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ID		1434				
Grantee Name		WEAA-FM				
City		Baltimore				
State		MD				
Licensee Type		University				
I.1 Employment of Fu	II-Time Radio Fi	mnlovees		los	mp to question: 1.1	
Please enter the number The first grid includes all f and the last grid includes	of FULL-TIME RAI	DIO employees in the gri the second grid include		oui	np to question.	
I.1 Employment of Fu		mployees				question: 1.1 \
Major Job Category / lob Code / loint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	То
Officials - 1000						
Managers - 2000	3	0				
Professionals - 3000	1					
echnicians - 4000						
Sales Workers - 4500						
Office and Clerical - 100	1					
Craftspersons (Skilled) 5200						
Operatives (Semi- Skilled) - 5300						
aborers (Unskilled) - 400						
Service Workers - 5500						
otal	5	0	0	0	0	
.1 Employment of Fu	II-Time Radio Er	mployees			Jump to	o question: 1.1 \
Major Job Category /	African		Native		White,	111
ob Code / oint Employee	American Males	Hispanic Males	American Males	Asian/Pacific Males	Non-Hispanic Males	Т
Officials - 1000						
Managers - 2000	2					
Professionals - 3000	1					
echnicians - 4000	0					
Sales Workers - 4500						
Office and Clerical -						
Craftspersons (Skilled) 5200						
Operatives (Semi- Skilled) - 5300						
aborers (Unskilled) - 400						
Service Workers - 5500						
otal	3	0	0	0	0	
.1 Employment of Fu Major Job Category / lob Code / loint Employee Officials - 1000	II-Time Radio Eı	mployees			ons with Disabilities	
Managers - 2000						
Professionals - 3000						
Technicians - 4000						
Sales Workers - 4500						
Office and Clerical - 5100						

Operatives (Semi-Skilled) - 5300

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Laborers (Unsk	killed) - 540	0											
Service Worker	rs - 5500												
Total												0	
1.1 Employm	ent of Ful	II-Time Ra	dio Er	nployees						Jun	np to question	: 1.1 🗸	
Please enter th person with dis					rican fe	male	e).						
1.2 Major Pro											np to question	: 1.2 🗸	
Please report b major programs decisions abou result in a doub programming d by job category	ming decisi it program a ble-counting lecisions sh	ions. Include acquisition a g of some fu nould be inc	e the st and pro all-time luded i	ation generation, pro employees n the count	ral man ogram o ; emplo s for thi	ager devel yees	if appropriate lopment, on-a having the re	. Major p ir prograr	rogramming de m scheduling, e	ecisions inc etc. This ite	lude		
1.2 Major Pro	employees	reported in	Quest	ion 1.1, hov		, incl	luding the stat	ion gene	ral manager,	Jun	np to question	: 1.2 🗸	
have responsib					sions?								
1.2 Major Pro		g Decisioi African	n Wak	ers			Native				Jump to q	uestion:	1.2 🗸
Female		nerican		Hispanio			American	As	sian/Pacific	Non-	Hispanic		Total
Major Programming Decision Makers		1											1
Male Major Programming Decision Makers		2		0									2
Total		3		0			0		0		0		3
1.3 Employm	ent of Pa	rt-Time Ra	idio Ei	mployees						Jun	np to question	: 1.3 🕶	
Please enter th includes all ferr and the last grid 1.3 Employm Major Job Cat Job Code	nale employ d includes a nent of Par	yees, the se all persons rt-Time Ra Af Ame	cond g with dis	rid includes sabilities.		le en	nployees,	Native nerican emales	Asian/F	Pacific emales	W Non-Hisp	hite,	question: 1.3 V
Officials - 1000	[0
Managers - 200	00 [0
Professionals -	3000		5									1	6
Technicians - 4	000												0
Sales Workers	- 4500		1										1
Office and Cler 5100	ical -												0
Craftspersons (- 5200	(Skilled)												0
Operatives (Se skilled) - 5300	mi-												0
Laborers (Unsk 5400	killed) -												0
Service Worker	rs - 5500												0
Total	[6			0		0		0		1	7
1.3 Employm	ent of Pa	rt-Time Ra	idio E	mployees								Jump to	question: 1.3 🕶
Major Job Car Job Code	tegory /	Ame	rican rican Males		Hispai Ma	nic ales	Am	Native erican Males	Asian/F	Pacific Males	Non-His	hite, panic Males	Total
Officials - 1000	[0
Managers - 200	00 [0
Professionals -	3000		7									1	8
Technicians - 4	000		3										3
Sales Workers	- 4500												0
Office and Cler 5100	rical -												0
Craftspersons (- 5200	(Skilled)												0
Operatives (Se skilled) - 5300	mi- [0
Laborers (Unsk 5400	killed) -												0
Service Worker	rs - 5500												0
Total	[10			0		0		0		1	11

