

2019 ANNUAL EEO PUBLIC FILE REPORT

University Radio Foundation

Station(s):	WFAE, WFHE
Community(ies) of License:	Charlotte, NC & Hickory, NC
Reporting Period:	July 2018- June 2019
No. of Full-time Employees:	37
Small Market Exemption:	N/A

During the Reporting Period, 7 full time 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):

5	Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Yes	2 Interns in the newsroom: <ul style="list-style-type: none"> • Justin Lape • Jasmin Herrera
9	Establishment of a mentoring program for station personnel;	Yes	<ul style="list-style-type: none"> • Ju-Don set up mentoring one on one coaching with Steve, David, Chris, Sarah, Alex, Erin and Gwen
12	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	Posted the following upper level postings jobs: <ul style="list-style-type: none"> • Director of Development <ul style="list-style-type: none"> ▪ WFAE Website ▪ The Greenway Group ▪ Charlotte Agenda ▪ CareerBuilder ▪ AFP ▪ Linked In/Facebook/Twitter ▪ Latin American Chamber of Commerce ▪ The Charlotte Post
14	Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	Yes	<ul style="list-style-type: none"> • Race Matters for Juvenile Justice, Racial Equity Workshop: Joe O'Connor, Jean Zoutewelle, Jeff Bundy: two-day, intensive workshop designed to build the capacity of community leaders who are interested in understanding and eliminating racial inequities • Leadership Charlotte Jean Zoutewelle (previous years: Joe O'Connor and Jeff Bundy, next year Ju-Don Marshall) two year program focused on building Charlotte leaders through inclusive leadership development • Entire staff training on Harassment and Diversity

