During the Reporting Period, 7 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<table>
<thead>
<tr>
<th>No.</th>
<th>Initiative Description</th>
<th>Yes/No</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</td>
<td>Yes</td>
<td>2 Interns in the newsroom: • Justin Lape • Jasmin Herrera</td>
</tr>
<tr>
<td>9</td>
<td>Establishment of a mentoring program for station personnel;</td>
<td>Yes</td>
<td>• Ju-Don set up mentoring one on one coaching with Steve, David, Chris, Sarah, Alex, Erin and Gwen</td>
</tr>
<tr>
<td>12</td>
<td>Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</td>
<td>Yes</td>
<td>Posted the following upper level postings jobs:</td>
</tr>
<tr>
<td></td>
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<td></td>
<td>• Director of Development</td>
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<td></td>
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<td></td>
<td>• WFAE Website</td>
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<td></td>
<td></td>
<td></td>
<td>• The Greenway Group</td>
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<td></td>
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<td>• Charlotte Agenda</td>
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<td>• CareerBuilder</td>
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<td></td>
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<td></td>
<td>• AFP</td>
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<tr>
<td></td>
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<td></td>
<td>• Linked In/Facebook/Twitter</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>• Latin American Chamber of Commerce</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>• The Charlotte Post</td>
</tr>
<tr>
<td>14</td>
<td>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</td>
<td>Yes</td>
<td>• Race Matters for Juvenile Justice, Racial Equity Workshop: Joe O’Connor, Jean Zoutewelle, Jeff Bundy: two-day, intensive workshop designed to build the capacity of community leaders who are interested in understanding and eliminating racial inequities</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Leadership Charlotte Jean Zoutewelle (previous years: Joe O’Connor and Jeff Bundy, next year Ju-Don Marshall) two year program focused on building Charlotte leaders through inclusive leadership development</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Entire staff training on Harassment and Diversity</td>
</tr>
</tbody>
</table>
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions; Yes

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National Association of Health Journalist Conference, (Alex Olgin), Reporter,
attended PMDMC in Chicago, (Anne Harber), Development officer, Future Society, 7/10-13/2020
Crisis Management: It's Not a Policy, It's People, (Beth DeLawler), Administrator, Accounting & HR, 10/4/2010
Obtainied aPHR Certification, (Beth DeLawler), Administrator, Accounting & HR, 9/2/2018
Business Ethics: Laying the Foundation for an Ethical Culture, (Beth DeLawler), Administrator, Accounting & HR, 9/18/2018
The $225 Billion Problem: Workplace Nutrition and Wellness Impact Employee Productivity, (Beth DeLawler), Administrator, Accounting & HR, 9/2/2018
The Power of a (neuro) Diverse Workforce, (Beth DeLawler), Administrator, Accounting & HR, 2/7/2019
How to Have Hard Conversations and Establish a Culture of Feedback, (Beth DeLawler), Administrator, Accounting & HR, 2/28/2019
Policies and Politics – Updates for 2019, (Beth DeLawler), Administrator, Accounting & HR, 3/20/2019
How to Build a Culture of Innovation that Gets Results From All Employees, (Beth DeLawler), Administrator, Accounting & HR, 4/2/2019
Truth, Lies and Compensation, (Beth DeLawler), Administrator, Accounting & HR, 4/9/2019
The Unseen HR Risks No One is Talking About: From Botnet Attacks to Video Games, (Beth DeLawler), Administrator, Accounting & HR, 10/2/2019
Meditation as a Performance Tool: The Science Behind Why and How it Works, (Beth DeLawler), Administrator, Accounting & HR, 10/23/2019
Knight Lenfest, (Greg Collard), News Editor,
Education Writers of America, (Gwen Glenn), Reporter,
attended PMDMC in Chicago, (Jeff Bundy), Executive Director of Advancement, 7/10-13/2019
PRPD Austin, TX, (Jeff Bundy), Executive Director of Advancement, 8/20-23/2018
Investigative Reporters and Editors, (Jenn Lang), Manager of Product & Audience Development,
Google/Excel online training module, (Jenn Lang), Manager of Product & Audience Development,
3-day editing training (Tanya Ott), (Jenn Lang), Manager of Product & Audience Development,
3-day editing training (Tanya Ott), (Jessa O'Connor), Assistant Editor, All Things Considered,
Knight Lenfest, (Ju-Don Marshall), Chief Content Officer,
PRSA_When to Use Video and how to begin making them yourself, (Renee Rallos), Community Relations Manager, 1/23/2019
Digging into data and spreadsheets, (Nick de la Canal), Reporter,
Half-day professional development symposium, (Ju-Don Marshall), Chief Content Officer,
Knight Lenfest, (Ju-Don Marshall), Chief Content Officer,
Digging into data and spreadsheets, (Lisa Worf), Host/Executive Producer,
hosted the Allegiance peer group meeting, (Meghann Batchelor), Membership Manager, 10/30-31/2019
attended PMDMC in Chicago, (Meghann Batchelor), Membership Manager, 7/10-13/2018
Voice for a Cause, (Mona Lita Carr), Development Officer, Major Gifts, 6/11-12/19
RTNDA Conference, (Sarah Delia), Reporter,
WerkIt, (Sarah Delia), Reporter,
attends the Allegiance peer group meeting, (Meghann Batchelor), Membership Manager, 10/30-31/2019
PRSA-Strategy, Statistics and Soul: How to Use Communications to Create Business Value and Impact Forever, (Renee Rallos), Community Relations Manager, 1/23/2019
Half-day professional development symposium, (Renee Rallos), Community Relations Manager, 4/1/2019
PRSA, When to Use Video and how to begin making them yourself, (Renee Rallos), Community Relations Manager, 5/22/2019
Media panel (Gwen Glenn participated as one of the panelists.), (Renee Rallos), Community Relations Manager, 6/1/2019
PRSA-Home Court Advantage:Promoting Pro-Level Diversity, (Renee Rallos), Community Relations Manager, 6/22/2019
PRSA-Ethical Dilema:Should you Take the Fall, (Renee Rallos), Community Relations Manager, 9/26/2019
3-day editing training (Tanya Ott), (Sarafina Wright), Producer, All Things Considered,
How to Build a Culture of Innovation that Gets Results From All Employees, (Beth DeLawler), Administrator, Accounting & HR, 4/2/2019
How to Have Hard Conversations and Establish a Culture of Feedback, (Beth DeLawler), Administrator, Accounting & HR, 2/28/2019
PRSA-Strategy, Statistics and Soul: How to Use Communications to Create Business Value and Impact Forever, (Renee Rallos), Community Relations Manager, 1/23/2019
Half-day professional development symposium, (Renee Rallos), Community Relations Manager, 4/1/2019
PRSA, When to Use Video and how to begin making them yourself, (Renee Rallos), Community Relations Manager, 5/22/2019
Media panel (Gwen Glenn participated as one of the panelists.), (Renee Rallos), Community Relations Manager, 6/1/2019
PRSA-Home Court Advantage:Promoting Pro-Level Diversity, (Renee Rallos), Community Relations Manager, 6/22/2019
PRSA-Ethical Dilema:Should you Take the Fall, (Renee Rallos), Community Relations Manager, 9/26/2019
3-day editing training (Tanya Ott), (Sarafina Wright), Producer, All Things Considered,
How to Build a Culture of Innovation that Gets Results From All Employees, (Beth DeLawler), Administrator, Accounting & HR, 4/2/2019

