

2016 ANNUAL EEO PUBLIC FILE REPORT

University Radio Foundation

Station(s):	WFAE, WFHE
Community(ies) of License:	Charlotte, NC & Hickory, NC
Reporting Period:	July 2015- June 2016
No. of Full-time Employees:	28
Small Market Exemption:	N/A

During the Reporting Period, 9 positions were filled. 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):

<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	Yes
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<i>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).</i>	Yes
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<i>Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</i>	Yes
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<i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i>	Yes
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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
August 10, 2015	Production Assistant	Internal Candidate
September 21, 2015	Director of Branding and Engagement	Stanton Chase
November 2, 2015	Human Resources Manager	Xcentri Recruiting Firm
November 16, 2015	Reporter	Internal Candidate
January 6, 2016	Producer	WFAE website www.wfae.org
January 13, 2016	Development Director	Stanton Chase
June 6, 2016	Roger Sarow Fellow	WFAE website www.wfae.org
June 20, 2016	Roger Sarow Fellow	WFAE website www.wfae.org
June 20, 2016	Chief Financial Officer	WFAE website www.wfae.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 22

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Central Piedmont Community College Jobs Website	
Charlotte Observer	
Chronicle of Philanthropy	
Corp. for Public Broadcasting (www.pb.org)	
Current Newspaper (www.current.org)	
Facebook.com – NPR Intern Alumni Group	1
Greater Public Media Job Line (www.greaterpublic.org/job-line)	
National Association of Black Journalists	
NPR – Southern Bureau Chief	
PRADO-Public Radio Development Organization e-list	
Referral to Stanton Chase International	6
Twitter.com - @WFAE	
UNC-Charlotte Jobs Website (www.jobs.uncc.edu)	
WFAE Internal Candidates	2
WFAE website (www.wfae.org)	10
Xcentri Recruiting Firm	3

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Central Piedmont Community College	N	https://www.cpcc.edu/career/studentsgrads		(704)330-6433 career.services@cpcc.edu
Charlotte Observer	N	600 S. Tryon Street Charlotte NC 28201 www.charlotteobserver.com		
Chronicle of Philanthropy	N	https://philanthropy.com/jobs		
CPB Jobline	N	http://www.cpb.org/jobline/		
Current Newspaper	N	6930 Carroll Ave. Suite 350 Takoma Park, MD 20912 www.current.org	Katheleen Unwin	Currentpublicmedia@gmail.com
Facebook – NPR Intern Alumni Group	N			
Greater Public Media	N	http://greaterpublic.org/job-line		
National Association of Black Journalists (NABJ)	N	1100 Knight Hall, Suite 3100 College Park, MD 20742 www.nabj.org		
NPR Southern Bureau Chief	N	1-800-811-4624	Russell Lewis	RDLewis@npr.org
Public Radio Dev. Listserv	N	PRADO@listserv.syr.edu		PRADO@listserv.syr.edu
Referral to Stanton Chase International	N	400 East Pratt Street Suite 420 Baltimore, MD 21202	Lyn Cason	(410)528-8400 x. 106 l.cason@stantonchase.com
Twitter	N	www.twitter.com/WFAE	Jennifer Lang	704.549.9323 jlang@wfae.org
University of North Carolina – Charlotte	N	www.jobs.uncc.edu		

WFAE Website	N	www.wfae.org/employment-opportunities	Jennifer Lang	704.549.9323 jlange@wfae.org
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* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.