

2024 ANNUAL EEO PUBLIC FILE REPORT

Bloomington Community Radio, INC DBA WFHB

Station(s): WFHB
Community(ies) of License: Bloomington, IN
Reporting Period: April 1, 2023 – March 31, 2024
No. of Full-time Employees: 5 – 10
Small Market Exemption: Y

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

WFHB has been providing internships to both students and community members for many years. Students coordinate with their instructors to receive course credit and will typically require a review at the end of the internship. We have a paid work-study internship partnership with our Ivy Tech Community College in which students are funded, provided they attend Ivy Tech for a minimum of 6 credit hours per week. We had one such work-study intern during this reporting period. Additionally, we had 8 interns working with us for course credit through Indiana University’s Media School.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

WFHB partners with Indiana University as part of their Cox Scholar program. Cox Scholars receive a scholarship package that covers tuition and includes a work assignment during the duration of their attendance. There was one Cox Scholar during this reporting period. We have had consistent Cox Scholars each year since 2020.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

Each month, WFHB provides anchored training sessions for staff and volunteers with respect to Radio Announcing, Music Mixing/DJing, and Live Music Engineering. News Department personnel are trained on a one-on-one basis by our News Director, who also receives additional annual training by outside sources. Upper level

*Established a **mentoring** program for station personnel.*

Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

management attended the annual National Federation of Community Broadcasters during this reporting period.

WFHB maintains a Youth Radio program in which participants ages 12–20 receive training and “shadow” other programmers while they are on air. We use this model for all participants, in fact. New programmers are paired with seasoned programmers after initial training sessions are completed. New programmers are often mentored by a few different mentors during this stage. Each mentor brings in their own style of performance, while maintaining consistency through policies and best practices.

WFHB maintains a website at WFHB.org where we post content on an almost daily basis. Content includes produced audio, community calendar events, and general station announcements, including job vacancies. It also hosts our audio webstream. Content is shared on our Facebook and Instagram social media and shared in our monthly e-newsletter.

Each year, all staff and board members are required to take an online anti-bias and harassment training provided by the Corporation of Public Broadcasting. Each participant takes the training online, individually, with a deadline of Sept. 30, each year. In 2023, 17 individuals within our organization took this training.

Each month, WFHB hosts open Volunteer Orientation to invite members of the community to learn about the programming possibilities and opportunities as the station. In this reporting period, we saw an increase in 58 new personnel come through our Orientation. These Orientation details are published on our website and online calendar.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
4/17/2023	Assistant Program Director	WFHB.ORG

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
WFHB.ORG	4
LinkedIn	1
Facebook	0
Total Number of Persons Interviewed during the Reporting Period:	5

RECRUITING SOURCES USED

Job Title of Position: Assistant Program Director Date of Hire: 4/17/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WFHB	N	108 W. 4 th St	Aja Essex	812.323.1200 aja@wfhb.org
LinkedIn	N	Online	Online	LinkedIn.com
Facebook	N	Online	Online	https://www.facebook.com/wfhb.radio

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.