

WYPR/WTMD/WYPF/WYPO

2216 N. Charles Street
Baltimore, MD 21218

Annual EEO Public File Report

For the Period June 1, 2021- May 31, 2022

This EEO Public File Report is to comply with the FCC's EEO rule which is required to be placed in the public inspection files of the station and posted on its website.

The information contained in this report covers the period beginning June 1, 2021 and ending on May 31, 2022.

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station during the applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period.
4. Data reflecting the total number of persons interviewed for full time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with these vacancies.
5. A list and brief description of the supplemental recruitment outreach initiatives completed pursuant to Section 73.2080 (c) (2) of the FCC Rules.

Positions Filled:

Underwriting Account Executive – 8/2021

1. Recruitment Sources: 10, 22, 35-37, 40, 47, 48, 52
2. Full-time Hire Date: August 16, 2021
3. Hire Recruitment Source: 40
4. # of people interviewed: 3

Institutional Giving Manage – 1/2022

1. Recruitment Sources: 10, 15, 35-37,40, 53
2. Full-time Hire Date: January 31, 2022
3. Hire Recruitment Source: 40
4. # of people interviewed: 3

Donor Relations Manager – 1/2022

1. Recruitment Sources: 10, 15, 35-37,40, 53
2. Full-time Hire Date: January 31, 2022
3. Hire Recruitment Source: 53
4. # of people interviewed: 3

Multimedia Producer/On Air Host – 4/2022 (Special Circumstances)

1. Recruitment Sources: N/A
2. Full-time Hire Date: April 25, 2022
3. Hire Recruitment Source: 39
4. # of people interviewed: N/A

Underwriting Support Coordinator – 5/2022

1. Recruitment Sources: 15, 35-37,40
2. Full-time Hire Date: May 16, 2022
3. Hire Recruitment Source: 15
4. # of people interviewed: 1

Summary of Interviewees by recruitment source:

08 – CPB	00
15 – Indeed.com:	01
36 - WYPR on LinkedIn:	00
39 - WYPR staff/board and CAB members	00
40 - WYPR website:	07
52 – Greater Public	01
53 – LinkedIn:	01

Total Interviewees 10

Outreach Initiatives completed during this period:

1. Job Fairs:
 - a. **National Association of Black Journalist Virtual Job Fair – August 2021.** WYPR provided a booth and met with job seekers looking for opportunities in the industry.
 - b. **Towson University Career & Internship Virtual Fair – October 2021.** WTMD provided a booth and met with job seekers looking for opportunities in the industry.
 - c. **Current Public Media Virtual Career Fair – March 29, 2022.** WYPR provided a booth and met with job seekers looking for opportunities in the industry.
 - d. **Towson University Mega Job & Internship Fair – April 2022.** WTMD provided a booth and met with job seekers looking for opportunities in the industry.
2. WYPR Newsroom Partner with Report for America (RFA) and the Anthony Brandon Fellowship Fund (ABFF) Fellow June 2021 - Report for America is a national service program that places journalists into local newsrooms to report on under-covered issues and communities. An initiative of the nonprofit media organization, The GroundTruth Project, it is structured to harness the skills and idealism of an emerging group of journalists plus the creative spirit of local news organizations. The first RFA News Reporter ss also the First Fellow from the ABFF. The ABFF was created with an aim of broadening opportunities for students of journalism and to enhance recruiting diverse and talented individuals from a variety of backgrounds and experiences to our station.
3. Continuing Education to enable station personnel to acquire skills that could qualify them for higher level positions:
 - a. July 13-21, 2021, WYPR & WTMD staff participated in the Greater Public’s Public Media and Development Virtual Conference.
 - b. July 8, 2021 WTMD management staff attended training by Public Media for All “DEI Lessons Beyond the Bubble”.
4. Provided for training to staff on methods of ensuring equal employment opportunity and preventing discrimination.
 - a. Reimagine Racial Equity conducted by Conscious Collaboratory – Eight-week course offered to WTMD and WYPR Management on a rotating basis. The first of two 8 week sessions included six participants between January 18, 2022-March 8, 2022, and the second that included four participants ran between April 4, 2022-May 24, 2022.
 - b. In the fall of 2021, every WYPR & WTMD employee was required to participate in CPB’s online harassment prevention training course. This course was designed to increase an employee’s awareness and knowledge of applicable laws surrounding harassment prevention and the impact these laws have on current job responsibilities. Both WYPR & WTMD had 100% employee participation in this training.
5. Internship Programs designed to assist in acquiring skills needed for broadcast employment or volunteering. Students get exposure in many departments including Programming, News, Interactive, and Development departments. Open to the public, high school students, and college students, our programs offer opportunities to intern over a period of time and acquire broadcasting skills, knowledge, and experience. We teach, challenge, and prepare our interns for broadcast careers. Our internships have been a recruitment tool as we have hired former interns.

