

WEAA 88.9 FM

Facility ID 43794

Baltimore, Maryland

Full Time Job Vacancies Filled by Station from June 1, 2013 to May 31, 2014

Job Vacancies Filled During Annual Reporting Period. Listed below are the sources that are generally used to fill positions with WEAA.

Corporation for Public Broadcasting
National Association of Black Journalist
The Current
National Association of Broadcasters

| Title of Full Time Job Filled | Date Posted | Date Filled | Number of Interviewees by Category |
|----------------------------------|-------------|--------------|------------------------------------|
| Director of Broadcast Operations | June 2013 | January 2014 | MSU-5 |
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WEAA's license is owned by Morgan State University, which is an equal opportunity employer and encourages minorities and women to apply for job vacancies. We provide such opportunities to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including retirement, evaluation, selection, promotion, compensation and training. Organizations wishing to be notified of job openings should send their request to the Morgan State University Employment Manager Office of Human Resources Carter-Grant-Wilson Room 100 1700 E. Cold Spring Lane Baltimore, Maryland 21251

EEO Initiatives:

Internships: In cooperation with Morgan State University, WEAA has an internship program encouraging students and others to learn skills needed for employment in the broadcasting industry.

Station Tours: WEAA offers tours of its radio facilities to individuals as well as student and youth organizations in the area, presenting an opportunity to discuss broadcasting careers with the attendees. Tours are open to all, including women and minorities.

WEAA participates in the university internship and practicum programs, giving students opportunities to learn hand-on broadcasting skills.

EEO Supplemental Recruitment Activities

1) WEAA complies fully with regulations of the Morgan State University office of Equal Employment and Opportunity and receives regular management training.

The Office of Diversity & Equal Employment Opportunity is charged with the day-to-day implementation of the nondiscrimination policies of Morgan State University. The major responsibilities of the Office of Diversity & Equal Employment Opportunity are to educate the University community about affirmative action and equal employment opportunity laws, and to ensure compliance with statutory and regulatory requirements.

The Director:

- Develops and implements University policy statements pertaining to equal opportunity and diversity.
- Investigates employment complaints of discrimination based on race, gender (to include sexual harassment), age, ancestry, national origin, disability, religion, color, sexual orientation or veterans' status.
- Participates in identifying problem areas of potential discrimination and determining appropriate solutions and/or corrective actions.
- Ensures that University employment policies and programs are in compliance with relevant regulations and guidelines, including those of the Office of Federal Contract Compliance Programs (OFCCP), Equal Employment Opportunity Commission (EEOC), Office of Civil Rights (OCR) and the Maryland Human Relations Commission (MHRC); and coordinate compliance with the Americans with Disabilities Act of 1990 (ADA). The Director serves as the Section 504/ADA Coordinator.
- Develops policies and procedures that address all aspects of equal employment opportunity.
- Advises the Director of Human Resources regarding equal employment opportunity and diversity hiring procedures and equity compliance requirements.

2) Morgan State University provides employees (including WEAA) with opportunities to regularly attend training and professional development workshops and trade seminars. The staff members are also eligible to take part in the university tuition reimbursement program enabling them to pursue academic learning through MSU and other state institutions. These activities impart skills that might lead to advancement.

WEAA staff members utilizing university tuition reimbursement program included: Marcellus Shepard and LaFontaine Oliver.

3) WEAA takes part in various career and internship fairs with academic and trade organizations whose members include considerable numbers of woman and minorities.