https://isis.cpb.org/Survey/Printing.aspx?sabssas=2&secnum=1000

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3 ❤

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Major Job Category / Job Code				Parca	ns with Disabilities
Officials - 1000				reiso	ns with disabilities
Managers - 2000					
Professionals - 3000					
Technicians - 4000					
Sales Workers - 4500					
Office and Clerical - 5100)				
Craftspersons (Skilled) - 5	5200				
Operatives (Semi-skilled)	- 5300				
Laborers (Unskilled) - 540	00				
Service Workers - 5500					
Total					0
1.4 Part-Time Employ	ment			Jum	p to question: 1.4 🕶
Of all the part-time emplo worked 15 or more hours		n 1.3, how many worked let	ss than 15 hours per w	eek and how many	
1.4 Part-Time Employ	ment			.lum	p to question: 1.4 V
Number working less than				Odin	12
1.4 Part-Time Employ	mont			luna	p to question: 1.4 V
Number working 15 or mo				Jum	p to question. 1.4 •
1.5 Full-Time Hiring				Jum	p to question: 1.5 🕶
Enter the number of full-ti		h category hired during the ude employees who change			
1.5 Full-Time Hiring	,	. ,	,		p to question: 1.5 V
No full-time employees w	ere hired (check here	if applicable)		Juni	p to question.
1.5 Full-Time Hiring				.lin	mp to question: 1.5 🗸
Major Job Category /					
Job Code Officials - 1000	Minority Female	Non-Minority Female	Minority Male	Non-Minority Ma	ale Tota
Managers - 2000					
Professionals - 3000					
Technicians - 4000					
Sales Workers - 4500					
Office / Service					
Workers - 5100-5500					
Total	0	0	0		0 0
1.6 Full-Time and Part					p to question: 1.6 🕶
previously filled positions regardless of whether the whether it was filled by ar the promotion of an emplo	and newly created po ey were filled during th n internal or an extern oyee who stays in ess	e openings that occurred du sistions. Include all positions to year. If a job opening was al candidate. Do not include sentially the same job but ha te or part-time job openings	that became available filled during the year, as job openings any p is a different title (i.e. v	e during the fiscal y include it regardles positions created the where there was no	ear, s of rough
1.6 Full-Time and Part	t-Time Job Opening	gs		Jum	p to question: 1.6 🕶
Number of full-time and p	art-time job openings				2
1.7 Hiring Contractors	>			Jum	p to question: 1.7 🗸
During the fiscal year, did	I you hire independent	t contractors to provide any	of the following service	es?	
1.7 Hiring Contractors	>				p to question: 1.7 >
Underwritting solicitation	related activities			,	эпеск ан шат арргу
Direct Mail					
Telemarketing					
Other development activity	ties				
Legal services					
Human Resource service	es .				
Accounting/Payroll					
Computer operations					
Website design					
Website design Website content					
***Sparie COLITELIT					

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Broadcasting engineering			
Engineering			
Program director activities			
-			
None of the above			
Comments Question Commen	t		
No Comments for this section			
2.1 Average Salaries FULL TIME EMPLOYEES ONLY		Jump	to question: 2.1 🗸
	# of Employees	Avg. Annual Salary	Average Tenure
Chief Executive Officer	1.00	\$ 117,000	2
Chief Executive Officer - Joint		\$	
Chief Operations Officer		\$	
Chief Operations Officer - Joint		\$	
Chief Financial Officer		\$	
Chief Financial Officer - Joint		\$	
Publicity, Program Promotion Chief		\$	
Publicity, Program Promotion Chief - Joint		\$	
Communication and Public Relations, Chief	1.00	\$ 60,000	10
Communication and Public Relations, Chief - Joint		\$	
Programming Director	1.00	\$ 70,000	9
Programming Director - Joint		\$	
Production, Chief		\$	
Production, Chief - Joint		\$	
Executive Producer		\$	
Executive Producer - Joint		\$	
Producer		\$	
Producer - Joint		\$	
Development, Chief	1.00	\$ 55,000	1
Development, Chief - Joint		\$	
Member Services, Chief		\$	
Member Services, Chief - Joint		\$	
Membership Fundraising, Chief	1.00	\$ 50,000	1
Membership Fundraising, Chief - Joint		\$	
On-Air Fundraising, Chief		\$	
On-Air Fundraising, Chief - Joint		\$	
Auction Fundraising, Chief		\$	
Auction Fundraising, Chief - Joint			
Underwriting, Chief		\$	
Underwriting, Chief - Joint		\$	
Corporate Underwriting, Chief		\$	
		\$	
Corporate Underwriting, Chief - Joint		\$	
Foundation Underwriting, Chief		\$	
Foundation Underwriting, Chief - Joint		\$	
Government Grants Solicitation, Chief		\$	
Government Grants Solicitation, Chief - Joint		\$	
Operations and Engineering, Chief		\$	
Operations and Engineering, Chief - Joint		\$	
Engineering Chief		\$	
Engineering Chief - Joint		\$	
Broadcast Engineer 1		\$	
Broadcast Engineer 1 - Joint		\$	
Production Engineer		\$	
Production Engineer - Joint		\$	
Facilities, Satellite and Tower Maintenance, Chief		\$	
Facilities, Satellite and Tower Maintenance, Chief - Joint		\$	