- a. November 2021 marked the 13th year **WYPR partnered with Cristo Rey Jesuit High School** which provided an opportunity for minority students to acquire broadcasting skills and knowledge. Due to the COVID-19 Pandemic, Students interned virtually this year in one or more of the following departments: Programming, News, Membership, Maryland Morning, Midday, and the General Manager's Office. WYPR hosted one intern this term.
 - b. **CASA Baltimore Mi Espacio afterschool program (a Latino and immigration advocacy-and-assistance organization) - WYPR** Hosted one Intern between June 28, 2021, through August 6, 2021, Due to the COVID-19 Pandemic, Students interned virtually. The overall goal of the internship is for the intern to learn skills related to multimedia production, including audio editing, photo editing for web, communication, and interview skills.
 - c. **Towson University Intern** – Term of 05.24.2021-08.06.2021 One student participated in the program at WTMD. Internships focus on programming and include running the board for logging music and converting music for streaming, voicing, and scheduling for HD2 channel, and other areas of real-life experience.
 - d. **The Park School of Baltimore Senior Project** – WYPR Hosted one intern between April 25 – June 3, 2022. Founded in 1912, Park School is a non-sectarian, independent, gender-inclusive day school for children in pre-kindergarten through grade twelve. Due to the COVID-19 Pandemic, Students interned virtually. The full-time program over the six-weeks, provides an opportunity for students to explore interests heretofore inaccessible to them. It is expected to be a time for "stretching", experimentation, and independence. The program will expose the intern to broadcast industry skills, inclusive of multimedia production, audio editing, and web, communication.
 - e. **St. Paul School for Girls Senior Project** – Term of May 16, 2022, to May 27, 2022. One student participated in the program at WTMD. Internships focus on programming and include running the board for logging music and converting music for streaming, voicing, and scheduling for HD2 channel, and other areas of real-life experience.
6. WTMD provided employment information at the First Thursday Concert on May 5, 2022. This event is a summer series over five months the station produces. Information about current opening and employment procedures were available on-site. Interested individuals met with station management staff about careers in broadcasting.
 7. Staff Outreach in events or programs designed to assist students interested in pursuing a career in broadcasting sponsored by educational and community institutions.
 - a. WTMD's Interim Station Manager hosted Towson University Electronic Film & Media students for a tour and Q & A in May 2022.

Recruitment Resources:

No.	WYPR Recruitment Resources	Address		Contact
1	American University	4400 Massachusetts Ave NW, Washington, DC 20016	202-885-1852	www.american.edu/careercenter/
2	Association of Independents in Radio	42 Charles Street, 2nd floor, Dorchester, MA 02122	617-825-4400	http://www.airmedia.org
3	Baltimore Business Journal	1 East Pratt Street, Suite 205, Baltimore, MD 21202	410-576-1161	http://www.bizjournals.com/baltimore
4				
5	Baltimore Sun	501 N. Calvert Street, Baltimore, MD 21278	410-332-6850	http://www.baltimoresun.com
6	Careerbuilder.com website			www.careerbuilder.com
7	College of Notre Dame of Maryland	4701 N. Charles Street, Baltimore, MD 21210	Career Enrichment center 410-532-5387	http://www.ndm.edu/StudentServices/Career
8	Corporation for Public Broadcasting	401 9th Street NW, Washington, DC 20004	CPB job line	http://www.cpb.org/jobline/
9	Craigslist website	P.O. Box 225159, San Francisco, CA 94122		http://baltimore.craigslist.org/
10	Current - The Newspaper about Public Broadcasting	1612 K Street NW, Suite 704, Washington, DC 20006	877-745-8776 x1	http://www.current.org/jobs/
11	DCRTV.com website		Dave	www.dcrtv.com
12	Gorkana.com website	1 West Street, New York, NY 10004	646-556-6520	http://www.gorkana.com/us
13	Goucher College	1021 Dulaney Valley Road, Towson, MD 21204	410-337-6191	email: CarDev@goucher.edu
14	Hood College	401 Rosemont Avenue, Frederick, MD 21701	email: careers@hood.edu 301-696-3583	http://www.hood.edu/careercenter
15	Indeed.com website	177 Broad Street, 6th floor, Stamford, CT 06901		www.indeed.com
16	Jewish Community Services	5750 Park Heights Ave, Baltimore, MD 21215	410-843-7380	www.jcsbaltimore.org
17	Journalism and Women Symposium	3701 Drakeshire Drive, Modesto, CA 95356	510-764-1877	www.jaws.org
18	JournalismJobs.com website	Berkeley, CA	510-653-1521	www.journalismjobs.com
19	Loyola University	4501 N. Charles Street, Baltimore, MD 21210	410-617-2692	www.loyola.edu/thecareercenter
20	Maryland Association of Non Profit Organizations	190 W. Ostend Street, Baltimore, MD 21230	443-438-2310	http://eseries.mdnonprofit.org/
21	Maryland Workforce Exchange	1100 N. Eutaw Street, Room 209, Baltimore, MD 21201		http://mwejobs.maryland.gov
22	Mediabistro.com website	New York, NY	Jacky Carter 212-547-7893	www.mediabistro.com
23	Monster.com website			www.monster.com
24	Morgan State University	1700 East Cold Spring Lane, Baltimore, MD 21251	email: careers@morgan.edu	http://www.morgan.edu
25	National Association of Black Journalists	1100 Knight Hall, Suite 3100, College Park, MD 20742	866-964-2765 x2716	http://careerservices.nabj.org
26	National Association of Broadcasters	1771 N Street NW, Washington, DC 20036	202-429-5420	http://www.nab.org/radio/default.asp

