

2026 ANNUAL EEO PUBLIC FILE REPORT

University Radio Foundation

Stations:	WFAE, WFHE
Communities of License:	Charlotte, NC & Hickory, NC
Reporting Period:	August 1, 2025, to July 31, 2026
No. of Full-time Employees:	More than 10
Small Market Exemption:	N/A

During the Reporting Period, 4 full-time employees were hired. 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):

Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.	Queens University Schmoozaplooza - #1 Public and Human Services, Education and Non-Profit February 10, 2026, Attendees: Digital and Community Engagement Producers
Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Working with UNC-Asheville, Davidson College, Queens University, Duke University and UNC-Chapel Hill, we have 4 interns working this summer of 2026. Spring 2026 we had one intern. Fall 2026 we had one intern. We anticipate continuing those relationships in future semesters.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Hiring Managers and Hiring Teams participated in training with Chief People Officer in advance of interviews as needed based on openings.
Participation 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.	Charlotte Talks Executive Producer was a panelist at PRSA Charlotte (Public Relations Society of America) monthly meeting - 7/22/26

LIST OF POSITIONS FILLED
INTERVIEWEE REFERRAL SOURCE SUMMARY
Total Number of Persons Interviewed during the reporting period: 11

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
09/29/2025	Major Gifts Officer	WFAE website
10/06/2025	Membership Manager	WFAE Website
01/01/2026	Major Gifts Officer	BOD Referral

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
WFAE Website	10
BOD Referral	1

RECRUITMENT SOURCES
The following sources were contacted for each opening.

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WFAE Website	N	8801 JM Keynes Drive, Suite 91, Charlotte, NC 28262	Jennifer Lang	704.549.9323 www.wfae.org/employment-opportunities
Corporation for Public Broadcasting	N	401 9 th Street, NW, Washington, DC, 20004		http://www.cpb.org/jobline
Current Newspaper	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Kathleen Unwin	currentpublicmedia@gmail.com
Indeed	N	Indeed.com		Indeed.com
LinkedIn	N	LinkedIn.com		LinkedIn.com
NC Association of Broadcasters	N	1 M Street SE, Washington, DC 20003		202 429 3924
Queens University	N	1900 Selwyn Ave, Charlotte, NC 28274	Bob Page	pageb@queens.edu (704) 337-2200
Zip Recruiter Free	N	Ziprecruiter.com		Ziprecruiter.com

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