

EEO PUBLIC FILE REPORT
FOR
WHQR (FM)

Equal Employment Opportunity Public File Report

July 31, 2025

WHQR (FM)

Recruitment Activity Summary

August 1, 2024 – July 31, 2025

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, 2025, the station filled the following three full-time vacancies:

Date of Hire	Job Title	Recruitment Source Referring Person Hired
08/05/2024	Director of Finance and Administration	Indeed, Inc.
12/02/2024	Development Associate	Indeed, Inc.
06/23/2025	Development Associate	Indeed, Inc.

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: 20

Source	Hired from Source	# Interviewed from Sources
Association of Fundraising Professionals NC, Cape Fear Chapter: www.afpnccfr.org/post-a-job/	0	1
CPB.org (Corporation of Public Broadcasting): www.cpb.org/jobline/	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/	3	16
WHQR-FM Website: www.whqr.org/	0	3
WHQR-FM internal staff posting announcement	0	0
Word of Mouth – referral from WHQR	0	0

Job Title of Vacancy – Director of Finance and Administration

Source (Name, address, contact, telephone number)	Interviewees Referred by Source	Source Request Notification?
CPB.org: 401 9 th St. NW, Washington, DC 20004-2129; www.cpb.org/jobline/ ; 202-879-9600	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.whqr.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
WHQR-FM Website, www.whqr.org/ ; 254 N. Front St, Wilmington, NC 28401; Contact: Mary Bradley, 910-343-1640	2	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	0	no

Job Title of Vacancy – Development Assistant

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, lbsackett@gmail.com	1	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	5	no
WHQR-FM Website, www.whqr.org/ ; 254 N. Front St, Wilmington, NC 28401; Contact: Mary Bradley, 910-343-1640	1	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	0	no

Job Title of Vacancy – Development Assistant

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	5	no
WHQR-FM Website, www.whqr.org/ ; 254 N. Front St, Wilmington, NC 28401; Contact: Mary Bradley, 910-343-1640	0	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	0	no

3. Outreach Initiatives

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080 (c)(2).

(i) Participation in at least four job fairs by station personnel who have substantial authority in the making of hiring decisions. On April 9, 2025, the WHQR-FM Station Manager attended the University of North Carolina-Wilmington Spring 2025 Career and Internship Fair. He spoke with approximately 15 students about the variety of careers available in public broadcasting, from on-air and production roles to engineering, development, and administration. He also provided information about the station's internship program.

(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.

August 29, 2024: Lecture: The State of Radio Today to the Wilmington West Rotary – Station Manager

October 17, 2024: Lecture on Political Reporting to the University of North Carolina-Wilmington Sociology and Criminology Department – News Director

October 29, 2024: University of North Carolina-Wilmington Writers Week Panel – News Director

February 19, 2025: Lecture on Journalism and Crime Reporting to the University of North Carolina-Wilmington Criminology and Sociology Department – News Director

May 2, 2025: Talk and “Ask Me Anything” Session on Journalism with the Cape Fear Rotary – News Director, News Reporter

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. July 1, 2024 – June 30, 2025. 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.

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. July 1, 2024 – June 30, 2025. 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.

July 16, 2024: Greater Public Advanced Digital Ads for Fundraising Webinar Part 1: Ads Program Beyond Facebook and Search – Development Director

July 17-19, 2024: Report for America National Conference – News Reporter

July 23, 2024: Greater Public Advanced Digital Ads for Fundraising Webinar Part 2: Building Awareness and Attribution – Development Director

August 14, 2024: Corporation for Public Broadcasting Next Generation Warning System Webinar – Station Manager

August 21 & 22, 2024: Association of Fundraising Professionals State Conference – Development Director

September 9, 2024: NC Local News Workshop & Report for America Conference – News Reporters (3)

September 10, 2024: Greater Public Best Practices in On-Air Fundraising Webinar Part 1: Pitching – Development Director

September 19, 2024: Greater Public Best Practices in On-Air Fundraising Webinar Part 2: Producing – Development Director

November 11, 2024: Eastern Region Public Media Post-Election Webinar – Station Manager

November 20, 2024: NPR Election Insights Webinar – Station Manager

December 10, 2024: Women's Impact Network of New Hanover County Grant Workshop – Development Director

December 16, 2024: Public Media Apps Training – Development Director

December 19, 2024: CDP Q3 2024 State of Fundraising Webinar – Station Manager

January 8, 2025: Association of Fundraising Professionals Meeting: Nonprofit Outlook with CapDev – Development Director

January 8, 2025: Corporation for Public Broadcasting How to Complete the Station Activity Survey Webinar – Director of Finance and Administration

January 16, 2025: Gail Perry Group Major Gifts Webinar – Development Director

January 29, 2025: Public Media Giving Days Webinar – Development Director

February 5, 2025: Association of Fundraising Professionals Meeting: The Art of the Ask – Development Director, Station Manager

February 11, 2025: Freewill Major Gifts Webinar – Development Director

February 19, 2025: Greater Public FCC Underwriting Guidelines Webinar – Development Director, Underwriting and Major Gifts

February 19, 2025: RAB Digital Revenue Webinar – Development Director

February 21, 2025: Power of Philanthropy Virtual Summit – Development Director

March 5, 2025: Association of Fundraising Professionals Meeting: Ethics – Development Director, Underwriting and Major Gifts

March 5, 2025: CDP Q4 2024 State of Fundraising Webinar – Station Manager

March 12, 2025: NC News and Information Summit at NC Central University – News Reporters (3)

March 27, 2025: Association of Fundraising Professionals Special Event: “Uncharitable” Screening Followed by Nonprofit Philanthropy Discussion – Underwriting and Major Gifts

April 21, 2025: Greater Public Online Town Hall: Responding to Funding Threats – Station Manager

May 13-15, 2025: NPR Fly-In – Station Manager

June 4, 2025: Association of Fundraising Professionals Meeting: Evolution of a Development Leader – Development Director

June 4, 2025: NPR Fall 2024 Broadcast and Digital Audience Trends Webinar – Station Manager

June 10, 2025: NPR University Training: Writing for the Ear Session 2 with Jerome Socolovsky – News Reporter

June 17, 2025: Freewill Make-a-Will Webinar – Development Director

June 24, 2025: MemSys Membership Software Webinar – Development Director

(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.