

2019 ANNUAL EEO PUBLIC FILE REPORT

CLARK ATLANTA UNIVERISTY

Station(s): WCLK
Community(ies) of License: ATLANTA, GA
Reporting Period: November 21, 2018-November 20, 2019
No. of Full-time Employees: More than 10 fulltime
Small Market Exemption: No

During the reporting period, no 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):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

WCLK participated in the 16th Annual Congressman David Scot annual Jobs Fair on Friday April 12, 2019 at the Georgia International Convention Center from 10a-3p. WCLK had no job vacancies at the time but attended the conference as an ongoing recruitment tool for volunteers, and job seekers annually in the event an opening occurs. The job fair and provides a remote broadcast from the site to encourage job seekers to come visit the WCLK table.

*Hosted at least one **job fair**.*

WCLK co-hosted the annual Clark Atlanta University Mass Media Arts jobs fair on March 20th from 10a – 4p. The event provided an opportunity to recruit for industry talent and students attending local colleges and looking to enhance their education with practical experience.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

WCLK routinely trains students to work at its HD3 internet streaming station. Students fill positions of manager, sales, promotions, marketing, and production and on air talent.

In 2019 Management level personnel attended and participated on a panel during the Public Radio Non Com Music Alliance Conference in April in Philadelphia, PA. Management also attended the Public Media Development Conference in Dallas, Texas in an effort to stay abreast cutting edge and state of the art industry trends to ensure they and the station are marketable. Management also attended the Super Regional Public Media Conference in New Orleans in October 2019.

*Participated in at least 4 **events or programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

*Participated in **other** activities designed by the station employment unit 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.*

WCLK hosts two student recruitment and orientation events. One held in Spring semester- January 2019 and the other held in the fall semester 2019 for those interested in volunteering, internships and part time job opportunities in the station.

WCLK routinely conducts training workshops for members of the community who are interested in learning production or becoming on air talent. Many citizens work as voice over talent for the station.

WCLK provided harassment and discrimination prevention training to its management and staff. All training was complete before September 30, 2019. The training is in compliance with the station's community service grant from CPB.

WCLK routinely conducts tours for girl and boy scout troops, high school and performing arts, and other student groups locally and nationally to visit station and see firsthand the live broadcast and streaming operations. Typically the station provides six or more tours annually to groups that request a visit.

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