

2018 ANNUAL EEO PUBLIC FILE REPORT

University Radio Foundation

Station(s):	WFAE, WFHE
Community(ies) of License:	Charlotte, NC & Hickory, NC
Reporting Period:	July 2017- June 2018
No. of Full-time Employees:	37
Small Market Exemption:	N/A

During the Reporting Period, 11 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):

5	Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Yes
9	Establishment of a mentoring program for station personnel;	Yes
12	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
14	Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	Yes
15	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;	Yes

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
11/13/2017	Producer, On-Demand Content and Audience Engagement	Employee Referral
12/4/2017	Business Analyst	Sherpa
1/3/2018	Assistant Producer, Charlotte Talks	WFAE Website
1/29/2018	Network Systems Administrator	Indeed.Com
2/5/2018	Managing Editor, News and Digital	Employee Referral
2/19/2018	Assistant Editor, Digital News and Engagement	Employee Referral
2/19/2018	Office Coordinator	Indeed.Com
2/26/2018	Advancement Officer	WFAE Winter Pledge Drive/Website
3/28/18	Membership Manager	Internal Candidate
4/23/2018	Executive Assistant	Corp Team
5/21/2018	Reporter	Employee Referral
5/29/18	Intern	Handshake/College Recruiting Site
5/29/18	Intern	Handshake/College Recruiting Site

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

Source	Hired from Source	# Interviewed from Sources
Charlotte Agenda	0	3
Corps Team Solutions	1	5
Employee Referral	4	7
Handshake (College recruiting sight)	2	2
Indeed	2	11
Internal Candidate	1	1
Linked In	0	1
Sherpa	1	5
Twitter/Social media	0	3
WFAE Website/On Air	2	9
Undisclosed	0	2
TOTAL	13	49

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 49

RS#	Source requested station to provide notice of all job vacancies.	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>Corps Team</u> Gretchen E. Rost-Deutsch, PHR Senior Vice President Client Services p 704-408-5170 CorpsTeam.com
11	N	<u>Current Newspaper</u> 6930 Carroll Ave. Suite 350 Takoma Park, MD 20912 Katheleen Unwin Current Newspaper (www.current.org) Currentpublicmedia@gmail.com
12	N	<u>Facebook.com</u> NPR Intern Alumni Group

13	N	<u>Greater Public Media</u> Job Line www.greaterpublic.org/job-line
14	N	<u>NABJ Career Center</u> https://nabjcareers.org/
15	N	<u>NPR Southern Bureau Chief</u> 1-800-811-4624 Russell Lewis RDLewis@npr.org
16	N	<u>PRADO-Public Radio Development Organization</u> e-list PRADO@listserv.syr.edu
17	N	<u>(Professional Diversity Network)</u> National Association of Hispanic Journalists (NAHJ) 1100 Knight Hall, Suite 3100 College Park, MD 20742 www.nabj.org
18		<u>Sherpa</u> Trev Smith Senior Technical Recruiting Manager 1001 Morehead Square Drive, Suite 600 Charlotte, NC 28203 Direct: 704.350.3364
19	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
20	N	<u>Twitter.com - @WFAE</u> www.twitter.com/WFAE Jennifer Lang 704.549.9323 jlang@wfae.org
21	N	<u>WFAE Website</u> www.wfae.org/employment-opportunities Jennifer Lang 704.549.9323 jlang@wfae.org
22	N	<u>Xcentri</u> Recruiting Firm http://xcentri.com/
23	N	<u>University of North Carolina – Charlotte</u> www.jobs.uncc.edu
24	N	<u>NC A&T</u>
25	<u>N</u>	<u>UNC Chapel Hill</u>
26	<u>N</u>	<u>Handshake/College job boards</u>