

**Equal Employment Opportunity Program Report
WQCS, Fort Pierce, Florida
Indian River State College**

Annual Reporting Period Ending: September 30, 2015

POSITIONS FILLED:

In the period from October 1, 2014 through September 30, 2015, WQCS filled one full-time position, WQCS Station Manager. The position was advertised and five candidates were interviewed in the first round. Two candidates visited WQCS licensee, Indian River State College, one of these candidates, Bryan Lane was interviewed following a second reposting of the job. Mr. Lane began working at WQCS as the Station Manager on August 3, 2015.

RECRUITMENT SOURCE INFORMATION: *(Source, Address, Phone #, Contact Person)*

CPB.org Jobline

401 Ninth Street, NW

Washington, DC 20004-2129

800-272-2190

202-879-9600

<http://www.cpb.org/jobline/>

Cara Dalrymple, Vice President of Human Resources

Current.org

6930 Carroll Avenue, Suite 625

Takoma Park, MD 20912

301-270-7240

<http://current.org/>

Nikia Andrews, Advertising Account Manager

HigherEdJobs.com

715 Lake Street, Suite 400

Oak Park, IL 60301

<https://www.higheredjobs.com/default.cfm>

814-861-8030

Lisa Marzka, Account Manager

Indeed

177 Broad Street, 6th Floor
Stamford, CT 06901

<http://www.indeed.com/>

203-328-2691

Contact person – N/A

Indian River State College

Human Resources/Website

3209 Virginia Ave. Bldg. F

Ft. Pierce FL 34981

772-462-7280

<http://www.irsc.edu/default.aspx>

Brenda Mckenzie, Human Resources Employment Supervisor

Outreach Activities:

Twenty-one volunteers provided 660 hours of local newspaper readings on the WQCS RRS (Radio Reading Service) for the Blind and Visually Impaired. In the last year, the RRS recruited 4 new volunteers; 1 of these new volunteers is hearing impaired. WQCS operations manager was the guest speaker and spoke on behalf of the RRS to a low vision group in Vero Beach, the Fort Pierce Lions Club and the American Council of the Blind Treasure Coast Chapter. The local chapter of the NFB (National Federation for the Blind) holds its monthly meetings at WQCS; the NFB held 10 meetings at WQCS. Radio station staff continued to assist with beta testing of hearing impaired, text-based emergency alerts as part the “Gulf States Project,” a joint venture between NPR Labs, the Department of Homeland Security, FEMA (Federal Emergency Management Agency) and local public broadcasting stations. WQCS operations manager provided technical audio support to IRSC’s (Indian River State College) educational services for college students with special needs. The WQCS operations manager and news director were volunteer judges for the IAAIS (International Association of Audio Information Services) awards; they listened to and judged 12, one-hour submissions from fellow radio reading services in the U.S. and Canada.

WQCS is a designated LP1 station. The radio station serves as the Emergency Alert station for Indian River, St. Lucie, Martin and Okeechobee counties. WQCS is an active member of FPREN (Florida Radio Emergency Network); WQCS was represented at a ribbon cutting ceremony for the FPREN studios in Gainesville, Florida, which included guest speakers, FEMA Administrator Craig Fugate and Florida Director of Emergency Management Bryan Koon. WQCS is connected to all 5 local EOC’s and broadcasts timely emergency weather related updates; WQCS has an operational studio inside the St. Lucie County EOC. Hurricane information brochures are included in membership mailings and are distributed in bulk to the 5 local chambers of commerce, libraries and

