Weston, MA 02493
    Telephone (978) 461-8000
    https://www.military.com/

74. **Wireless Estimator, Inc.**
    6969 Camden Court
    Margate, FL 33063
    info@wirelessestimator.com
    https://wirelessestimator.com/

75. **Association of Fundraising Professionals NC Triad Chapter**
    PO Box 16622
    Greensboro, NC 27416
    afptriad@gmail.com
    https://www.afptriadchapter.org/

76. **Society of Broadcast Engineers**
    9102 North Meridian Street, Suite 150
    Indianapolis, IN 46260
    Telephone (317) 846-9000
    https://sbe.org/

77. **HigherEdJobs**
    328 Innovation Blvd, Suite 235
    State College, PA 16803
    Telephone (814) 861-3080

https://higheredjobs.com

78. Council for Advancement and Support of Education (CASE)
1201 Eye Street, Suite 300
Washington, DC 20005
Telephone: (202) 328-2273
https://www.case.org/

79. Work for Good
881 Memorial Drive, SE, Unit 1001
Atlanta GA 30303
hello@workforgood.org
https://workforgood.org/

80. Moss+Ross
6900 Rainwater Road
Raleigh, NC 27615
info@mossandross.com
https://mossandross.com/

ATTACHMENT 3
MENU OPTION ACTIVITIES

PBS North Carolina (PBS NC) 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	PBS NC participated in three (3) job fairs, meeting with individuals in-person, including students, veterans, minorities, and individuals with disabilities discussing full-time employment and internships at: November 10, 2025 – Event held at Sheraton Imperial Hotel – State of NC Career Expo 2025 (Participant – Recruiting Specialist) December 9, 2025 – North Carolina A&T State University – Fall 2025 Hiring Rush (Participant – Recruiting Specialist) January 15, 2026 – UNC Pembroke – Spring 2026 Part-Time Job Fair (Participant – Recruiting Specialist)
5	Internship Program	PBS NC hosted five (5) Summer 2026 interns in the areas of Content (3) and Marketing Communications (2) for hands-on exposure to audience-focused digital content, television broadcasting, content creation, accounts research, and related careers. The Human Resources department is responsible for managing the internship program.
14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Discrimination and Harassment Prevention Training for UNC System Managers via Cornerstone. This training was assigned to all System Office managers (including PBSNC) with a completion due date of September 18, 2025. Per the training module description, "This training is designed to help managers with their role in fostering and maintaining a respectful and safe environment for everyone in our organization. At the UNC System Office, NCSEAA, and PBS North Carolina, every individual has the right to work in an environment free from harassment, discrimination, and other forms of inappropriate behavior."
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.	• Rootle Ambassador Academy: On February 7, 2026, we hosted the annual Rootle Ambassador Academy, welcoming new and returning community-based volunteers. These Ambassadors represent professionals and advocates whose work aligns with engaging children ages birth to 8, as well as supporting early childhood educators, parents, and caregivers. This in-person training provided participants with the opportunity to connect directly with PBS NC staff, deepen their understanding of public media's educational mission, and explore meaningful ways to engage families and communities across North Carolina. • Ongoing Network Training & Development: The statewide network of more than 100 Rootle Ambassadors continues to receive year-round professional development through a combination of virtual and regional learning opportunities. These offerings are designed to empower community-based early childhood champions and strengthen a collaborative community of practice across all North Carolina counties.

		As a trusted and deeply embedded program, the Rootle Ambassador initiative not only supports early learning ecosystems but also serves as a talent pipeline for PBS NC. To date, multiple Ambassadors have applied for open positions, with four successfully transitioning into paid roles within the organization. • 2025–2026 Network Engagement Opportunities Included: New Ambassador Meet Up – Tuesday, August 11, 7:00 PM Quarterly Meeting – Tuesday, September 15, 11:00 AM Ambassador Mixer – Thursday, September 24, 7:00 PM Ambassador Mixer – Tuesday, October 20, 7:00 PM Ambassador Mixer – Tuesday, November 3, 7:00 PM Ambassador Mixer – Thursday, December 10, 7:00 PM Quarterly Meeting – Tuesday, January 12, 12:00 PM Ambassador Mixer – Thursday, January 21, 7:00 PM Ambassador Mixer – Thursday, February 18, 7:00 PM Ambassador Mixer – Tuesday, March 9, 7:00 PM Quarterly Meeting – Wednesday, March 24, 1:00 PM Ambassador Mixer – Tuesday, April 20, 7:00 PM Ambassador Mixer – Thursday, May 13, 7:00 PM • Student Tours: Over the past year, we hosted two student groups for on-site tours—one from Sanford, NC and one from Apex, NC. Each group included approximately 18 students and 3 educators. These visits focused on media education and production, offering students the opportunity to shadow members of our production team, tour the PBS NC facility (including the Rootle suite), and participate in both formal and informal Q&A sessions. • High School Production Partnership: In December 2025, in collaboration with WHYY, we facilitated a hands-on studio experience for a group of high school students from Sanford, NC. During this visit, students shadowed the State Lines production team, rotating through three focus areas: audio, video, and control room operations. They engaged directly with production staff, as well as the show's host and cast. Building on this experience and their classroom learning with instructor Tyreece Powell, students went on to produce four scripted segments for WHYY's Good Neighbors Club, applying the skills they developed during their time at PBS NC. • Additional Career Representation: PBS NC continues to expose young learners to careers in media through participation in youth-centered productions such as Mini Fab Science Lab and Health Heroes. These opportunities allow students to see themselves in production roles and spark early interest in media careers. • Community Engagement: While traveling across the state with the Rootle Roadster Tour, we regularly engage with young people and community members curious about production work. These informal conversations often serve as meaningful touchpoints for career awareness and mentorship. For example, during a recent event at the Greensboro Science Center, we connected with a college student studying biology who expressed interest in science communication—highlighting the potential for future internship pathways such as SciNC. Additionally, participation in community events like the Boys & Girls Clubs art show allows PBS NC staff to model creative career pathways. By showing up as working professionals in the arts and media, we reinforce for young people that careers in creative fields remain viable and impactful.

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.