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ID		1434				
Grantee Name		WEAA-FM				
City		Baltimore				
State		MD				
Licensee Type		University				
	II Timo Bodio E	malayaaa				
1.1 Employment of Full Please enter the number of			ide holow	J	ump to question: 1.1	<u> </u>
The first grid includes all found the last grid includes all found the last grid includes a	emale employees,	the second grid include				
I.1 Employment of Ful		mployees	Mativa			to question: 1.1
Major Job Category / lob Code /	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	т.
Officials - 1000	Females	Females	Females	Females	Females	To
Managers - 2000	2					
-	3					
Professionals - 3000	0					
Fechnicians - 4000						
Sales Workers - 4500						
Office and Clerical -	1					
Craftspersons (Skilled) 5200						
Operatives (Semi- Skilled) - 5300						
aborers (Unskilled) -						
Service Workers - 5500						
Total .	4	0	0	0	0	
I 4 Employment of Evi	II Timo Dodio F					
I.1 Employment of Full Major Job Category /	African	liployees	Native		White,	to question: 1.1 \
lob Code / loint Employee	American Males	Hispanic Males	American Males	Asian/Pacific Males	Non-Hispanic Males	To
Officials - 1000		maios				
Managers - 2000	2					
Professionals - 3000	2					
echnicians - 4000						
Sales Workers - 4500						
Office and Clerical - 5100						
5200 Operatives (Semi-						
5200 Operatives (Semi- Skilled) - 5300 .aborers (Unskilled) -						
5200 Operatives (Semi- skilled) - 5300 .aborers (Unskilled) -						
5200 Degratives (Semi-skilled) - 5300 Laborers (Unskilled) - 5400 Service Workers - 5500	4					
5200 Deratives (Semi-killed) - 5300 Laborers (Unskilled) - 4400 Service Workers - 5500 Total	4	0	0	0	0	
Craftspersons (Skilled) 5200 Deratives (Semi- Skilled) - 5300 Laborers (Unskilled) - 400 Service Workers - 5500 Fotal 1.1 Employment of Ful Major Job Category / Job Code / Joint Employee Officials - 1000			0	J	0 ump to question: 1.1	
5200 Deratives (Semi-Skilled) - 5300 Service Workers - 5500 Fotal 1.1 Employment of Ful Major Job Category / Job Code / Joint Employee Officials - 1000			0	J	ump to question: 1.1	
5200 Deratives (Semi-killed) - 5300 Laborers (Unskilled) - 4400 Service Workers - 5500 Fotal 1.1 Employment of Full Major Job Category / lob Code / loint Employee			0	J	ump to question: 1.1	
5200 Deratives (Semi- skilled) - 5300 Laborers (Unskilled) - 4400 Service Workers - 5500 Fotal L1 Employment of Ful Major Job Category / Job Code / Joint Employee Officials - 1000 Managers - 2000 Professionals - 3000			0	J	ump to question: 1.1	
5200 Deratives (Semi- Skilled) - 5300 Laborers (Unskilled) - 400 Service Workers - 5500 Fotal L1 Employment of Ful Major Job Category / Iob Code / Iobnt Employee Officials - 1000 Managers - 2000			0	J	ump to question: 1.1	
5200 Deratives (Semi-Skilled) - 5300 Service Workers - 5500 Fotal 1.1 Employment of Ful Major Job Category / Job Code / Joint Employee Difficials - 1000 Managers - 2000 Professionals - 3000 Technicians - 4000			0	J	ump to question: 1.1	

