

EEO PUBLIC FILE REPORT
FOR
WHQR (FM)

Equal Employment Opportunity Public File Report

July 31, 2020

WHQR (FM)

Recruitment Activity Summary

August 1, 2019 – July 31, 2020

This EEO Public File Report is filed in the public inspection file for Station WHQR (FM) pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies

During the one year period ending on July 31, 2020, the station filled the following one full-time vacancy:

Job Title

1. Station Manager

2. Total Interviewees for Full-Time Vacancies

Station Manager – 8 via phone narrowed down to 4 via skype narrowed down to 3 on-site

3. Interviewee Referral Source Summary

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
CPB.org (Corporation of Public Broadcasting); www.cpb.org/jobline/	1
Current Public Media Jobs; www.jobs.current.org/job/	5
Word of Mouth – referral from WHQR	1
WHQR-FM internal staff posting announcement	1

4. Recruiting Sources

Job Title of Position: **Station Manager**

Date of Hire: **12/16/2019**

Recruitment Source (Name, Address, Contact Person)	Telephone Number	Did the Source Request Notification?
Word of mouth – referral from WHQR	910-343-1640	No
WHQR-FM Website, www.whqr.org/ 254 N. Front St, Wilmington, NC 28401 Contact: Amanda Ake	910-343-1640	No
Current (Public Telecommunications Newspaper), www.current.org/jobs/ 6930 Carroll Ave, Ste. 625, Takoma Park, MD 20912 Contact: Kathleen Unwin	301-270-7240	No
Wilmington Star News, www.starnewsonline.com/ 115 3 rd St., Ste 102 Wilmington, NC 28401 Contact: Angelise Hait	910-343-2000	No
The Wilmington Journal www.wilmingtonjournal.com/ 412 S. 7 th St. Wilmington, NC 28401 Contact: Shawn Thatch	910-762-5502	No
PRNDI (Public Radio News Directors, Inc.) www.prndi.org/ PO Box 838 Sturgis, SD 57785 Contact: Christine Paige Diers	605-490-3033	No
JournalismNext www.journalismnext.com Contact: info@journalism.next.com	703-629-0178	No
PMBA (Public Media Business Association) www.pmba.org/ 1300 Piccard Drive, Ste LL14 Rockville, MD 20850 Contact: Jenny Wickline	204-844-3600	No
Indeed, Inc. www.indeed.com/ Champion Grandview Way, Building 1 Austin, TX 78750 Contact: www.indeed.com/	800-475-4361	No
Corporation for Public Broadcasting www.cpb.org/jobline/ 401 Ninth St Washington D.C. 20004 Contact: www.cpb.org/jobline/	202-879-9600	No

5. Outreach Initiatives

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080 (c)(2).

WHQR-FM has 5-10 full-time employees so they are required to do at least two activities every two years.

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities. Posted the upper-level job of Station Manager in nine publications or websites including Corporation for Public Broadcasting and Current, the newsletter of public broadcasting and broad-based membership including participation of women and minorities.

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. WHQR-FM participates in a formal internship program with the

University of North Carolina – Wilmington Graduate School with four positions of significant responsibility filled each year. Special effort is made to recruit women and minorities. The interns work closely with the programming, news, and technical staff to enhance their education in journalism and broadcasting.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Staff is encouraged to attend conferences, webinars, and continuing education that will enhance their jobs and train them so they can seek higher level positions. The News Director attended the Public Radio News Directors Incorporated Conference, the Business Manager attended the Public Media Business Association Conference, and the Development Team went to several conferences. Other staff attended various webinars and continuing education classes.

Participation in other activities designed by the station 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. All full-time vacancies are run on WHQR-FM weekdays on a “run of schedule” at least three times a day from 6am to 7pm.

