

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, 2022

This report contains information regarding full-time positions filled during the year of August 2021 thru July 2022; 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
Report for America Reporter	12/8/2021	06/01/2022
Marketing Manager	7/20/2021	10/27/2021
Listener/Donor Coordinator	10/18/2021	11/15/2021

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		info@journalismjobs.com	510-508-7386
National Association of Hispanic Journalists		https://nahj.org/	
National Association of Black Journalists		https://nabjonline.org/	
Asian American Journalists Association		https://www.aaja.org/	
Association of LGBTQ Journalists		https://www.nlgja.org/	
Report for America	10 Guest Street Boston, MA 02135 https://www.reportforamerica.org/	Maria Elana Fernandez	704-317-2625

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
Report for America Reporter	Report for America
Marketing Manager	Wake Forest University website
Listener / Donor Coordinator	Wake Forest University website

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
Report for America	4
Wake Forest University / WFDD website	10

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 11th - and 12th-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. Call To Mind broadcast event hosted by high school students and attended by local high school students who worked with broadcast professionals to conduct their own show released to YouTube & Facebook live through our local station account and nationally through the Call To Mind initiative. The program was then edited to a one hour special and aired on WFDD.
2. WFDD staff conducted two studio / tower tours, where we invited persons interested in radio to get an in-depth tour and Q&A session at our station and transmitter site.

** 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: Tom Dollenmayer

Typed Name: Tom Dollenmayer

Title: General Manager

Date: 10/12/2022