

## 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):

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

*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).* Yes

*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.* Yes

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

## LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
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 ( <a href="http://www.pb.org">www.pb.org</a> )	
Current Newspaper ( <a href="http://www.current.org">www.current.org</a> )	
Facebook.com – NPR Intern Alumni Group	1
Greater Public Media Job Line ( <a href="http://www.greaterpublic.org/job-line">www.greaterpublic.org/job-line</a> )	
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 ( <a href="http://www.jobs.uncc.edu">www.jobs.uncc.edu</a> )	
WFAE Internal Candidates	2
WFAE website ( <a href="http://www.wfae.org">www.wfae.org</a> )	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	<a href="https://www.cpcc.edu/career/studentsgrads">https://www.cpcc.edu/career/studentsgrads</a>		(704)330-6433 <a href="mailto:career.services@cpcc.edu">career.services@cpcc.edu</a>
Charlotte Observer	N	600 S. Tryon Street Charlotte NC 28201 <a href="http://www.charlotteobserver.com">www.charlotteobserver.com</a>		
Chronicle of Philanthropy	N	<a href="https://philanthropy.com/jobs">https://philanthropy.com/jobs</a>		
CPB Jobline	N	<a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>		
Current Newspaper	N	6930 Carroll Ave. Suite 350 Takoma Park, MD 20912 <a href="http://www.current.org">www.current.org</a>	Katheleen Unwin	<a href="mailto:Currentpublicmedia@gmail.com">Currentpublicmedia@gmail.com</a>
Facebook – NPR Intern Alumni Group	N			
Greater Public Media	N	<a href="http://greaterpublic.org/job-line">http://greaterpublic.org/job-line</a>		
National Association of Black Journalists (NABJ)	N	1100 Knight Hall, Suite 3100 College Park, MD 20742 <a href="http://www.nabj.org">www.nabj.org</a>		
NPR Southern Bureau Chief	N	1-800-811-4624	Russell Lewis	<a href="mailto:RDLewis@npr.org">RDLewis@npr.org</a>
Public Radio Dev. Listserv	N	<a href="mailto:PRADO@listserv.syr.edu">PRADO@listserv.syr.edu</a>		<a href="mailto:PRADO@listserv.syr.edu">PRADO@listserv.syr.edu</a>
Referral to Stanton Chase International	N	400 East Pratt Street Suite420 Baltimore, MD 21202	Lyn Cason	(410)528-8400 x. 106 <a href="mailto:l.cason@stantonchase.com">l.cason@stantonchase.com</a>
Twitter	N	<a href="http://www.twitter.com/WFAE">www.twitter.com/WFAE</a>	Jennifer Lang	704.549.9323 <a href="mailto:jlang@wfae.org">jlang@wfae.org</a>
University of North Carolina – Charlotte	N	<a href="http://www.jobs.uncc.edu">www.jobs.uncc.edu</a>		

WFAE Website	N	<a href="http://www.wfae.org/employment-opportunities">www.wfae.org/employment-opportunities</a>	Jennifer Lang	704.549.9323 <a href="mailto:jlang@wfae.org">jlang@wfae.org</a>
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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.