15	<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;</p>	Yes	<ul style="list-style-type: none"> • Class/seminar, Title, date • National Association of Health Journalist Conferenece, (Alex Olgin), Reporter, • attended PMDMC in Chicago, (Anne Harber), Development officer, Future Society, 7/10-13/2020 • Crisis Management: It's Not a Policy, it's People, (Beth DeLawter), Administrator, Accounting & HR, 10/4/2010 • Obtained aPHR Certification, (Beth DeLawter), Administrator, Accounting & HR, 9/12/2018 • Business Ethics: Laying the Foundation for an Ethical Culture, (Beth DeLawter), Administrator, Accounting & HR, 9/18/2018 • The \$225 Billion Problem: Workplace Nutrition and Wellness Impact Employee Productivity, (Beth DeLawter), Administrator, Accounting & HR, 2/5/2019 • The Power of a (neuro) Diverse Workforce, (Beth DeLawter), Administrator, Accounting & HR, 2/7/2019 • How to Have Hard Conversations and Establish a Culture of Feedback, (Beth DeLawter), Administrator, Accounting & HR, 2/28/2019 • Policies and Politics – Updates for 2019, (Beth DeLawter), Administrator, Accounting & HR, 3/20/2019 • How to Build a Culture of Innovation that Gets Results from All Employees, (Beth DeLawter), Administrator, Accounting & HR, 4/2/2019 • Truth, Lies and Compensation, (Beth DeLawter), Administrator, Accounting & HR, 4/9/2019 • The Unseen HR Risks No One is Talking About: From Botnet Attacks to Video Games, (Beth DeLawter), Administrator, Accounting & HR, 10/23/2019 • Meditation as a Performance Tool: The Science Behind Why and How it Works, (Beth DeLawter), Administrator, Accounting & HR, 10/23/2019 • Knight Lenfest, (Greg Collard), News Editor, • Education Writers of America, (Gwen Glenn), Reporter, • attended PMDMC in Chicago, (Jeff Bundy), Executive Director of Advancement, 7/10-13/2019 • PRPD Austin, TX, (Jeff Bundy), Executive Director of Advancement, 8/20-23/2018 • Investigative Reporters and Editors, (Jenn Lang), Manager of Product & Audience Development, • Google/Excel online training module, (Jenn Lang), Manager of Product & Audience Development, • 3-day editing training(Tanya Ott), (Jenn Lang), Manager of Product & Audience Development, • 3-day editing training(Tanya Ott), (Jessa O'Connor), Assistnat Editor, Digital News and Engagement, • South Carolina Broadcasters Association engineering seminar, (Jobie Sprinkle), Broadcast Engineer, 1/25/2019 • Public Radio Engineering Conference, (Jobie Sprinkle), Broadcast Engineer, 4/4-6/2019 • National Association of Broadcasters – Broadcast Engineering and Information Technology Conference, (Jobie Sprinkle), Broadcast Engineer, 4/7-10/2019 • Knight Lenfest, (Joe O'Connor), CEO, • Woman's Leadership Accelerator - Online News Association, (Joni Deutsch), Manager, On-Demand Content and Audience Engagement, • Werkit, (Joni Deutsch), Manager, On-Demand Content and Audience Engagement, • 3-day editing training(Tanya Ott), (Joni Deutsch), Manager, On-Demand Content and Audience Engagement, • Online News Association Conference, (Ju-Don Marshall), Chief Content Officer, • Knight Lenfest, (Ju-Don Marshall), Chief Content Officer, • Digging into data and spreadsheets, (Lisa Worf), Host/Executive Producer, • hosted the Allegiance peer group meeting, (Meghann Batchelor), Membership Manager, 10/30-31/2019 • attended PMDMC in Chicago, (Meghann Batchelor), Membership Manager, 7/10-13/2018 • Voice for a Cause, (Mona Lita Carr), Development Officer, Major Gifts, 6/11-12/19 • RRC training, (News Managers), • 2-day On-air training for staff by Tanya Ott, (Newsroom), • Hindenburg training, (Newsroom), • Digging into data and spreadsheets, (Nick de la Canal), Reporter, • PRSA-Strategy, Statistics and Soul: How to Use Communications to Create Business Value and Impact Forever, (Renee Rallos), Community Relations Manager, 1/23/2019 • Half-day professional development symposium, (Renee Rallos), Community Relations Manager, 4/1/2019 • PRSA_When to Use Video and how to begin making them yourself, (Renee Rallos), Community Relations Manager, 5/22/2019 • Media panel (Gwen Glenn participated as one of the panelists.), (Renee Rallos), Community Relations Manager, 6/1/2019 • PRSA-Home Court Advantage:Promoting Pro-Level Diversity, (Renee Rallos), Community Relations Manager, 8/22/2019 • PRSA-Ethical Dilema:Should you Take the Fall, (Renee Rallos), Community Relations Manager, 9/26/2019 • 3-day editing training(Tanya Ott), (Sarafina Wright), Producer, All Things Considered, • Excellence in Journalism, (Sarah Delia), Reporter, 9/29/2018 • Werkit, (Sarah Delia), Reporter, • RTNDA Conference , (Sarah Delia), Reporter, • CPCC/notary , (Sarah Shanks), Office Coordinatory, 8/15/2019 • AICPA (CPA Non Prifit Certification), (Tanya DeGrace), Controller,
16	Other Activities	Yes	<ul style="list-style-type: none"> • Jeff Bundy participated in Panel Discussion - Public Radio Programming Directors (PRPD) Conference Panelist: How to Stand Out in Today's Competitive Landscape (July (2018)

		<ul style="list-style-type: none"> Participated in Career Trek - a one-day opportunities exclusively for UNC Charlotte students to experience the culture at different companies and organizations in the Charlotte area and beyond. Career Treks typically consist of a tour, an overview of the company/organization, and an opportunity to network. (October 2018) Established a mentoring program designed to assist members of the community/volunteers to acquire skills needed for broadcast employment and volunteering. (PodQuest)
--	--	---

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Person Hired
8/27/2018	Director of Development	The Greenway Group
8/27/2018	Reporter	Employee Referral
10/2/2018	Morning Edition host/Executive producer	Promotion from Within
10/29/2018	Digital News & Engagement Editor	Linked In
10/29/2018	Producer, All Things Considered	WFAE.org
2/4/2019	Development Officer, Future Society	The Greenway Group
6/24/2019	Editor, Digital News and Engagement	WFAE.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 26

