

EEO PUBLIC FILE REPORT
FOR
WHQR (FM)

Equal Employment Opportunity Public File Report

July 31, 2022

WHQR (FM)

Recruitment Activity Summary

August 1, 2021 – July 31, 2022

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, 2022, the station filled the following four full-time vacancies:

Date of Hire	Job Title	Recruitment Source Referring Person Hired
10/04/2021	News Reporter/Host	Indeed
01/10/2022	Classical Host/Reporter	Current
06/16/2022	Development Associate	Indeed
07/18/2022	Station Manager	Current

2. Interviewee Referral Source Summary

The station interviewed the following total number of people for full-time vacancies that were filled during the period covered in the Report: 21

Source	Hired from Source	# Interviewed from Sources
CPB.org (Corporation of Public Broadcasting); www.cpb.org/jobline/	0	2
Current Public Media Jobs; www.jobs.current.org/job/	2	9
Word of Mouth – referral from WHQR	0	1
WHQR-FM internal staff posting announcement	0	2
Indeed, Inc.	2	7

Job Title of Vacancy - News Reporter/Host and Classical Host Reporter

Source (Name, address, contact, telephone number)	Interviewees Referred by Source	Source Request Notification?
CPB.org; 401 Ninth St Washington D.C. 20004; www.cpb.org/jobline/ ; 202-879-9600	0	no
Current Public Media Jobs; 6930 Carroll Ave, Ste 625, Takoma Park; www.jobs.current.org/job/ Kathleen Unwin; 301-270-7240	4	no
Word of Mouth – referral from WHQR; 910-343-1640	0	no
WHQR-FM internal staff posting announcement and on air announcements; 910-343-1640	0	no
Indeed, Inc.; Champion Grandview Way, Bldg 1, Austin TX 78750; www.indeed.com/ ; 800+475-4361	4	no
Facebook.com; www.whqr.com/WHQRPublicRadio/ 910-343-1640	0	no
Journalism Jobs; JournalismJobs.com; 510-508-7386	0	no
NABJ; 880 Lakewood Dr. #117, Winsor CA 95492 626-792-3846	0	no
NAHJ; 801 West Adams St., Suite 600, Chicago, IL 60607 204-844-3600	0	no
PMJA; PO Box 838, Sturgis, SD 57785; christine@pmja.org ; 605-490-3033	0	no

Job Title of Vacancy – Development Assistant

Source (Name, address, contact, telephone number)	Interviewees Referred by Source	Source Request Notification?
LinkedIn – https://www.linkedin.com/talent/post-a-job 62228 Collections Center Drive, Chicago, IL 60693; 650-687-3600	0	no
Current Public Media Jobs; 6930 Carroll Ave, Ste 625, Takoma Park; www.jobs.current.org/job/ Kathleen Unwin; 301-270-7240	0	no
Word of Mouth – referral from WHQR; 910-343-1640	0	no
WHQR-FM internal staff posting announcement and on air announcements; 910-343-1640	3	no
Indeed, Inc.; Champion Grandview Way, Bldg 1, Austin TX 78750; www.indeed.com/ ; 800+475-4361	4	no
Facebook.com; www.whqr.com/WHQRPublicRadio/ 910-343-1640	0	no

Job Title of Vacancy – Station Manager

Source (Name, address, contact, telephone number)	Interviewees Referred by Source	Source Request Notification?
CPB.org; 401 Ninth St Washington D.C. 20004; www.cpb.org/jobline/ ; 202-879-9600	0	no
Current Public Media Jobs; 6930 Carroll Ave, Ste 625, Takoma Park; www.jobs.current.org/job/ Kathleen Unwin; 301-270-7240	5	no
Word of Mouth – referral from WHQR; 910-343-1640	1	no
WHQR-FM internal staff posting announcement and on air announcements; 910-343-1640	0	no
Indeed, Inc.; Champion Grandview Way, Bldg 1, Austin TX 78750; www.indeed.com/ ; 800+475-4361	0	no
Facebook.com; www.whqr.com/WHQRPublicRadio/ 910-343-1640	0	no
NABJ; 880 Lakewood Dr. #117, Winsor CA 95492 626-792-3846	0	no
NAHJ; 801 West Adams St., Suite 600, Chicago, IL 60607 204-844-3600	0	no

3. Recruiting Sources

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:	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
Facebook.com, www.whqr.com/WHQRPUBLICRadio/	910-343-2000	No
Journalism Jobs, www.journalismjobs.com/ , info@journalismjobs.com ,	510-508-7386	No
NABJ (National Association of Black Journalists), 880 Lakewood Dr. #117, Windsor, CA 95492	626-792-3846	No
NAHJ (National Association of Hispanic Journalists), 801 West Adams Street, Suite 600, Chicago, IL 60607	888-281-9066	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
RTDNA (Radio Television Digital News Association), National Press Building, 529 14 th St NW Suite 1240, Washington, CS 20045	202-221-4282	No

4. 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. 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.

