

# WYPR/WYPF/WYPO

2216 N. Charles Street  
Baltimore, MD 21218

## Annual EEO Public Report

For the Period June 1, 2017 - May 31, 2018

This EEO Public File Report is to comply with the FCC's EEO rule which is required to be placed in the public inspection files of the station and posted on its website.

The information contained in this report covers the time period beginning June 1, 2017 and ending on May 31, 2018.

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full time vacancies filled by the Station during the applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the applicant for each full time vacancy during the applicable period.
4. Data reflecting the total number of persons interviewed for full time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with these vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC Rules.

### Positions Filled:

Audience & Community Engagement Associate – 6/2017

1. Recruitment Sources: 2,8,9,12,15,17,21,34-42
2. Referral Recruitment Source: 40
3. # of people interviewed: 9

Producer/Board Operator – 6/2017

1. Recruitment Sources: 1,2,7,8,9,13,14,15,21,24,34-42
2. Referral Recruitment Source: 40
3. # of people interviewed: 6

Producer/Midday – 1/2018

1. Recruitment Sources: 8,10,13,14,15,21,34-42
2. Referral Recruitment Source: 39
3. # of people interviewed: 4

Executive Support/Board Liaison – 1/2018

1. Recruitment Sources: 8,10,15,21,34-42
2. Referral Recruitment Source: 39
3. # of people interviewed: 7

## **Outreach Initiatives taken during this period:**

### **1. Internal Continuing Education:**

- a. June 2017, News Director attended the annual Public Radio News Director Conference.
- b. October 2017, General Manager and Business Manager participated in a webinar “CSG Compliance”, hosted by the Corporation for Public Broadcasting. The CPB covered main compliance issues and the new FCC rules to upload the station’s public file. Other topics discussed included diversity, transparency, data security, and compliance training.
- c. January 2018, all employees attended workplace diversity training led by a professor from UMBC. Emphasis was placed on diversity being an essential part of building awareness and a cohesive work environment. Also noted that workplace diversity not only refers to the differences between employees, but also the acceptance and celebration of these differences at work.
- d. March 2018, a follow up discussion of workplace diversity was held and led by the UMBC professor from January’s training.
- e. April 2018, General Manager attended a number of educational programs at the National Association of Broadcaster’s annual conference.
- f. Throughout 2017 and 2018, WYPR hosted a number of ascertainment meetings at the station. These meeting are designed to invite the public in to address various topics that affect Baltimore City, Baltimore County, and the State of Maryland.
- g. Starting in 2016, WYPR added a new committee to its Board structure. The Board Outreach Committee was formed to seek out and meet with other Non-Profits in our area to learn more in how they impact Baltimore and other parts of our community.
- h. Throughout 2017 and 2018, WYPR hosted a number of Young Professional Events in hopes of connecting with a younger audience of listeners and members to the station. Stations tours were given and discussions on the various employment opportunities broadcasting can provide were covered.

Note: Anthony Brandon became WYPR’s President and General Manager upon retiring after 35 years as president of American General Media, a commercial broadcasting company. Brandon has been the licensee of more than fifty radio broadcast stations in his career. He mentors and teaches staff members and interns on many levels with instruction on all facets of broadcasting including sales, announcing, journalism, and public relations.

2. Job Posting: Advertised in local and national publications including CURRENT, which is the industry's trade publication, WYPR web site, Craigslist, Indeed.com, CPB Job Line, WYPR on-air announcements, National Association of Black Journalists, Maryland Workforce Exchange, DCRTV.com, attending the MCC career fair, and many others (see WYPR’s Recruitment Resources below).
3. 2017 marked the 9th year WYPR partnered with Cristo Rey Jesuit High School which provided an opportunity for students to acquire broadcasting skills and knowledge. Students interned in one or more of the following departments: Programming, News, Membership, Maryland Morning, Midday, and the General Manager’s Office. WYPR has had and continually offers internship programs in our Programming, News, and Development departments. Open to the public, high school students, and college students, our programs offer opportunities to intern over a period of time and acquire broadcasting skills, knowledge, and experience. We teach, challenge, and prepare

our interns for broadcast careers. Our internships have been a recruitment tool as we have hired former interns. During the report period, 7 interns have worked with various departments at WYPR.