Source	Hired from Source	# Interviewed from Sources
AFP	0	0
Asian American Journalist Association	0	0
Association of Fundraising Professionals	0	0
CareerBuilder	0	0
Charlotte Agenda	0	0
CPB Jobsite	0	0
Current Newspaper	0	2
Employee Referral	1	4
Facebook	0	0
Greater Public	0	0
Handshake (College recruiting sight)	0	0
Indeed	0	0
Latin American Chamber of Commerce-Charlotte	0	0
Linked In	1	1
Natl. Assn of Hispanic Journalists	0	0
Natl. Assn. of Black Journalists	0	0
NPR-Southern Edition	0	0
Online News Association	0	0
Promotion from Within	1	1
Poynter	0	0
PRPD	0	0
The Charlotte Post	0	0
The Greenway Group	2	6
WFAE Website	1	6
Undisclosed	1	6
TOTAL	7	26

Recruitment Sources

Total Number of Persons Interviewed during the Reporting Period: 26

RS#	Source requested station to provide notice of all job vacancies.	Organization & Address
1	N	Association of Fundraising Professional Charlotte https://secure.afpcharlotte.org/jobs/post-a-position/
2	N	Asian American Journalist http://www.aaja.org/job-posting
3	N	Career Builder https://hiring.careerbuilder.com/recruiting-solutions/post-jobs
4	N	Central Piedmont Community College Jobs Website https://www.cpcc.edu/career/studentsgrads (704)330-6433 career.services@cpcc.edu
5	N	Charlotte Observer 600 S. Tryon Street Charlotte NC 28201 www.charlotteobserver.com
6	N	Charlotte Agenda https://www.charlotteagenda.com/jobs/
7	N	Charlotte Post http://www.thecharlottepost.com/
8	N	Chronicle of Philanthropy https://philanthropy.com/jobs
9	N	Corp. for Public Broadcasting CPB Jobline http://www.cpb.org/jobline
10	N	Corps Team Gretchen E. Rost-Deutsch, PHR Senior Vice President Client Services p 704-408-5170 CorpsTeam.com
11	N	Current Newspaper 6930 Carroll Ave. Suite 350 Takoma Park, MD 20912 Katheleen Unwin Current Newspaper (www.current.org) Currentpublicmedia@gmail.com
12	N	Facebook.com NPR Intern Alumni Group
13	N	Greater Public Media Job Line www.greaterpublic.org/job-line
14	N	NABJ Career Center https://nabjcareers.org/
15	N	NPR Southern Bureau Chief 1-800-811-4624 Russell Lewis RDLewis@npr.org
16	N	PRADO-Public Radio Development Organization e-list PRADO@listserv.syr.edu
17	N	(Professional Diversity Network) National Association of Hispanic Journalists (NAHJ) 1100 Knight Hall, Suite 3100 College Park, MD 20742 www.nabj.org
18	N	Sherpa Trev Smith Senior Technical Recruiting Manager 1001 Morehead Square Drive, Suite 600 Charlotte, NC 28203 Direct: 704.350.3364
19	N	Stanton Chase International 400 East Pratt Street Suite 420

		Baltimore, MD 21202 Lyn Cason (410)528-8400 x. 106 l.cason@stantonchase.com
20	N	Twitter.com - @WFAE www.twitter.com/WFAE Jennifer Lang 704.549.9323 jlang@wfae.org
21	N	WFAE Website www.wfae.org/employment-opportunities Jennifer Lang 704.549.9323 jlang@wfae.org
23	N	University of North Carolina – Charlotte www.jobs.uncc.edu
24	N	NC A&T
25	N	UNC Chapel Hill
26	N	Handshake/Multiple College job boards
27	N	Greenway Group, LLC 7804 Fairview Road #117 Charlotte, NC 28226 Pat Martin – 704-650-4934