IRSC's campuses. Special pre-produced hurricane preparedness PSA's and pre-recorded audio of what to do before, during and after a storm are readily available for air should a storm threaten. In the last year, the WQCS newsroom covered breaking news on-air and through social media tools - on weather advisories and tropical updates, local Amber Alerts, emergency evacuations and road closures. WQCS engineer, in conjunction with the Indian River County EOC, participated in tests of the NWS (National Weather Service) HazCollect dissemination of NWEMs (Non-Weather Emergency Messages) in the state of Florida using the EMnet software. In addition, the WQCS traffic/operations specialist is an active member of CoCoRaHS (Community Collaborative Rain, Hail and Snow Network); the weather data collected is used by various organizations including the National Weather Service and Emergency Management officials. Furthermore, the WQCS operations manager and news director participated in a St. Lucie County EOC, nuclear power plant emergency drill. The WQCS operations manager attended a Sky Warn training class at the Indian River County EOC, hosted by the National Weather Center in Melbourne, Florida and the WQCS news director participated in the Brevard County emergency responders training program. In September, WQCS hosted the Treasure Coast Public Information Officer's meeting; 18 were in attendance. WQCS produces *Community Focus*, a daily 5-minute public affairs program that airs within NPR's *Morning Edition* and *All Things Considered* on HD1. The WQCS newsroom shares public affairs packages with the Florida News Exchange, through PRX and Florida Public Radio via FTP, some of these stories were aired on Florida's Public Radio's program *Capitol Report*. WQCS news director produced a public affair's piece on the "Indian River Lagoon" as part of the state's coverage leading up to the *Florida Gubernatorial Debate*; the debate aired on HD1, Oct. 15th and WQCS news director hosted local and state election coverage on Election Night.

The WQCS operations manager, a member of the local amateur radio club, coordinated the annual St. Lucie County amateur radio, "HAMfest" held in August. WQCS operations manager and WQCS traffic/operations specialist each hold the highest amateur radio license and have participated in amateur radio testing and meetings, which are held at the WQCS studios. The Ham Radio Club held 11 monthly meetings and 10 amateur radio testing sessions. On average, the club's monthly meetings are attended by 15 to 20 Ham Radio licensees with approximately 3 testers per-testing session. WQCS provides tower space for three amateur radio repeaters, which are used to facilitate communications throughout a four-county area during special events and emergency situations. This is a part of the radio station's work with organizations of vital importance to public safety communication during hurricanes and other emergencies. Furthermore, WQCS operations manager checked into the amateur radio net at the St. Lucie County EOC; WQCS sponsored the annual Amateur Radio Ham Field Day in June.

WQCS was a media sponsor for several organizations - Treasure Coast FPRA (Florida Public Relations Association) Chapter's "Media Conference"; 105 were in attendance, IRSC's "Deca Bazaar", the Harbor Branch Oceanographic "Ocean Science Lecture Series" along with two additional lagoon events, Healthy Start Coalition of St. Lucie County's "Luau" and the 2014-2015 Season of the Atlantic Classical Orchestra. The WQCS news director and underwriting rep. attended

the Indian River County Cultural Council Media Breakfast and the WQCS news director participated on a media panel for FPRA's annual "Media Conference". WQCS was host to a Palm City Chamber "Leads over Lunch" meeting which WQCS membership/development director and WQCS underwriting rep. gave a presentation to over 80 local area businesses. The WQCS staff participated in both, the Sebastian Chamber of Commerce and the Indian River Chamber of Commerce "Media Auctions". WQCS is an active member of the local area chambers of commerce; WQCS was nominated in the media category for St. Lucie Chamber "Business of the Year".

In February, WQCS hosted a live listener taping of *American Songbook* with radio host Dick Golden. The event took place on February 27th, in the WQCS - Performance Studio with 24 attendees; the recording was later aired on HD1 on March 7th, with two rebroadcasts the following week on HD2. The WQCS business manager and underwriting rep. attended an event in January promoting the NPR program *From the Top*, which is heard on HD2. WQCS aired special program throughout the year including - *The State of the Union Address* on HD1 and HD2, *The Governor's State of the State Address* on HD2, *An NPR News Special: The Iran Nuclear Deal* on HD1, *The First Family of Radio: Franklin and Eleanor Roosevelt's Historic Broadcasts* on HD1, *Confronting Hatred: 70 Years after the Holocaust* on HD2 along with holiday programming from the *Mormon Tabernacle Choir* for Memorial Day, July 4th, Veteran's Day and Christmas; *Hanukkah* and *Kwanza* specials from NPR and PRI were aired on HD1 and HD2.