Female 6

1

Hispanic

Native American

Asian / Pacific

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Male 7			1	
lembers				
otal 13	0 0	0	2	
2 Governing Board Members			Jump to question:	3.2 🕶
umber of Vacant Positions				0
2 Governing Board Members			Jump to question:	3.2 🕶
otal Number of Board Members (Total should equ	ual the total reported in Question	n 3.1.)		15
2 Governing Board Members			Jump to question:	3.2 🕶
umber of Board Members with disabilities				0
omments	0			
uestion o Comments for this section	Comment			
1 Community Outreach Activities			Jump to question:	41 🗸
id the grant recipient engage in any of the follow rmal component designed to be of special servic			n activity have a spe	ecific,
Community Outreach Activities	to clarer the educational com	manity of minority undroi out		
1 Community Outreach Activities			Jump to question:	Yes/No
roduce public service announcemnts?				Yes
id the public service announcements have a spe	ecific, formal component designe	ed to be of special service to	the educational	Yes
ommunity? id the public service announcements have a spe	ecific, formal component designe	ed to be of special service to	the minority	Yes
ommunity and/or diverse audiences?		·	-	
roadcast community activities information (e.g., o	•			Yes
id the community activities information broadcas ducational community?	chave a specific, formal compol	rem designed to be of specia	al service to the	Yes
id the community activities information broadcas inority community and/or diverse audiences?	t have a specific, formal compor	nent designed to be of specia	al service to the	Yes
roduce/distribute informational materials based o	on local or national programming	j ?		Yes
id the informational programming materials have	a specific, formal component d	esigned to be of special serv	ice to the	Yes
fucational community? d the informational programming materials have mmunity and/or diverse audiences?	a specific, formal component d	esigned to be of special serv	rice to the minority	Yes
ost community events (e.g. benefit concerts, nei	ghborhood festivals)?			Yes
id the community events have a specific, formal	component designed to be of sp	pecial service to the education	nal community?	Yes
id the community events have a specific, formal verse audiences?	component designed to be of sp	pecial service to the minority	community and/or	Yes
rovide locally created content for your own or an	other community-based comput	er network/web site?		Yes
id the locally created web content have a specific ommunity?	c, formal component designed to	o be of special service to the	educational	Yes
id the locally created web content have a specific community and/or diverse audiences?	c, formal component designed to	be of special service to the	minority	Yes
artner with other community agencies or organiz istrict)?	ations (e.g., local commerical T	V station, Red Cross, Urban	League, school	Yes
olid the partnership have a specific, formal compo	nent designed to be of special s	ervice to the educational cor	nmunity?	Yes
id the partnership have a specific, formal compo- udiences?	nent designed to be of special s	ervice to the minority commu	unity and/or diverse	Yes
omments				
uestion o Comments for this section	Comment			
.1 Radio Programming and Production structions and Definitions:			Jump to question:	5.1 🗸
.1 Radio Programming and Production bout how many original hours of station program	nroduction in each of the follow	ring categories did the grant	Jump to question:	
for purposes of this survey, programming intendent stribution to at least one station outside the gran	ed for national distribution is def			
1 Radio Programming and Production			Jump to question:	5.1 🗸
usia (announces in attalla alsa)	For National Distribution	For Local Distribution/All		Total
usic (announcer in studio playing principally a equence of musical recording)			5,035	5,035
ts and Cultural (includes live or narrated prformances, interviews, and discussions, in the rm of extended coverage and broadcast time evote to artistic and/or cultural subject matter)			35	35
ews and Public Affairs (includes regular overage of news events, such as that produced y a newsroom, and public issues-driven listener	22		1,274	1,296
participation, interview and discussion programs) Occumentary (includes highly produced longform				0
tand alone or series of programs, principally evoted to in-depth investigation, exploration, or xamination of a single or related multiple ubject matter)				v
all Other (incl. sports and religious — Do NOT			700	700
nclude fundraising)				

22

7,044 7,066

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5.1	Radio	Programming	and	Production

Jump to question: 5.1 ∨

Out of all these hours of station production during the year for about how many was a minority ethnic or racial group member in principal charge of the production? (Minority ethnic or racial groups refer to: African-American, Hispanic, Native American and Asian American/Pacific Islander.)