Operatives (Semi-Skilled) - 5300

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Laborers (Unsl	killed) - 540	00											
Service Worke	rs - 5500												
Total												0	
1.1 Employm	nent of Fu	II-Time Rad	dio Er	nployees						Jı	ump to question: [1.1 🕶	
Please enter the person with dis					rican fe	emale).						
1.2 Major Pro	_										ump to question: (1.2 🗸	
Please report to major program decisions abouresult in a double programming of by job category.	ming decis ut program ble-counting decisions sl	ions. Include acquisition a g of some ful hould be incl	the st nd pro II-time uded i	tation gener duction, pro employees; n the counts	al man ogram og emplo s for thi	ager devel byees is iter	if appropriate opment, on-a having the re	. Major p ir prograr	rogramming on scheduling,	lecisions i etc. This	nclude		
1.2 Major Pro	_									Jı	ump to question: (1.2 🗸	
Of the full-time have responsit						/, incli	uding the stat	ion gene	ral manager,				
1.2 Major Pro	ogrammin	ng Decision	Mak	ers							Jump to que	estion:	1.2 🗸
		African nerican		Hispanio			Native American	As	ian/Pacific	Noi	White, n-Hispanic		Total
Female		1		•							·		1
Major Programming Decision Makers													
Male Major Programming Decision Makers		2											2
Total		3		0			0		0		0		3
1.3 Employm	nent of Pa	rt-Time Ra	dio E	mplovees						.lı	ump to question:	13 🗸	
Please enter the includes all fen and the last grid 1.3 Employm Major Job Ca	nale emplo id includes nent of Pa	yees, the sec all persons v rt-Time Ra Afr Ame	cond g vith dis dio E rican rican	rid includes sabilities. mployees	all ma	nic	nployees,	Native nerican		Pacific	Whi Non-Hispar	te, nic	uestion: 1.3 ¥
Job Code Officials - 1000)	Fen	nales		Fema	ales	F	emales	ŀ	emales	Fema	ies	Total 0
Managers - 20	00												0
Professionals -	- 3000		4			0						1	5
Technicians - 4	1000												0
Sales Workers	- 4500		1										1
Office and Cler 5100	rical -												0
Craftspersons - 5200	(Skilled)												0
Operatives (Se skilled) - 5300	emi-												0
Laborers (Unsl	killed) -												0
Service Worke	ers - 5500												0
Total			5			0		0		0		1	6
1.3 Employm	nent of Pa	rt-Time Ra	dio E	mployees							Ju	ımp to q	uestion: 1.3 🗸
Major Job Ca Job Code	itegory /	Amer	rican rican /lales		Hispa Ma	nic ales	Am	Native nerican Males	Asian	Pacific Males	Whi Non-Hispa Ma		Total
Officials - 1000)												0
Managers - 20	00												0
Professionals -	- 3000		7									1	8
Technicians - 4	1000		3										3
Sales Workers	- 4500												0
Office and Cler 5100	rical -												0
Craftspersons - 5200	(Skilled)												0
Operatives (Se skilled) - 5300	emi-												0
Laborers (Unsl 5400	killed) -												0
Service Worke	ers - 5500												0
Total			10			0		0		0		1	11

Jump to question: 1.3 ❤

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

1.3 Employment of Part-Time Radio Employees

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Major Job Category / Job Code				Persons wi	ith Disabilities			
Officials - 1000								
Managers - 2000								
Professionals - 3000								
Technicians - 4000								
Sales Workers - 4500								
Office and Clerical - 5100)							
Craftspersons (Skilled) -	5200							
Operatives (Semi-skilled)	- 5300							
Laborers (Unskilled) - 54	00							
Service Workers - 5500								
Total					0			
1.4 Part-Time Employ	ment			lump to c	question: 1.4 🗸			
	yees listed in Questi	on 1.3, how many worked I Il time?	ess than 15 hours per v		destion. 1.4 V			
1.4 Part-Time Employ	ment			Jump to o	question: 1.4 🕶			
Number working less tha	n 15 hours per week				11			
1.4 Part-Time Employ	ment			Jump to c	question: 1.4 🗸			
Number working 15 or mo					6			
1.5 Full-Time Hiring				Jump to o	question: 1.5 🗸			
		ch category hired during the		ll-time status during the fi	scal year.)			
1.5 Full-Time Hiring				Jump to c	question: 1.5 🕶			
No full-time employees w	vere hired (check here	e if applicable)						
1.5 Full-Time Hiring				Jump to	question: 1.5 🕶			
Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Tota			
Officials - 1000					0			
Managers - 2000					0			
Professionals - 3000					0			
Technicians - 4000					0			
Sales Workers - 4500					0			
Office / Service Workers - 5100-5500					0			
Total	0	0	0	0	e			
1.6 Full-Time and Par	t-Time Job Openir	nas		Jump to a	nuestion: 16 🗸			
1.6 ▼ Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.								
1.6 Full-Time and Par	-			Jump to c	question: 1.6 🕶			
Number of full-time and p	part-time job openings	S			1			
1.7 Hiring Contractors	S			Jump to c	question: 1.7 🕶			
During the fiscal year, did	I you hire independer	nt contractors to provide an	y of the following service	es?				
1.7 Hiring Contractors	S				question: 1.7 V			
Underwritting solicitation	related activities							
Direct Mail								
Telemarketing								
Other development activi	ties							
Legal services								
Human Resource service	es							
Accounting/Payroll								
Computer operations								
Website design								
Website content								