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Other Activities

Yes

• Participated in Career Trek - a one-day opportunities exclusively for UNC Charlotte students to experience the culture at different companies and organizations in the Charlotte area and beyond. Career Treks typically consist of a tour, an overview of the company/organization, and an opportunity to network. (October 2018)

• Established a mentoring program designed to assist members of the community/volunteers to acquire skills needed for broadcast employment and volunteering. (PodQuest)

LIST OF POSITIONS FILLED

<table>
<thead>
<tr>
<th>Date of Hire</th>
<th>Job Title</th>
<th>Recruitment Source Referring Person Hired</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/27/2018</td>
<td>Director of Development</td>
<td>The Greenway Group</td>
</tr>
<tr>
<td>8/27/2018</td>
<td>Reporter</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>10/2/2018</td>
<td>Morning Edition host/Executive producer</td>
<td>Promotion from Within</td>
</tr>
<tr>
<td>10/29/2018</td>
<td>Digital News &amp; Engagement Editor</td>
<td>Linked In</td>
</tr>
<tr>
<td>10/29/2018</td>
<td>Producer, All Things Considered</td>
<td>WFAE.org</td>
</tr>
<tr>
<td>2/4/2019</td>
<td>Development Officer, Future Society</td>
<td>The Greenway Group</td>
</tr>
<tr>
<td>6/24/2019</td>
<td>Editor, Digital News and Engagement</td>
<td>WFAE.org</td>
</tr>
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</table>

INTERVIEWEE REFERRAL SOURCE SUMMARY
Total Number of Persons Interviewed during the Reporting Period: 26

