

EEO PUBLIC FILE REPORT
FOR
WHQR (FM)

Equal Employment Opportunity Public File Report

July 31, 2026

WHQR (FM)

Recruitment Activity Summary

August 1, 2025 – July 31, 2026

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, 2026, the station filled the following full-time vacancy:

Date of Hire	Job Title	Recruitment Source Referring Person Hired
06/22/2026	Digital Associate	WHQR-FM Website

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: 16

Source	Hired from Source	# Interviewed from Sources
Association of Fundraising Professionals NC, Cape Fear Chapter: www.afpnccfr.org/post-a-job/	0	0
Current Public Media Jobs: https://jobs.current.org/	0	0
Facebook.com: www.whqr.com/WHQRPUBLICRadio/	0	0
Indeed, Inc.: www.indeed.com/	0	6
Instagram.com: https://www.instagram.com/reels/DTiNJ_jjtZ6/	0	0
WHQR-FM Website: https://www.whqr.org/jobs	1	9
WHQR-FM internal staff posting announcement	0	0
Word of Mouth – referral from WHQR	0	1

3. Position Recruitment Detail

Job Title of Vacancy – Digital Associate

Source (Name, address, contact, telephone number)	Interviewees Referred by Source	Source Request Notification?
Association of Fundraising Professionals NC, Cape Fear Chapter; PO Box 3983, Wilmington, NC 28406; www.afpnccfr.org/post-a-job/ ; Contact: Larry Sackett, lsackett@gmail.com	0	no
Current Public Media Jobs; 4400 Massachusetts NW, Washington, DC 20016; https://jobs.current.org/ ; Contact: Amanda Ianuzzi, 412-780-9014	0	no
Facebook.com; www.facebook.com/WHQRPUBLICRadio/ 910-343-1640	0	no
Indeed, Inc.; Corporate: 200 W 6 th St, Fl 36, Austin, TX 78701; www.indeed.com/ ; 800-310-8189	6	no
Instagram.com: https://www.instagram.com/reels/DtiNJ_jitZ6/ 910-343-1640	0	no
WHQR-FM Website, www.whqr.org/ ; 254 N. Front St, Wilmington, NC 28401; Contact: Mary Bradley, 910-343-1640	9	no
WHQR-FM internal staff posting announcement and on air announcements; 910-343-1640	0	no
Word of Mouth – referral from WHQR; 910-343-1640	1	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).

(iv) Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues. WHQR-FM staff members served as lecturers and panelists at the following community events, where they discussed their career paths, station operations, and the skills required for a career in media.

September 9, 2025: Lecture on Reporting for WHQR’s Public Affairs Program, *The Newsroom*, to the University of North Carolina-Wilmington Criminology Department – News Director

March 26, 2026: Lecture and Discussion Series on Public Broadcasting for the Osher Lifelong Learning Institute at the University of North Carolina-Wilmington – Operations Manager, Station Manager

March 27, 2026: Presentation at the 2026 NC News & Information Summit, "Fighting for Public Records on the Education Beat" – News Reporter

March 27, 2026: Panelist for the 2026 NC News & Information Summit, “The Future of Public Media in the Age of Defunding” – Station Manager

April 15, 2026: Lecture for the Osher Lifelong Learning Institute at the University of North Carolina-Wilmington, "Public Media at a Crossroads in a Shifting Landscape" – Development Director, Station Manager

May 10, 2026: Seminar on Broadcast Journalism's Approach to Covering the New Hanover Community Endowment and Local Issues with the Cape Fear Humanists at the Wilmington Northeast Library – News Director

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. August 1, 2025 – July 31, 2026. WHQR-FM maintains a formal internship program in partnership with the University of North Carolina-Wilmington Graduate School, filling two positions of significant responsibility annually. A special effort is made to recruit women and minorities for these roles. One intern, working with the Development Director, manages the station's media promotions, creates marketing materials and press releases, conducts community outreach, and receives training in web content management. The second intern, working under the Program Director, gains practical experience in key aspects of station operations. Responsibilities include recording and preparing programs for broadcast, recording promotions, scheduling on-air automation, and preparing program logs. This program is designed to enhance the interns' education and provide them with substantive, hands-on experience to prepare them for careers in journalism and broadcasting.

