

# EEO Public File Report

**88.5 WFDD – Greensboro, Winton-Salem, NC**  
**Facility ID: 70708 a Non-Commercial FM Station**  
For the period ending July 31, 2023

This report contains information regarding full-time positions filled during the year of August 2022 thru July 2023; the recruitment sources used to fill the vacancies, including contact information; and a description of initiatives held during this reporting period.

**A. The following is a list of all vacancies for full-time jobs during the previous 12 months:**

Job Title	Date of Opening	Date Filled
Reporter / Host	01/10/2023	06/01/2023
Hive Education Coordinator	3/03/2023	5/15/2023
Development Director	4/19/2023	9/01/2023

**B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk(\*) were organizations that requested to be contacted as job openings occurred:**

Recruitment Source	Address	Contact	Phone Number
Wake Forest University*	1834 Wake Forest Road Winston-Salem, NC	Sara Zakariah	336-758-4700
CPB.org Jobline	401 Ninth Street, NW Washington, DC 20004	--	202-879-9600
88.5 WFDD website	1834 Wake Forest Road Winston-Salem, NC	Tom Dollenmayer	336-758-8850
Journalismjobs.com		<a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a>	510-508-7386
National Association of Hispanic Journalists		<a href="https://nahj.org/">https://nahj.org/</a>	
National Association of Black Journalists		<a href="https://nabjonline.org/">https://nabjonline.org/</a>	
Asian American Journalists Association		<a href="https://www.aaja.org/">https://www.aaja.org/</a>	
Association of LGBTQ Journalists		<a href="https://www.nlgja.org/">https://www.nlgja.org/</a>	
Think Public Media		<a href="https://www.thinkpublicmedia.org/">https://www.thinkpublicmedia.org/</a>	
North Carolina Local News Workshop		<a href="https://nclocalnewsworkshop.org/">https://nclocalnewsworkshop.org/</a>	
LinkedIn		<a href="https://linkedin.com">https://linkedin.com</a>	
Public Media Journalists Association		<a href="https://www.pmja.org/">https://www.pmja.org/</a>	

Facebook.com

Editors in public media group  
Public Media Journalists group  
What's Your Plan B group  
Public Media Women IN Leadership group.

**C. The following is a list of the sources for full-time jobs shown in section A above and the recruitment source which provided the hires for that position:**

Job Title	Recruitment Source
Reporter / Host	Wake Forest University website / LinkedIn/Indeed
Hive Education Coordinator	Wake Forest University website / LinkedIn/Indeed
Development Director	Wake Forest University website / LinkedIn/Indeed

**D. During the 12 months, there were three vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in section B above:**

Recruitment Source	Total Number of Interviewees
Wake Forest University website / posted on LinkedIn, Indeed, Monster, and several other job sites and social media sites promoting jobs at the university.	56

**E. During the last 12 months, the station employment unit engaged in the following initiatives:**

WFDD conducts numerous internship and training sessions to expose participants to careers in radio throughout the year: \*

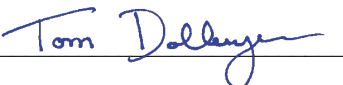
1. WFDD staff teaches a for credit, college level journalism course at Wake Forest University. This course is designed to train, equip and develop experience in creating content for broadcast radio and online platforms. Students can learn from broadcast professionals while working in our studios with broadcast equipment. \*\*
2. Middle School Radio Camps were held in-person this summer. Students learn how to use professional recording devices to record audio while using editing software to build an audio story that is broadcast on WFDD. Students learn editing, recording, journalism, writing and storytelling. Student stories are broadcast every Saturday morning at 8:35 on 88.5 WFDD. \*\*
3. Radio 101 is a semester long class where high school students are taught by WFDD staff how to create, write, voice, and edit a radio story that airs on WFDD. Radio 101 runs the entire school year while school is in session. This program is taught for credit, in partnership with Reynolds High School, a local high school. This year WFDD also held Radio 101 after school sessions for students attending high-school anywhere in our listening area. Radio 101 stories air on WFDD on Saturday mornings at 8:35 during news programming. \*\*
4. The station offers a formal radio internship program with Wake Forest University, and an informal internship program with other area colleges and schools to allow members of the community to work in the radio station and explore their interest in broadcasting. Tracks include news production, reporting, operations/engineering, sales, and marketing.
5. We continue to guide and oversee the student run campus radio station at Wake Forest University by having a full-time staff member advising and working directly with students at Wake Radio, Wake Forest University's student run radio station. WFDD trained students in broadcasting and trained them in managing their own web stream, develop shows and measure listening, host live music shows, while working side-by-side with broadcast professionals. WFDD has been the guiding force behind keeping this service on-air and available to students and we are focused on helping students grow their listening.

6. WFDD hosts a January -Term intern from Salem Academy every year. This is a for-credit program for 11<sup>th</sup> - and 12<sup>th</sup>-grade girls at Salem Academy, a girls' college preparatory boarding and day school. Students select WFDD where they serve as an intern over the course of three weeks in January, after which they create a presentation demonstrating what they learned during their internship.

**In addition to the above programs, the WFDD staff conducts tours, attends career fairs, and participates in panel discussions throughout the year. WFDD Staff also participated in the following activities:**

1. February 10, 2023, call with station GM and Asst. GM and a student interested in a career in journalism. This call discussed career paths, educational opportunities/programs, different jobs in broadcasting and how to develop skills to get into broadcasting.
2. February 22, 2023, GM, and Asst. GM were interviewed by student for a student presentation on careers in radio broadcasting, careers, entry level jobs and a look at the day-to-day responsibilities of managing a public radio station.

\*\* WFDD offers a robust radio education program for students: Radio Camp for middle school students, Radio 101 for high school students and Wake Forest Journalism class – for college students. We also offer adult education programs on radio production.

Signed: 

Typed Name: Tom Dollenmayer

Title: General Manager

Date: 10/13/2023