5.1 Radio Programming and Production

Jump to question: 5.1 ▼

Jump to question: 6.1 ♥

7,066

Approx Number of Original Program Hours

Comments

Question

Comment

No Comments for this section

6.1 Telling Public Radio's Story

The purpose of this section is to give you an opportunity to tell us and your community about the activities you have engaged in to address community needs by outlining key services provided, and the local value and impact of those services. Please report on activities that occured in Fiscal Year 2015. Responses may be shared with Congress or the public. Grantees are required to post a copy of this report (Section 6 only) to their website no later than ten (10) days after the submission of the report to CPB. CPB recommends placing the report in an "About" or similar section on your website. This section had previously been optional. Response to this section of the SAS is now mandatory.

Joint licensee Grantees that have filed a 2015 Local Content and Services Report as part of meeting the requirement for TV CSG funding may state they have done so in the corresponding questions below, so long as all of the questions below were addressed as they relate to radio operations in such report. You must include the date the report was submitted to CPB along with the TV Grantee ID under which it was submitted.

6.1 Telling Public Radio's Story

Jump to question: 6.1 ✓

 Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

WEAA is dedicated to allowing voices in the community to be heard through its full suite of public affairs programs. The shows allow for listener feedback commentary and question and answer from the WEAA audience. The station provides forums for government and community leadership and other non-profit organizations to teach and educate the public on city offerings and services, arts recreation and entertainment and other information that allows listeners to engage resources that affect their daily lives and the needs of their families. WEAA partners with other non-profit organizations. WEAA continues its rich tradition of jazz, blues, gospel and world music programming.

6.1 Telling Public Radio's Story

Jump to question: 6.1 ▼

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the arrivations in the arrivation arrivation and the properties of the arrivation and the arrivation arrivation arrivation arrivation arrivation arrivation and the arrivation arrivat

WEAA promoted many organizations who banded together to assist city youth and city residents during a turbulent time in Baltimore. We opened our public affairs shows to allow continuous conversation during the enormous outpouring of emotion, fear and pride that overtook the city. WEAA collaborated with WYPR after the uprising in Baltimore during the spring of the year to continue with investigative reporting on issues important to healing the city. We worked to provide information from our faith based institutions that wanted to communicate various offerings to support neighborhoods and other stricken services.

6.1 Telling Public Radio's Story

Jump to question: 6.1 ▼

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

WEAA initiatives certainly provided a continuous flow of information to listeners and were instrumental in directing the tone of an emotionally ravished city thus guiding a semblance of renewal. Through our collaboration with WYPR listeners forged a relationship between communities that allowed for transparency. As WEAA gave voice to other non-profits to direct residents to services, organizations saw increased communication and traffic and were able to assist more of our people throughout the community.

6.1 Telling Public Radio's Story

Jump to guestion: 6.1 ▼

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2015, and any plans you have made to meet the needs of these audiences during Fiscal Year 2016. If you regularly broadcast in a language other than English, please note the language broadcast.

WEAA began producing Hip Hop Chronicles which airs evenings and attracts a younger audience to the station. The show is produced locally at the WEAA studios and has been well received and become part of the 2015 programming line-up. The show is definitely underground and reaches the very socially conscious youth of the city. We continue to feature diverse music programming on Saturdays that reaches a robust Caribbean community as well as African and World Beat genres. Look for Localore Finding America to figure greatly in this year's special programming.

6.1 Telling Public Radio's Story

Jump to question: 6.1 ▼

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

CPB funding provides resources that allow WEAA to continue to be hyper local, serve as a central communicator and to provide locally produced back story for happenings in the Baltimore community. CPB funding is critical to WEAA staffing for full and part time employees. We pay some salaries with CPB. Our CPB funding provides for a local news effort. CPB funding is part of our lifeline and promotes originality and purpose in all we do.

Comments

Question

Commer

No Comments for this section

7.1 Journalists

Jump to question: 7.1 ∨

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

7.1 Journalists

Job Title	Full Time	Part Time	Contract	Male	Female	African- American	Hispanic	Native- American	Asian/ Pacific	
News Director	1				1	1				
Assistant News Director										
Managing Editor										
Senior Editor										
Editor						0				
Executive		1		1		1				

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Senior Producer		2	0		2	1			
Producer									0
Associate Producer									
Reporter/Producer	0	1			1	1			
Host/Reporter									
Reporter									
Beat Reporter									
Anchor/Reporter									
Anchor/Host									
Videographer		0							
Video Editor									
Other positions not already accounted for									
Total	1	4	0 1		4	4	0	0	0
Comments									

Question

No Comments for this section

Comment