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Broadcasting engineering			
Engineering			
Program director activities			
None of the above			
Comments			
Question Commen	nt		
No Comments for this section			
2.1 Average Salaries FULL TIME EMPLOYEES ONLY		Jump	to question: 2.1 🕶
Chief Executive Officer	# of Employees	Avg. Annual Salary	Average Tenure
Chief Executive Officer - Joint	1.00	\$ 120,000	3
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	\$	
Communication and Public Relations, Chief - Joint	1.00	\$ 60,000	10
		\$	
Programming Director Programming Director - Joint	1.00	\$ 72,000	9
Production, Chief		\$	
Production, Chief - Joint		\$	
		\$	
Executive Producer		\$	
Executive Producer - Joint		\$	
Producer		\$	
Producer - Joint		\$	
Development, Chief	1.00	\$ 55,000	5
Development, Chief - Joint		\$	
Member Services, Chief Member Services, Chief - Joint		\$	
		\$	
Membership Fundraising, Chief	1.00	\$ 52,000	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		\$	

6

Female

Hispanic

Native American

Asian / Pacific

White, Non-Hispanic

6

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Male 8 Board			1	
Members				
otal 14	0 0	0	1	
2 Governing Board Members			Jump to question:	3.2 🕶
lumber 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 Questi	on 3.1.)		15
.2 Governing Board Members			Jump to question:	3.2 🕶
lumber of Board Members with disabilities				
omments	Comment			
lo Comments for this section	Comment			
.1 Community Outreach Activities			Jump to question:	4.1 🗸
id the grant recipient engage in any of the followi ormal component designed to be of special servic			ach activity have a spe	ecific,
.1 Community Outreach Activities			Jump to question:	4.1 🗸
				Yes/No
roduce public service announcemnts?				Yes
id the public service announcements have a sper ommunity?	cific, formal component desigr	ned to be of special service	to the educational	Yes
id the public service announcements have a sper ommunity and/or diverse audiences?	cific, formal component design	ned to be of special service	to the minority	Yes
roadcast community activities information (e.g., c	community bulletin board, serie	es highlighting local nonpro	fit agencies)?	Yes
d the community activities information broadcast ducational community?	t have a specific, formal comp	onent designed to be of spe	ecial service to the	Yes
id the community activities information broadcast informy community and/or diverse audiences?	t have a specific, formal comp	onent designed to be of spe	ecial service to the	Yes
roduce/distribute informational materials based o	on local or national programmi	ng?		Yes
id the informational programming materials have		-	ervice to the	Yes
ducational community? id the informational programming materials have ommunity and/or diverse audiences?	a specific, formal component	designed to be of special s	ervice to the minority	Yes
lost community events (e.g. benefit concerts, neighborst	ghborhood festivals)?			Yes
id the community events have a specific, formal of	component designed to be of	special service to the educa	ational community?	Yes
id the community events have a specific, formal overse audiences?	component designed to be of	special service to the minor	ity community and/or	Yes
rovide locally created content for your own or and	other community-based comp	uter network/web site?		Yes
id the locally created web content have a specific ommunity?	ટ, formal component designed	to be of special service to	the educational	Yes
oid the locally created web content have a specific ommunity and/or diverse audiences?	ટ, formal component designed	to be of special service to	the minority	Yes
artner with other community agencies or organizations: artner with other community agencies or organization artner with other community agencies artner with other community agencies artner with other	ations (e.g., local commerical	TV station, Red Cross, Urb	an League, school	Yes
olid the partnership have a specific, formal compor	nent designed to be of special	service to the educational	community?	Yes
id the partnership have a specific, formal compor udiences?	nent designed to be of special	service to the minority com	munity and/or diverse	Yes
omments				
uestion o Comments for this section	Comment			
.1 Radio Programming and Production			Jump to question:	51 2
structions and Definitions:			Jump to question:	
1 Radio Programming and Production			Jump to question:	51 34
bout how many original hours of station program for purposes of this survey, programming intende stribution to at least one station outside the gran	ed for national distribution is de		ant recipient complete	this year?
.1 Radio Programming and Production	troopento local market.		Jump to question:	5.1 🗸
	For National Distribution	For Local Distribution	All Other	Total
usic (announcer in studio playing principally a equence of musical recording)			5,080	5,080
rts and Cultural (includes live or narrated erformances, interviews, and discussions, in the rm of extended coverage and broadcast time evote to artistic and/or cultural subject matter)				0
ews and Public Affairs (includes regular overage of news events, such as that produced y a newsroom, and public issues-driven listener articipation, interview and discussion programs)	0		1,300	1,300
Occumentary (includes highly produced longform stand alone or series of programs, principally levoted to in-depth investigation, exploration, or sxamination of a single or related multiple				0
ubject matter) Il Other (incl. sports and religious — Do NOT			700	700
nclude fundraising)			,00	700

7,080 7,080

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	mmina		

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 ▼ Approx Number of Original Program Hours 7,080

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 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 2016. 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 2016 Joint licensee Grantees that have filled a 2016 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 ▼

Jump to question: 6.1 ✓

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 area.

