

EEO Public File Report

88.5 WFDD – Greensboro, Winton-Salem, NC
Facility ID: 70708 a Non-Commercial FM Station
For the period ending July 31, 2016

This report contains information regarding full-time positions filled during the year of July 2015 thru July 2016; the recruitment sources used to fill the vacancies, including contact information; and a description of initiatives implemented during this reporting period.

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

Job Title	Date of Opening	Date Filled
Membership Coordinator	6/15/2015	07/31/2015

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk(*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Address	Contact	Phone Number
Wake Forest University	1834 Wake Forest Road Winston-Salem, NC	Eric Proctor	336-758-5000
Facebook.com	1601 South California Ave Palo Alto, CA	--	650-853-1300
CPB.org Jobline	401 Ninth Street, NW Washington, DC 20004	--	202-879-9600

Prado Listserv (PRADO@listserv.syr.edu) A closed list used by Public Radio Development Staff at all Public Radio stations.

C. The following is a list of the sources for full-time jobs shown in section A above and the recruitment source which provided the hires for that position:

Job Title	Recruitment Source
Membership Coordinator	Wake Forest University Website (wfu.edu)

D. During the 12 months, there were a total of 4 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in section B above:

Recruitment Source	Total Number of Interviewees
Wake Forest Web Site: wfu.edu	3
Facebook.com	0
CPB.org Jobline	1
Prado Listserv (PRADO@listserv.syr.edu)	0

E. During the last 12 months, the station employment unit engaged in the following initiatives:

WFDD conducts numerous internship and training sessions to expose participants to careers in radio:

1. Radio Camp, (June 22nd through July 17th - 3 weeks) WFDD conducted a day camp for middle school students where WFDD staff train them in the use of broadcast software and equipment, as well as, how to write, voice and create a radio interview for broadcast on WFDD. Students have returned to volunteer and help other students with camp.
2. Radio 101 is a semester long class where high school students are taught by WFDD staff how to create, write, voice and edit a radio editorial story that airs on WFDD. Radio 101 runs the entire school year while school is in session. During the summer the instructor assists with Radio Camp.
3. The station offers a formal radio internship program with Wake Forest University, and an informal internship program with other area colleges and schools to allow members of the community to work in the radio station to determine their desire to continue in the field. Tracks include News production and reporting, Sales and Marketing.
4. WFDD trained a student to work as a facilitator with Radio Camp (for middle school students) in June of 2015 and trained her in radio production and editing.
5. Created student ambassador program that meets monthly at WFDD to educate students at Wake Forest University about careers in broadcasting. Students meet at the station for learning opportunities from professional staff and participate in student lead opportunities to engage their peers in listening parties, radio broadcasting Q&As and volunteering at the station.
6. Began working with Wake Radio, Wake Forest University's student run internet radio station. WFDD trained students in broadcasting and now airs Wake Radio content on WFDD's HD3 digital channel over the air allowing student the opportunity to work with broadcast professionals and follow FCC regulations while broadcasting to our 32 county listening area.

In addition to the above programs, the WFDD staff conducts tours, attends career fairs and participates in panel discussions throughout the year. WFDD Staff also:

1. WFDD Community Open House to give tours to show how programming is produced and broadcast. September 17, 2015.
2. WFDD presented to the Greensboro Chamber of Commerce event about WFDD radio, working in radio and the types of opportunities at the station from volunteering to employment. October 29, 2015.

3. WFDD spoke to student about broadcast careers at Wake Forest University Student Activities Fair to expose students to internship opportunities and involvement with the student ambassador program at WFDD. August 2, 2015.
 4. Intern from Salem Academy interns with WFDD for the month of January 2015 as part of a high-school internship on exploring a career in broadcasting.
 5. Diggs-Latham Elementary school tour of WFDD studios. February 16, 2016.
 6. Cook Elementary school tour of WFDD studios. February 18, 2016.
 7. WFDD's Tom Dollenmayer presents about journalism jobs/careers to Wake Forest Journalism students at WFDD studios. November 2015.
 8. WFDD's George Newman judged student radio engineering contest at Career Center.
 9. WFDD's George Newman presented at career day at Ibrahim Elementary Scholl for career day.
 10. High Point Friends School 2nd grade tour of station. October 22, 2015.
 11. Guilford College employer board event. March 3 & 21, 2016.
 12. Petree Elementary school tour of WFDD studios. March 18, 2016.
 13. Presentation to Wake Forest University staff about WFDD, radio and jobs in radio. April 13, 2016.
 14. Iredell-Statesville Schools Career Day Fair. April 21, 2016.
 15. Winston-Salem Forsyth County Career Center school tour of WFDD studios. May 6, 2016.
-

Signed:



Typed Name: Tom Dollenmayer

Title: General Manager

Date: 8/1/2016

Telephone: 336-758-8850