



WQCS • 88.9 FM
WQCP • 91.1 FM
WQJS • 88.5 FM

IRSC Public Media

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, 2022

POSITIONS FILLED:

In the period from October 1, 2021 through September 30, 2022, there was one Full-Time position filled at WQCS:

News Director – IRSC Public Media

Candidates Interviewed: 2

Recruitment Referral Sources:

Indeed – 2

Source used for hired employee: Indeed

Date Filled: February 14, 2022

All recruitment sources are listed on the following page.

RECRUITMENT SOURCES:

Name	Address	Phone Number	E-Mail/Website
Florida Association of Broadcasters	201 South Monroe Street Suite 201 Tallahassee, FL 3201	850-681-6444	www.fab.org
Public Media Journalists Association	P.O. Box 838 Sturgis, SD 57785	N/A	christine@pmja.org (Christine Paige Diers)
CPB.org Jobline	401 Ninth Street NW Washington, DC 2004-2129	800-272-2190 202-879-9600	www.cpb.org/jobline
Florida Institute of Technology	150 W. University Blvd. Melbourne, Florida 32901	321-674-8000	dgaynor@fit.edu (Donna Gaynor, Job Development Coordinator)
Full Sail University	3300 University Blvd. Winter Park, FL 32792	N/A	placement@fullsail.edu
Hispanic Chamber Of Commerce PBC	1860 Forest Hill Blvd Suite 206 Flagler Square West Palm Beach, FL	561-832-1986	info@hispanicchamberpbc.com
Florida Atlantic University	777 Glades Rd Bldg SU Room 220 Boca Raton, Florida 33431	561-297-3533	recruit@fau.edu (Traci Ackerman)
Florida State Hispanic Chamber of Commerce	4095 State Road 7 #151 Wellington, Florida 33449	561-513-8096	info@fshcc.com
National Lesbian & Gay Journalist Association	2120 L St, NW Suite 850 Washington, DC 20037	202-588-9888	info@nlgia.org

University Of Central Florida Career Resource Center	Admin Bldg. Room 124 Orlando, Florida 32816	407-823-2361	csrecruit@ucf.edu
Urban League Of Palm Beach County	1700 North Australian Avenue West Palm Beach, FL 33407	561-833-1461	rsigler@ulpbc.org (Raul Sigler, Program Director USJP)
NAB Broadcast Career Link	1771 N. St. NW Washington, DC 20036	202-429-5498	www.broadcastcareerlink.com
Current.org	6930 Carroll Avenue, Suite 625 Takoma Park, MD 20912	301-270-7240	www.current.org
HigherEdJobs.com	715 Lake Street Suite 400 Oak Park, IL 60301	814-861-8030	www.higheredjobs.com
Indeed	177 Broad Street 6 th Floor Stamford, CT 06901	203-328-2691	www.indeed.com
IRSC Website	3209 Virginia Ave. Fort Pierce, FL 34981	772-462-7280	www.irsc.edu
IRSC Job Posting E-Mail to Staff	3209 Virginia Ave. Fort Pierce, FL 34981	772-462-7280	www.irsc.edu

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, Marketing Specialist, and Programming/Traffic Coordinator attended the Treasure Coast Hurricane Preparedness Expo on July 9th, where they discussed emergency information and career opportunities in broadcasting with over one thousand attendees.

EVENTS WITH EDUCATIONAL INSTITUTIONS:

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

- October 27, 2021 – 15 Middle School Students from Educational Talent Search (ETS).
- June 14, 2022 – 40 High School students from the CROP program.
- June 16, 2022 – 25 Middle School Students from Clark Advanced Learning Center.
- July 6, 2022 – 8 High School Students from the CROP Summer program.
- September 1, 2022 – 18 College Students from the Digital Media course at IRSC.

Pioneer Radio is a student-produced program that airs on IRSC Public Media in an effort to bring the voices of the campus to the community. This club is for students who want to get involved in creating media segments for the show. Interviews are recorded for production in the IRSC Public Media studios. Students in the Pioneer Radio Club use various technology at the radio station – in-studio and remote recording equipment, and computer editing software to generate their final product that provides a service to the community of listeners.

In August 2022, during “Club Rush” (an IRSC sponsored conference for students), IRSC Public Media spoke with over 150 current IRSC students about career opportunities in broadcasting. Over thirty expressed interest in joining Pioneer Radio for the upcoming semester.

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. A student received a \$500.00 scholarship to attend Indian River State College for the 2021-2022 academic year.

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 WQCS and learn about job opportunities and careers in media.

TRAINING FOR STATION PERSONNEL:

The General Manager, Marketing Specialist, and two Underwriting Account Executives attended the Public Media Broadcasters Association yearly convention. This year's conference was done remotely due to the COVID-19 pandemic.

The Marketing Specialist, and two Underwriting Sales Associates attended the Public Media Development and Marketing Convention. This year's event was also done remotely due to the COVID-19 pandemic.

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

In May and June 2022, 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 FY2022.