27	Public Broadcasters Management Association	939 S. Stadium Road, Columbia, SC 29201	803-799-5517	http://www.pbma.org/
28	Stevenson University	1525 Greenspring Valley Road, Stevenson, MD 21153	443-352-4477	http://www.stevenson.edu/career
29	Towson University	7800 York Road, Suite 206, Towson, MD 21204	410-704-2233	www.towson.edu/careercenter
30	University of Baltimore	Career Center, 21 West Mount Royal Avenue, Baltimore, MD 21201	410-837-5440	email: careercenter@ubalt.edu
31	University of Maryland	Univ. Career Center, 3100 Hornbake Library, College Park, MD 20742	301-314-7225	http://www.careercenter.umd.edu
32	University of Maryland Baltimore County	1000 Hilltop Circle, Baltimore, MD 21250	410-455-2216	www.careers.umbc.edu
33	Washington College	300 Washington Avenue, Chestertown, MD 21620	410-778-7890	http://career.washcoll.edu
34	WYPR eNewsletter	2216 N. Charles Street, Baltimore, MD 21218	Roy Ennis 410-235-1660	www.wypr.org
35	WYPR on Facebook	2216 N. Charles Street, Baltimore, MD 21218	Roy Ennis 410-235-1660	www.facebook.com
36	WYPR on LinkedIn	2216 N. Charles Street, Baltimore, MD 21218	Roy Ennis 410-235-1660	www.linkedin.com
37	WYPR on Twitter	2216 N. Charles Street, Baltimore, MD 21218	Roy Ennis 410-235-1660	www.twitter.com
38	WYPR, WYPF, and WYPO on air announcements	2216 N. Charles Street, Baltimore, MD 21218	Andy Bienstock 410-235-1660	www.wypr.org http://www.wypr.org/employment-and-internships
39	WYPR staff/board and CAB members	2216 N. Charles Street, Baltimore, MD 21218	Roy Ennis 410-23 Roy Ennis 410-235-16605-1660	www.wypr.org http://www.wypr.org/employment-and-internships
40	WYPR website	2216 N. Charles Street, Baltimore, MD 21218	WYPR 410-235-1660	
41	Americas Job Exchange	via Maryland Workforce Exchange-see above		http://mwejobs.maryland.gov
42	US Jobs	via Maryland Workforce Exchange-see above		http://mwejobs.maryland.gov
43	Stanton Chase	400 E Pratt Street, #420, Baltimore, MD 21202	410-244-5223	http://www.stantonchase.com
44	Idealist			https://www.idealists.org/en/about
45	Report for America/The Ground Truth Project	10 Guest Street, Boston, MA 02135		https://www.reportforamerica.org/
46	Robert Half Management Resources	500 E Pratt Street, #1150, Baltimore, MD 21202		https://www.roberthalf.com/locations/md-baltimore
47	Entertainmentcareers.net	2118 Wilshire Blvd #401, Santa Monica, CA 90403		https://www.entertainmentcareers.net/
48	Media Job Board			https://jobs.mediajobboard.com/
49	PMJA (Public Media Journalist Association)	P.O. Box 838, Sturgis, SD 57785		https://pmja.org/
50	Asian American Journalist Assoc (AAJA)			https://www.aaja.org/careers/aaja-career-center/
51	National Association of Hispanic Journalists			https://nahj.org/
52	Greater Public			https://greaterpublic.org/submit-job/
53	LinkedIn			