### Recruitment Resources:

No.	WYPR Recruitment Resources	Address		Contact
1	American University	4400 Massachusetts Ave NW, Washington, DC 20016	202-885-1852	<a href="http://www.american.edu/careercenter/">www.american.edu/careercenter/</a>
2	Association of Independents in Radio	42 Charles Street, 2nd floor, Dorchester, MA 02122	617-825-4400	<a href="http://www.airmedia.org">http://www.airmedia.org</a>
3	Baltimore Business Journal	1 East Pratt Street, Suite 205, Baltimore, MD 21202	410-576-1161	<a href="http://www.bizjournals.com/baltimore">http://www.bizjournals.com/baltimore</a>
4				
5	Baltimore Sun	501 N. Calvert Street, Baltimore, MD 21278	410-332-6850	<a href="http://www.baltimoresun.com">http://www.baltimoresun.com</a>
6	Careerbuilder.com website			<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>
7	College of Notre Dame of Maryland	4701 N. Charles Street, Baltimore, MD 21210	Career Enrichment center 410-532-5387	<a href="http://www.ndm.edu/StudentServices/Ca">http://www.ndm.edu/StudentServices/Ca</a>
8	Corporation for Public Broadcasting	401 9th Street NW, Washington, DC 20004	CPB jobline	<a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>
9	Craigslist website	P.O. Box 225159, San Francisco, CA 94122		<a href="http://baltimore.craigslist.org/">http://baltimore.craigslist.org/</a>
10	Current - The Newspaper about Public B'casting	1612 K Street NW, Suite 704, Washington, DC 20006	877-745-8776 x1	<a href="http://www.current.org/jobs/">http://www.current.org/jobs/</a>
11	DCRTV.com website		Dave	<a href="http://www.dcrtv.com">www.dcrtv.com</a>
12	Gorkana.com website	1 West Street, New York, NY 10004	646-556-6520	<a href="http://www.gorkana.com/us">http://www.gorkana.com/us</a>
13	Goucher College	1021 Dulaney Valley Road, Towson, MD 21204	410-337-6191	email: <a href="mailto:CarDev@goucher.edu">CarDev@goucher.edu</a>
14	Hood College	401 Rosemont Avenue, Frederick, MD 21701	email: <a href="mailto:careers@hood.edu">careers@hood.edu</a> 301-696-3583	<a href="http://www.hood.edu/careercenter">http://www.hood.edu/careercenter</a>
15	Indeed.com website	177 Broad Street, 6th floor, Stamford, CT 06901		<a href="http://www.indeed.com">www.indeed.com</a>
16	Jewish Community Services	5750 Park Heights Ave, Baltimore, MD 21215	410-843-7380	<a href="http://www.jcsbaltimore.org">www.jcsbaltimore.org</a>
17	Journalism and Women Symposium	3701 Drakeshire Drive, Modesto, CA 95356	510-764-1877	<a href="http://www.jaws.org">www.jaws.org</a>
18	JournalismJobs.com website	Berkeley, CA	510-653-1521	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>
19	Loyola University	4501 N. Charles Street, Baltimore, MD 21210	410-617-2692	<a href="http://www.loyola.edu/thecareercenter">www.loyola.edu/thecareercenter</a>
20	Maryland Association of Non Profit Organizations	190 W. Ostend Street, Baltimore, MD 21230	443-438-2310	<a href="http://eseries.mdnonprofit.org/">http://eseries.mdnonprofit.org/</a>
21	Maryland Workfore Exchange	1100 N. Eutaw Street, Room 209, Baltimore, MD 21201		<a href="https://mwejobs.maryland.gov">https://mwejobs.maryland.gov</a>
22	Mediabistro.com website	New York, NY	Jacky Carter 212-547-7893	<a href="http://www.mediabistro.com">www.mediabistro.com</a>
23	Monster.com website			<a href="http://www.monster.com">www.monster.com</a>
24	Morgan State University	1700 East Cold Spring Lane, Baltimore, MD 21251	email: <a href="mailto:careers@morgan.edu">careers@morgan.edu</a>	<a href="http://www.morgan.edu">http://www.morgan.edu</a>
25	National Association of Black Journalists	1100 Knight Hall, Suite 3100, College Park, MD 20742	866-964-2765 x2716	<a href="http://careerservices.nabj.org">http://careerservices.nabj.org</a>
26	National Association of Broadcasters	1771 N Street NW, Washington, DC 20036	202-429-5420	<a href="http://www.nab.org/radio/default.asp">http://www.nab.org/radio/default.asp</a>
27	Public Broadcasters Management Association	939 S. Stadium Road, Columbia, SC 29201	803-799-5517	<a href="http://www.pbma.org/">http://www.pbma.org/</a>
28	Stevenson University	1525 Greenspring Valley Road, Stevenson, MD 21153	443-352-4477	<a href="http://www.stevenson.edu/career">http://www.stevenson.edu/career</a>
29	Towson University	7800 York Road, Suite 206, Towson, MD 21204	410-704-2233	<a href="http://www.towson.edu/careercenter">www.towson.edu/careercenter</a>
30	University of Baltimore	Career Center, 21 West Mount Royal Avenue, Baltimore, MD 21201	410-837-5440	email: <a href="mailto:careercenter@ubalt.edu">careercenter@ubalt.edu</a>