Additionally, WHQR-FM also maintains a dedicated summer news internship designed to provide intensive training in broadcast journalism. Over an eight-week period beginning in late May, the intern works directly with the News Director and reporting staff. The curriculum includes practical training in reporting, audio production, digital content creation, and social media management, culminating in the intern producing original, on-air reports.

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. August 1, 2025 – July 31, 2026. WHQR-FM maintains an ongoing professional development program. Staff members are encouraged to identify and attend relevant conferences, webinars, and continuing education courses that will enhance their job performance and prepare them for career advancement.

August 19, 2025: FreeWill Webinar: *How to Grow Planned Giving in 2025* – Development Director

September 5, 2025: Association of Fundraising Professionals NC Conference – Development Director, Development Associate

October 1, 2025: Public Media Co. Webinar: *Launching the Public Media Bridge Fund* – Station Manager

October 23, 2025: Current Webinar: *Powering Public Media with Digital Revenue* – Development Director

November 5, 2025: Greater Public Webinar: *Life After CPB: How CapRadio Reinvented Its Future* – Station Manager

November 7, 2025: NPR Zoom Training: *Fundamental Fridays: FOIA Fundamentals* – Reporter

November 14, 2025: NPR Zoom Training: *Fundamental Fridays: Making Sense of the US Court System* – Reporter

November 18 & 25, 2025: TechSoup Cybersecurity Course Webinar – Station Manager

November 21, 2025: NPR Zoom Training: *Fundamental Fridays: Source Verification* – Reporter

December 11, 2025: NiCE Training: *Empowering the Workforce Through AI-Powered Augmentation* – Finance Director

December 17, 2025: TIAA Webinar: *Plan Sponsor: Q4 Recordkeeping Transformation Roadmap* – Finance Director

January 14, 2026: TIAA Webinar: *Quarterly Economic and Market Update* – Finance Director

January 15, 2026: Innovate with Current Webinar: *The Future of Public Media* – Development Director, Station Manager

February 2, 2026: NPR Webinar: *End of Year Digital Campaign Takeaways Plus Springboard Updates* – Station Manager

February 4, 2026: Association of Fundraising Professionals Meeting: *Boundless Impact for Fundraising Events* – Development Associate

February 17, 2026: FreeWill Webinar: *Fundraising from Older Donors in 2026* – Development Director

February 24, 2026: BCBSNC Employer Webinar: *Choosing the Right Shade of Blue: Balancing Quality with Affordability for Local Businesses* – Finance Director

March 4, 2026: Association of Fundraising Professionals Meeting: *Building a Major Gift Program* – Development Associate

April 7, 2026: FreeWill Webinar: *How to Effectively Fundraise from Millennial and Gen Z Donors in 2026* – Development Director

May 5, 2026: FreeWill Webinar: *Ask the Experts: How Make-A-Will Month Can Drive Millions for Your Organization in 2026* – Development Director

May 6, 2026: Association of Fundraising Professionals Meeting: *From Intention to Action: Building Confident, Values-Driven Boards* – Development Associate

May 12, 2026: ADP Small Business Webinar: *Paid Family & Sick Leave Laws: Compliance Basics for Small Businesses* – Finance Director

May 20, 2026: NC Center for Nonprofits In-Person Learning Series: *Building Resilient Futures: Leading, Funding, Innovating for Impact* – Development Associate

June 2, 2026: FreeWill Webinar: *"Forgotten Generation" No More: How to Raise Larger Gifts from Gen X in 2026* – Development Director

June 9-10, 2026: NPR Fly-In – Development Director, Program Director, Station Manager

June 19, 2026: Greater Public Webinar: *The State of the System in Public Media Membership 2026* – Development Associate

June 25, 2026: Center for Major/Planned Gifts Webinar: *Make-A-Will Month: A Strategy Guide for Nonprofits* – Development Associate

(xvi) 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. As part of this initiative, WHQR-FM broadcasts on-air announcements for every full-time job opening, with spots running at least three times each weekday between 6 a.m. and 7 p.m.