

Broad and Inclusive Outreach Narrative Statement

WNCU is dedicated to providing equal employment opportunities and preventing discrimination. WNCU has achieved broad and inclusive outreach in the following ways:

- When job vacancies arise, the openings are posted to a variety of sources, including internet-based and non-internet-based recruitment sources. As is evident from the past two EEO public file reports, WNCU does not have a high rate of employee turnover, which means that full-time vacancies do not arise with great frequency.
- WNCU is licensed to North Carolina Central University. As such, WNCU regularly provides opportunities to University students to serve as interns at the station to obtain experience in the broadcast business and related fields (podcasting, journalism, etc.).
- WNCU personnel regularly participate in programs intended to train management on non-discrimination and equal opportunity practices.
- WNCU encourages and facilitates participation by station personnel in a variety of broadcast/technology/journalism-related programs, workshops, and conferences. In that regard, WNCU's training program helps build skillsets and provides a pathway toward new opportunities and promotions.
- Relevant station personnel review and discuss outreach efforts and hiring practices on a periodic basis.

Additional information concerning the Employment Unit's outreach activities is contained in the Employment Unit's EEO Public File Reports.

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