

2025 ANNUAL EEO PUBLIC FILE REPORT

University Radio Foundation

Stations:	WFAE, WFHE
Communities of License:	Charlotte, NC & Hickory, NC
Reporting Period:	August 1, 2024, to July 31, 2025
No. of Full-time Employees:	More than 10
Small Market Exemption:	N/A

During the Reporting Period, 8 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 4 & 25, 2025 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, UNC-Wilmington, Davidson College and UNC-Chapel Hill we have 4 interns working this summer of 2025. Anticipate continuing those relationships in future semesters.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	<u>Executive Operations Manager:</u> • Aug. 20 – PRSA Charlotte – Beyond PR: Cultivating skills to achieve executive success with Dabid Albritton • Aug. 22 – RRC – General Session • Sept. 17 – WFAE – Leadership Retreat with Doug Bacon • Jan. 14 – CMPD – Active Shooter Training • Feb. 11 – Greater Public – Audience Development Summit: Day 1 • Feb. 27 – NPR – Station Board + CAB Members Political update webinar • Apr. 21 – Greater Public – Town Hall on Funding Threats • Apr. 22 – PRSA Charlotte – Communications

Symposium

- June 10 – Greater Public – Town Hall on Funding Threats

Reporter/Newscaster

- Active Shooter training by Charlotte Mecklenburg Police on January 14th
- Mid WorkSmart IT VPN Training on April 22nd

Accounting Manager:

- 09/19/2024 - Sustainability data management: Unleash value beyond reporting
- 09/25/2024 - Quarterly accounting roundup: Q3 2024 update on important developments
- 09/26/2024 - Peak performance: What good looks like finance close
- 11/13/2024 - SEC hot topics: Year-end update
- 12/09/2024 - 2024 Asset management tax year-end
- 12/10/2024 - 2024 employment tax year in review
- 12/11/2024 - Year-end US information reporting change
- 12/13/2024 - Tax in a time of transition
- 12/13/2024 - Elevating AI talent and organizations for transformative future
- 12/18/2024 - Financial accounting and reporting for income taxes: Preparing for year end and beyond
- 12/19/2024 - What audit committees need to know for 2025
- 12/19/2024 - Year-end tax policy update and current tax topics for real estate
- Real estate accounting insights: An in-depth analysis of

	topics • 12/19/2024 - New IRA guidance released on tax credits and incentives • 02/13/2025 - Not-for-Profit Accounting: Reporting and Analysis • 02/13/ 2025 - Ethics for Arizona • 02/23/2025 - Analysis of the Corporate Annual Report • 02/23/2025 - Crossing the Line - Cases in Financial Statement Fraud • 02/23/2025 - Analysis and Uses of Financial Statements • 02/23/2025 - Balance Sheet: Reporting Assets • 02/24/2025 - Balance Sheet: Reporting Liabilities • 02/24/2025 - Assets, Income & Cash • 02/24/2025 - Income Statement: Accounting and Reporting • 02/24/2025 - Financial Essentials for Nonprofit Managers • 02/24/2025 -Economic Indicators: A Comprehensive Overview • 05/29/2025 - Tax Transformation Trends 2025: Rising to meet the moment <u>Chief Engineer:</u> • 1/30/25 – SBE - Broadcast Facility Cybersecurity • 3/20/25 – InfraGard – Catastrophic Disaster Response • 3/26/25 – Educating Executives on Ransomware • 4/3-4/25 – APRE – Public Radio Engineers Conference • 4/5-8/25 – NAB – National Association Broadcasters Conference • 5/9/25 – NPR/PRSS – Interconnection Technology
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	Demonstration <u>Digital Solutions Manager:</u> • AJP's Sponsored Content - 10/23/2024 • INN Network's Sponsored Content - 11/19/2024 • INN's Demystifying Google Search Console - 03/19/2025 • CUNY AI Adoption - 03/2025-07/2025 <u>Account Manager:</u> • 04/29/2025 -Greater Public's Work Smart <u>All Employees:</u> • CPB Harassment Training – Summer 2024
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<u>All Managers received the following training:</u> • CPB Harassment Training – Summer 2024 • Hiring Managers and Hiring Teams participated in training with Chief People Officer in advance of interviews as needed based on openings • September 2024 Manager's participated in training on Strengthfinders with Doug Bacon of Throwing Words
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.	• Johnson and Wales career program to tell them about careers in Public Media – Spring 2025

LIST OF POSITIONS FILLED

INTERVIEWEE REFERRAL SOURCE SUMMARY

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
08/26/2024	Reporter	WFAE website
09/16/2024	Reporter	WFAE Website
09/16/2024	Digital Solutions Manager	WFAE Website
09/30/2024	Director of Community Engagement & Partnerships	WFAE Website
12/05/2024	Executive Producer, Charlotte Talks	WFAE Website
10/07/2024	Account Executive	WFAE website
02/01/2025	Producer, Charlotte Talks	WFAE Website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the reporting period: 34

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
WFAE Website	28
LinkedIn	6

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