<table>
<thead>
<tr>
<th>Source</th>
<th>Hired from Source</th>
<th># Interviewed from Sources</th>
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<tbody>
<tr>
<td>AFP</td>
<td>0</td>
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</tr>
<tr>
<td>Asian American Journalist Association</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Association of Fundraising Professionals</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>CareerBuilder</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Charlotte Agenda</td>
<td>0</td>
<td>0</td>
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<tr>
<td>CPB Jobsite</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Current Newspaper</td>
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<td>2</td>
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<tr>
<td>Employee Referral</td>
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<td>4</td>
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<tr>
<td>Facebook</td>
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<td>0</td>
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<tr>
<td>Greater Public</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Handshake (College recruiting sight)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Indeed</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Latin American Chamber of Commerce-Charlotte</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Linked In</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Natl. Assn of Hispanic Journalists</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Natl. Assn. of Black Journalists</td>
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<tr>
<td>NPR-Southern Edition</td>
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<tr>
<td>Online News Association</td>
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<tr>
<td>Promotion from Within</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Poynter</td>
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<td>PRPD</td>
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<td>The Charlotte Post</td>
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<td>The Greenway Group</td>
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<tr>
<td>WFAE Website</td>
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<td>6</td>
</tr>
<tr>
<td>Undisclosed</td>
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<td>6</td>
</tr>
<tr>
<td>TOTAL</td>
<td>7</td>
<td>26</td>
</tr>
</tbody>
</table>

Recruitment Sources
Total Number of Persons Interviewed during the Reporting Period: 26

<table>
<thead>
<tr>
<th>RS#</th>
<th>Source requested station to provide notice of all job vacancies.</th>
<th>Organization &amp; Address</th>
</tr>
</thead>
</table>
| 1   | N                                                             | Association of Fundraising Professional Charlotte  
https://secure.afpcharlotte.org/jobs/post-a-position/ |
| 2   | N                                                             | Asian American Journalist  
http://www.aaja.org/job-posting |
| 3   | N                                                             | Career Builder  
https://hiring.careerbuilder.com/recruiting-solutions/post-jobs |
| 4   | N                                                             | Central Piedmont Community College Jobs  
Website  
https://www.cpcc.edu/career/studentsgrads  
(704)330-6433  
career.services@cpcc.edu |
| 5   | N                                                             | Charlotte Observer  
600 S. Tryon Street  
Charlotte NC 28201  
www.charlotteobserver.com |
| 6   | N                                                             | Charlotte Agenda  
https://www.charlotteaeganda.com/jobs/ |
| 7   | N                                                             | Charlotte Post  
http://www.thecarlottepost.com/ |
| 8   | N                                                             | Chronicle of Philanthropy  
https://philanthropy.com/jobs |
| 9   | N                                                             | Corp. for Public Broadcasting  
CPB Jobline  
http://www.cpb.org/jobline |
| 10  | N                                                             | Corps Team  
Gretchen E. Rost-Deutsch, PHR  
Senior Vice President Client Services  
p 704-408-5170  
CorpsTeam.com |
| 11  | N                                                             | Current Newspaper  
6930 Carroll Ave.  
Suite 350  
Takoma Park, MD 20912  
Kathleen Unwin  
Current Newspaper (www.current.org)  
Currentpublicmedia@gmail.com |
| 12  | N                                                             | Facebook.com  
NPR Intern Alumni Group |
| 13  | N                                                             | Greater Public Media  
Job Line  
www.greaterpublic.org/job-line |
| 14  | N                                                             | NABJ Career Center  
https://nabjcareers.org/ |
| 15  | N                                                             | NPR Southern Bureau Chief  
1-800-811-4624  
Russell Lewis  
RDLewis@npr.org |
| 16  | N                                                             | PRADO-Public Radio Development Organization  
e-list  
PRADO@listserv.syr.edu |
| 17  | N                                                             | (Professional Diversity Network)  
National Association of Hispanic Journalists (NAHJ)  
1100 Knight Hall, Suite 3100  
College Park, MD 20742  
www.nabh.org |
| 18  | N                                                             | Sherpa  
Trev Smith  
Senior Technical Recruiting Manager  
1001 Morehead Square Drive, Suite 600  
Charlotte, NC 28203  
Direct: 704.350.3364 |
| 19  | N                                                             | Stanton Chase International  
400 East Pratt Street  
Suite 420 |
<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Details</th>
</tr>
</thead>
</table>
| 20 | N | **Twitter.com - @WFAE**  
www.twitter.com/WFAE  
Jennifer Lang  
704.549.9323  
jlang@wfae.org |
| 21 | N | **WFAE Website**  
www.wfae.org/employment-opportunities  
Jennifer Lang  
704.549.9323  
jlang@wfae.org |
| 23 | N | **University of North Carolina – Charlotte**  
www.jobs.uncc.edu |
| 24 | N | **NC A&T** |
| 25 | N | **UNC Chapel Hill** |
| 26 | N | **Handshake/Multiple College job boards** |
| 27 | N | **Greenway Group, LLC**  
7804 Fairview Road #117  
Charlotte, NC 28226  
Pat Martin – 704-650-4934 |