



Equal Employment Opportunity Program Report

WQCS-FM – Fort Pierce, Florida

WQCP-FM – Fort Pierce, Florida

WQJS-FM – Clewiston, Florida

Indian River State College

Annual Reporting Period Ending: September 30, 2023

POSITIONS FILLED:

In the period from October 1, 2022 through September 30, 2023, there were two Full-Time position filled at WQCS:

1. Underwriting Account Executive – IRSC Public Media

Candidates Interviewed: 3

Recruitment Referral Sources:

IRSC Website: 3

Source Used for Hired Employee: IRSC Website

Date Filled: December 1, 2023

2. Fiscal Specialist – IRSC Public Media

Candidates Interviewed: 3

Recruitment Referral Sources:

Word of Mouth: 2

IRSC E-Mail/Current Employee: 1

Source used for hired employee: Word of Mouth

Date Filled: June 1, 2023

RECRUITMENT SOURCES:

Name	Contact	E-Mail	Street	City	St	Zip	Phone Number
ARC of Martin County	Irene Soltis	isoltis@ar cmc.org	2001 South Kanner Highway	Stuart	FL	34994	772-233-9331
Division of Vocational Rehabilitation-Indian River	Tina Herzik	Tina.Herzi k@vr.fldo e.org	1450 Old Dixie Hwy	Vero Beach	FL	32960- 3773	772-778-6348
Division of Vocational Rehabilitation-Pinellas County 14B and 14C	Lori Kennison	Lori.Kenn ison@vr.fl doe.org	701 94th Avenue North	St. Petersbur g	FL	33702	727-217-7930
Division of Vocational Rehabilitation-St. Lucie County	Tina Herzik	Tina.Herzi k@vr.fldo e.org	519 Nw Lake Whitney Pl	Port St Lucie	FL	34986- 1621	772-873-6550
I Can Living and Learning Center	Debbie Telsey	debbie@ic anfl.org	1761 West Hillsboro Boulevard	Deerfield Beach	FL	33442	561-288-6538
CareerSource Research Coast	Scott Bray	sbray@car eersourcer c.com	710 Southeast Central Parkway	Stuart	FL	34994	866-482-4473
American Society of Women Accountants - West Palm Beach	Barbara Sheetz	Bsheetz1 @comcast .net	Chapter #049	West Palm Beach	FL	33401	561-339-4599
Everglades University - Online Division	Leann Calvert	leann.calv ert@everg ladesunive rsity.edu	5002 T-Rex Avenue	Boca Raton	FL	33431	888-772-6077
CareerSource Brevard	Tom Thompson	tthompson @careerso urcebrevard.com	5275 Babcock Street Northeast	Palm Bay	FL	32905	321-504-7600
CareerSource Research Coast	Dawn Ricardi	dricardi@ careersour cerc.com	584 Nw University Blvd Ste 300	Port St. Lucie	FL	34986- 2266	866-482-4473

CareerSource Research Coast	Mike McKinney	MMcKinney@career sourcerc.com	710 Southeast Central Parkway	Stuart	FL	34994	866-482-4473
Martin County Veteran Services	Michael E Northcutt	mnorthcutt@martin.fl.us	2401 Southeast Monterey Road	Stuart	FL	34996	772-320-3011
National AMVETS Riders - Chapter 14	Kris Westervelt	krisandjo@hotmail.com	10450 Se Dixie Hwy	Hobe Sound	FL	33455-4910	973-600-3824
Vocational Rehabilitation - Stuart Unit 20AC and 20SC	Danielle Jones	danielle.jones@vr.fl.doe.org	2215 South Kanner Highway	Stuart	FL	34994	772-221-4095
Higher Ed Jobs		Higheredjobs.com	715 Lake Street #400	Oak Park	IL	60301	814-861-8030
Indeed		indeed.com	177 Broad St 6 th Floor	Stamford	CT	06901	203-328-2691
IRSC Website		irsc.edu	3209 Virginia Ave	Fort Pierce	FL	34981	772-462-7280
IRSC E-Mail		irsc.edu	3209 Virginia Ave	Fort Pierce	FL	34981	772-462-7280

ON-AIR INVITATION TO REQUEST NOTIFICATIONS OF FULL-TIME JOB OPENINGS:

“(WQJS/WQCP/WQCS), which is licensed to Indian River State College, is an equal opportunity employer, and when job openings occur, we diligently seek qualified applicants. If your organization would like to receive notification of full-time employment opportunities, please contact us in writing. Our address is (WQJS/WQCP/WQCS), 3209 Virginia Avenue, Fort Pierce, 34981 or email us at (WQJS/WQCP/WQCS)@irsc.edu”

Total times aired during reporting period: WQJS - 161; WQCP - 141; WQCS - 348.

OUTREACH ACTIVITIES:

EVENTS WITH COMMUNITY ORGANIZATIONS:

IRSC Public Media hosts tours for interested individuals during regular business and will schedule group tours to fit the needs of the group visiting outside of business hours. These tours explain the operations of the stations and discuss career opportunities in broadcasting. Regular tours include the local chapter of the National Federation for the Blind and the Ft. Pierce Ham Radio Club.

The General Manager, Development Coordinator, and Programming/Traffic Coordinator attended the Treasure Coast Hurricane Preparedness Expo on June 3rd, 2023, where they discussed emergency information and career opportunities in broadcasting with over one thousand attendees.

CAREER EXPOS/JOB FAIRS:

On October 12, 2022, the General Manager, Programming/Traffic Coordinator, and Operations Manager presented and maintained a booth at the IRSC Fall Career Expo. They spoke with over 80 job seekers across the Treasure Coast about careers in broadcasting, and open positions at IRSC Public Media.

EVENTS WITH EDUCATIONAL INSTITUTIONS:

On August 23, 2023, during “Club Rush” (an IRSC sponsored conference for students), IRSC Public Media spoke with over 100 current IRSC students about career opportunities in broadcasting.

WQCS/WQCP/WQJS hosts tours for educational organizations and groups. These tours explain the operations of the stations and discuss career opportunities in broadcasting:

- September 15, 2023 – 20 students from the IRSC Theatre Program.

SCHOLARSHIP PROGRAM:

IRSC Public Media continues to offer the Madison Hodges Scholarship to be awarded to students who wish to continue their higher education in a major focused on media. The Madison Hodges Scholarship provides students with the opportunity to reach their academic goals. Prospective students apply through the IRSC Foundation.

MENTORSHIP PROGRAMS:

An Underwriting Sales Representative serves as a mentor in the L.E.A.P./Men Of Color/Women Of Color Program at IRSC, to assist first-year college students (in particular those of color) develop a solid academic and social foundation. Formerly in the Minority Affairs Department, these groups also tour IRSC Public Media and learn about job opportunities and careers in media.

TRAINING FOR STATION & COLLEGE PERSONNEL:

The Director of Accounting & Financial Reporting attended the Public Media Broadcasters Association yearly convention from May 30 to June 2, 2023 in San Diego, California.

EEO AND ANTI-DISCRIMINATION TRAINING FOR STATION MANAGEMENT AND STAFF:

In May and June 2023, the entire staff of IRSC Public Media took part in and passed the CPB mandated Harassment Training, as a condition of receiving the Grant for FY2023.