

2017 ANNUAL EEO PUBLIC FILE REPORT

University Radio Foundation

Station(s):	WFAE, WFHE
Community(ies) of License:	Charlotte, NC & Hickory, NC
Reporting Period:	July 2016- June 2017
No. of Full-time Employees:	31
Small Market Exemption:	N/A

During the Reporting Period, 12 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):

Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Yes
Participated in job banks, internet programs , and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	Yes
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.	Yes
Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	Yes

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
8/1/2016	Staff Accountant	Sherpa
10/15/2016	Newscaster/Substitute Host	Internal Candidate
1/3/2017	Grants/Planned Giving Officer	WFAE.ORG
1/3/2017	Advancement Associate/Receptionist	Facebook
1/3/2017	Senior Accountant	Charlotte Agenda
4/17/2017	Traffic Manager	Employee Referral
4/24/2017	Executive Director of Content	Stanton Chase
5/22/2017	Intern	School Advisor NC A&T
5/30/2017	Intern	ListServ UNC Chapel Hill
6/19/2017	Reporter	WFAE.org
6/30/2017	Advancement Officer	Employee Referral
6/30/2017	Advancement Officer	AFP

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 60

Source	Hiree from Source	# Interviewed from Sources
AFP	1	2
Area college programs and Minority College Programs	2	2
Asian American Journalists		0
Board Referral		2
Career Builder		12
Charlotte Agenda	1	2
Charlotte Post		0
CPB.Org		1
Current		2
Development Exchange website (Greater Public)		0
Employee Referral	2	5
Facebook	1	2
Internal Candidate	1	2
Linked In		0
National Association of Black Journalists		0
Sherpa	1	1
Stanton Chase	1	1
Twitter		0
WFAE.org	2	26
TOTAL	12	60

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RS#	Source Entitled to Vacancy Notification	Organization & Address
1	N	<u>Association of Fundraising Professional Charlotte</u> https://secure.afpcharlotte.org/jobs/post-a-position/ \
2	N	<u>Asian American Journalist</u> http://www.aaja.org/job-posting
3	N	<u>Career Builder</u> https://hiring.careerbuilder.com/recruiting-solutions/post-jobs
4	N	<u>Central Piedmont Community College Jobs</u> Website https://www.cpcc.edu/career/studentsgrads (704)330-6433 career.services@cpcc.edu
5	N	<u>Charlotte Observer</u> 600 S. Tryon Street Charlotte NC 28201 www.charlotteobserver.com
6	N	<u>Charlotte Agenda</u> https://www.charlotteagenda.com/jobs/
7	N	<u>Charlotte Post</u> http://www.thecharlottepost.com/
8	N	<u>Chronicle of Philanthropy</u> https://philanthropy.com/jobs
9	N	<u>Corp. for Public Broadcasting</u> CPB Jobline http://www.cpb.org/jobline
10	N	<u>Current Newspaper</u> 6930 Carroll Ave. Suite 350 Takoma Park, MD 20912 Katheleen Unwin Current Newspaper (www.current.org) Currentpublicmedia@gmail.com
11	N	<u>Facebook.com</u> NPR Intern Alumni Group

12	N	<u>Greater Public Media</u> Job Line www.greaterpublic.org/job-line
13	N	<u>NABJ Career Center</u> https://nabjcareers.org/
14	N	<u>NPR Southern Bureau Chief</u> 1-800-811-4624 Russell Lewis RDLewis@npr.org
15	N	<u>PRADO-Public Radio Development Organization</u> e-list PRADO@listserv.syr.edu
16	N	<u>(Professional Diversity Network)</u> National Association of Hispanic Journalists (NAHJ) 1100 Knight Hall, Suite 3100 College Park, MD 20742 www.nabj.org
17	N	<u>Stanton Chase International</u> 400 East Pratt Street Suite 420 Baltimore, MD 21202 Lyn Cason (410)528-8400 x. 106 l.cason@stantonchase.com
18	N	<u>Twitter.com - @WFAE</u> www.twitter.com/WFAE Jennifer Lang 704.549.9323 jlang@wfae.org
19	N	<u>WFAE Website</u> www.wfae.org/employment-opportunities Jennifer Lang 704.549.9323 jlang@wfae.org
20	N	<u>Xcentri</u> Recruiting Firm http://xcentri.com/
21	N	<u>University of North Carolina – Charlotte</u> www.jobs.uncc.edu
22	N	<u>NC A&T</u>
22	<u>N</u>	<u>UNC Chapel Hill</u>