WQCS membership/development director attended the Treasure Coast Business Summit with underwriting staff and the 2015 Port St. Lucie Hurricane Fair. As part of International Week at IRSC, WQCS news director hosted IRSC's Cultural Diversity Day. WQCS news staffers received a total of five Florida Associated Press Broadcast Awards, including four first place awards. Former IRSC student, Kenrick Thomas received two AP Awards. WQCS station manager is on the alumni board of directors for Mansfield University. The WQCS engineer served on the St. Lucie County Code Enforcement board. WQCS business manager served as a member of the board of directors for the Healthy Start Coalition of St. Lucie County, volunteered at the annual Library Foundation of Martin County "Bookmania!" fundraiser and attended two Inner Truth Project events. WQCS membership/development director is a member of AFC (Association of Florida Colleges), Indian River and Martin County AFP's (Association for Fundraising Professionals) and PRADO (Public Radio Association of Development Officers). National organizations which WQCS is a member of – PMBA (Public Media Business Association), PRIMA (Public Radio in Mid-America), University Station Alliance, FPBS (Florida Public Broadcasting Service), NPR (National Public Radio), APM (American Public Media), PRI (Public Radio International), NAB (National Association of Broadcasters), IAAIS and Greater Public.

Intern/Educational Outreach:

WQCS membership/development director received her BA in Organizational Management from IRSC. Two IRSC work study students received audio production training at the station; one has since graduated with a BA and is now employed by the Martin County School system as a library

media specialist. The other work study student sought WQCS out, having been on a previous radio station tour; this student recently received a Fine Arts scholarship. An IRSC journalism student interned in the WQCS newsroom, shadowing the WQCS news director, the student's public affairs story on "Meals on Wheels" aired locally during NPR's *Morning Edition* and *All Things Considered*. WQCS Morning Edition host narrated educational videos for IRSC in the subject area of English Language Arts. WQCS operations manager assisted IRSC educational services with providing assistance to students with special needs and provided audio assistance on various college projects including editing the soundtrack for the IRSC Planetarium shows. A retired senior and former radio broadcaster assisted WQCS operations manager in production duties; the senior employment program is sponsored by the AARP Foundation. A former intern in the WQCS engineering department, who had been later hired at WQCS part-time, recently received full-time employment with an outside technical support company.

For the 21st consecutive year, WQCS produced the annual *YMS (Young Musicians Spotlight)* featuring area youth musicians. Two *YMS* musicians were recorded in the WQCS Performance Studio as part of an audition application for the Indianapolis Symphony Orchestra; both youths were accepted and performed with the orchestra. One former *YMS* musician received the Kovner Fellowship to the Juilliard School of Music. WQCS donated a \$500 annual scholarship to the Indian River State College Education Foundation for a graduating IRSC student studying media. The radio station helps support the college's athletic department with an annual donation, a WQCS logo/banner hangs at the IRSC Sports Complex. The station provided IRSC nearly \$180,000 annually in public service announcements, recording, and program air time. An additional \$350,000 in services was provided to local nonprofit organizations. The WQCS staff received the IRSC "Pride Award" for its accomplishments in the 2015 college fiscal year. WQCS produces *Treasure Coast Happenings*, a local 5-minute interview program, which gives area non-profits a chance to promote their upcoming fundraising and community outreach efforts. *Treasure Coast Happenings* is heard Friday through Sunday at various scheduled times on both HD1 and HD2. Radio station tours were given to several students and educational classes throughout the year including - 55 area high school students, 10 journalism college majors, 26 digital media students and 22 tiger scouts; "Jobs in Radio" brochures were handed out to students during these station tours. Like in years passed the "Jobs in Radio" brochures were also mailed out to 22 area high schools.