31	University of Maryland	Univ. Career Center, 3100 Hornbake Library, College Park, MD 20742	301-314-7225	<a href="http://www.careercenter.umd.edu">http://www.careercenter.umd.edu</a>
32	University of Maryland Baltimore County	1000 Hilltop Circle, Baltimore, MD 21250	410-455-2216	<a href="http://www.careers.umbc.edu">www.careers.umbc.edu</a>
33	Washington College	300 Washington Avenue, Chestertown, MD 21620	410-778-7890	<a href="http://career.washcoll.edu">http://career.washcoll.edu</a>
34	WYPR eNewsletter	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	<a href="http://www.wypr.org">www.wypr.org</a>
35	WYPR on Facebook	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	<a href="http://www.facebook.com">www.facebook.com</a>
36	WYPR on LinkedIn	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	<a href="http://www.linkedin.com">www.linkedin.com</a>
37	WYPR on Twitter	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	<a href="http://www.twitter.com">www.twitter.com</a>
38	WYPR, WYPF, and WYPO on air announcements	2216 N. Charles Street, Baltimore, MD 21218	Brian Cromptwell 410-235-1039	<a href="http://www.wypr.org">www.wypr.org</a> <a href="http://www.wypr.org/employment-and-internships">http://www.wypr.org/employment-and-internships</a>
39	WYPR staff/board and CAB members	2216 N. Charles Street, Baltimore, MD 21218	Brian Cromptwell 410-235-1039	<a href="http://www.wypr.org">www.wypr.org</a> <a href="http://www.wypr.org/employment-and-internships">http://www.wypr.org/employment-and-internships</a>
40	WYPR website	2216 N. Charles Street, Baltimore, MD 21218	Brian Cromptwell 410-235-1039	<a href="http://www.wypr.org/employment-and-internships">http://www.wypr.org/employment-and-internships</a>
41	Americas Job Exchange	via Maryland Workforce Exchange-see above		<a href="https://mwejobs.maryland.gov">https://mwejobs.maryland.gov</a>
42	US Jobs	via Maryland Workforce Exchange-see above		<a href="https://mwejobs.maryland.gov">https://mwejobs.maryland.gov</a>