WEAA captured much of the political discussion in play throughout 2016. WEAA encouraged listeners to vote and learn about the democratic process of exercising the vote. WEAA hosted a city-wide mayoral debate that included nine of the candidates for Mayor in a live forum with 1600 listeners from the community. The event was live streamed and distributed on social media outlets. Organizations including sororities and fraternities, civic organizations and interested voters eagerly attended and actively participated. WEAA broadcasted live from the 2016 Congressional Black Caucus Annual Legislative Conference in Washington DC. We had on air participation from many Congressmen and Congresswomen from Maryland and other states. The conference organizers noted that it was the very first time that a public radio station participated and broadcasted from the CBCALC. Again, this year we partnered with the Baltimore Book Festival. We partnered with the Open Works incubator for their grand opening.

6.1 Telling Public Radio's Story

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 continues its Community Cares program, which spotlights non-profit organizations to present their services and offerings, thereby WEAA continues its Community Cares program, wince spotignts non-profit organizations to present their services and orientings, thereby allowing a broader platform to reach more people in the community and to highlight the mission, values and contribution to the community at the heart of these organizations. Some of the highlights included the following organizations: Susie's Cause Foundation-Promoting Education and Screening for Colorectal Cancer. THON-The House of Nehemiah Baltimore's premier Substance Abuse and Mental Health Treatment Program The Journey Continues-Promoting breast cancer prevention and supporting the inaugural walk at Druid Hill Park. These organizations see turnkey results and an increased volume of calls and often web traffic interest from the their WEAA partnerships.

6.1 Telling Public Radio's Story

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 2016, and any plans you have made to meet the needs of these audiences during Fiscal Year 2017. If you regularly broadcast in a language other than English, please note the language broadcast.

The "Rise of Charm City" debuted in January. It is a show dedicated to telling the intergenerational and cultural stories as told by Baltimore residents of all cultures. The show is produced and narrated by independent producer Stacia Brown and her team, producer Ali Post, inside collaborator Marsha Jews, and sound editor/photographer Mawish Raza. The show was funded through a national contest by AIRMedia where 15 public radio station were chosen to create Localore in their cities and communities. The show was recognized nationally and was on tour with AIRMedia in the many public media conferences throughout the country for its excellence. WEAA's hottest young show The Hip Hop Chronicles is in its second year. The show is produced locally at the WEAA studios and has been well received and is a staple in programming line-up. It caters to the hip-hop generation, who often accepts and digest information through a blend of socially conscience music, discussions around political and social issues, and other information relevant to hip-hop thought and POV. WEAA has worked hard to streamline its two annual membership drives by condensing the on air push for seven days each during Fall and Spring. WEAA has further developed its ability to centralize efforts to communicate with members efficiently and effectively as needed. We also have traction with listeners on our website WEAA org. WEAA has partnered with PNC Bank locally to broadcast from sites within the community to offer and discuss financial literacy information, such has college access and retirement and long term portfolio goals.

6.1 Telling Public Radio's Story

Jump to guestion: 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 is critical to WEAA staffing for full- and part-time employees so that we continue to serve our listeners. We pay some salaries with CPB. Our CPB funding also affords us opportunities to produce local programming, including news and public affairs content that is relevant to the local Baltimore community. CPB funding is part of our lifeline and promotes originality and purpose in all we do.

Comments

No Comments for this section

7.1 Journalists

Jump to guestion: 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										

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Managing Editor									
Senior Editor									
Editor									
Executive Producer			0						
Senior Producer	1	1	0		2	2			
Producer									
Associate Producer									
Reporter/Producer									
Host/Reporter		2		2		1			
Reporter									
Beat Reporter									
Anchor/Reporter									
Anchor/Host									
Videographer									
Video Editor									
Other positions not already accounted for									
Total	2	3	0	3	2	4	0	0	0

Comments

Question Comment

No Comments for this section