

# WYPR/WTMD/WYPF/WYPO

2216 N. Charles Street  
Baltimore, MD 21218

## Annual EEO Public File Report

For the Period June 1, 2022- May 31, 2023

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, 2022 and ending on May 31, 2023.

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:

	Full time Position filled by Job Title	Date Filled	Total Number of Interviewees for Position from all Sources	Recruitment Source of Hiree	Recruitment Sources Utilized to Fill Vacancy
1	WTMD Program Director	06.01.2022	4	21	9,30,15,24,25,21,29,40, 3, 41
2	Digital News Editor	06.01.2022	4	3	1,3,4,5,8,9,17,19,27,28,37,45-48

3	News Reporter - RFA	06.01.2022	4	14	14
4	Baltimore City Hall Reporter	06.27.2022	5	2	1,2,3,4,7,11,12
5	Supervising Producer - MIDDAY	08.08.2022	3	3	1,2,3,4,5,7,9,13,16, 21,27,28,37,46,47
6	Digital Development Coordinator	08.08.2022	6	3	1,2,3,8,9,11,17,21, 45-48
7	Health Reporter	09.12.2022	3	13	1,2,3,4,5,7,8,9,11, 13,16,21,27,28,37
8	Member Services Associate	10.03.2022	6	7	1,2,3,4,5,7,8, 11,17,19,21
9	Chief of Staff/Executive Assistance	10.03.2022	7	2	1,2,3,4,7,9,11,13,21,28,46,47,48
10	News Director	10.31.2022	2	3	1,3,4,5,7,8,9,13,16,17,21,26,27,28,33, 37,46,47,48
11	WTMD Production Manager/Air Host	10.31.2022	3	21	1,2,3,4,5,7,11,15,21,22,29,30,40,46,47
12	General Assignment Reporter - Temporary	12.14.2022	3	2	1,2,3,4,5,7,8,9,11,16
13	Office Manager	12.26.2022	N/A (Special Circumstances)	44	1,2,3,4,5,7,8,21,22,44
14	Chief Content Officer	03.16.2023	5	20	1,2,3,4,5,7,9,10,11,13, 16,17,18,19,20,21, 26,27,37
15	Radio Underwriting Sales Executive	02.06.2023	3	3	1,2,3,4,5,7,8,9,13,21, 39,46,47,48

16	General Assignment Reporter	02.20.2023	7	1	1,2,3,4,5,7,8,9, 13,21,27
17	Producer - ON THE RECORD	02.21.2023	8	1	1,2,3,4,5,7,8,9,13,21
18	WTMD Assistant Program Director/Air Host	02.13.2023	6	21	1,2,3,4,5,7,11,15,21, 22,29,30,40,46,47
19	Director of Major Giving	05.16.23	10	5	1,2,3,4,5,7,9,12,13,17,19,21

**Summary of Interviewees by recruitment source:**

1	BambooHR	9
2	Indeed	17
3	WYPR.org	19
4	WYPR Twitter	7
5	WYPR Facebook	2
7	Your Public	6
9	CPB	2
10	Staff Referrals/WYPR	2
11	ZipRecruiter	3
13	Current	3
14	Report For America	4
18	PRPD	2
20	Livingston Associates	2
21	WTMD	7
30	All Access	1
44	Robert Half	1
46	LinkedIn	1
47	Facebook	1
	<b>Total Interviewees</b>	<b>89</b>

## Outreach Initiatives completed during this period:

1. Job Fairs:
  - a. **Towson University Communications, Media, and Marketing Expo– February 22, 2023.** WTMD & WYPR’s Senior Director of HR & Director of Marketing & Strategy provided a booth and met with job seekers looking for opportunities in the industry.
  - b. **Current Public Media Virtual Career Fair – March 29, 2023.** WYPR’s Interim CEO, Executive Director of News, & Senior Director of HR 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 2022 - 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 is also the second 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 18-22, 2022, WYPR & WTMD staff participated in the Greater Public’s Public Media and Development Conference in Chicago, IL.
  - b. April 26-27, 2023, WYPR General Assignment Reporter attended Campaign Journalism Conference The University of Chicago Institute of Politics (IOP) and the Nieman Foundation for Journalism at Harvard announce the 2024 Campaign Journalism Conference for reporters covering the 2024 races for control of state legislatures, Congress and the White House. During the intensive two-day boot camp, leading political consultants, academics and veteran journalists from across the U.S. will share their expertise to help journalists at small, medium and large outlets learn the practical tools and skills necessary to effectively cover political campaigns as well as local and national elections and that are increasingly becoming more complex.
  - c. (September 2022 – August 2023) Digital Transformation Project through Poynter Institute, funded by CPB: 10 staff participants
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 and staff on a rotating basis. The first of three 8 week sessions included four participants between September 20, 2022 to Nov 8, 2022 , and the second included three participants ran between January 17- 2023 – March 7 2023, the third included three participants ran between April 4, 2023 – May 23, 2023.
  - b. In the fall of 2022, 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.

- c. The Assistant Chief Engineer has completed the following training: 2/26/23 GVF500 Ed 2.2 Introduction to Satellite Communications, March 5 2023 GVF505 Ed. 1.1: RF and DC Theory for Satellite Systems, 2/22/23 Broadcast Network Technologist Certification from SBE, Ongoing GVF510 Ed2: Core Skills for VSAT Professionals.
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, 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. **The Bryn Mawr School for Girls of Baltimore Senior Project** – WYPR Hosted one intern between May 16 – May 30, 2023. Founded in 1885, Bryn Mawr School is a non-sectarian, independent, all-girl day school for children in pre-kindergarten through grade twelve. The program over the two weeks, provides an opportunity for the student 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.
  6. WTMD provided employment information at the First Thursday Concert on June 2, July 7, August 4, & September 1, 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 2023.
    - b. WYPR's Senior Producer Creative Content during the 2022/2023 school year taught a weekly "Podcasting Fundamentals" class to high school seniors at Baltimore School for the Arts. The students learned interviewing skills and editing techniques, and they designed and produced their own original podcasts.
    - c. WYPR's Senior Producer Creative Content during the 2022/2023 school year taught a monthly podcasting workshop for a cohort of high school students in the Elijah Cummings Youth Program. The students produced episodes for the "Social Justice is not Just Us" podcast series. Their topics included immigration, housing justice, the school to prison pipeline, and advocacy for survivors of sexual violence.

## Recruitment Resources:

	Source	Address	Contact	Website
1	BambooHR	335 South 560 West Lindon, UT 84042	801-724-6600	<a href="http://www.wyprhr.bamboohr.com/hi">www.wyprhr.bamboohr.com/hi</a>
2	Indeed	177 Broad Street, 6th floor, Stamford, CT 06901	800-462-5842	<a href="http://www.indeed.com">www.indeed.com</a>
3	WYPR.org	2216 N. Charles Street, Baltimore, MD 21218	410-235-1660	<a href="http://www.wypr.org/careers">www.wypr.org/careers</a>
4	WYPR Twitter	2216 N. Charles Street, Baltimore, MD 21218	410-235-1660	<a href="http://www.twitter.com/WYPR881">www.twitter.com/WYPR881</a>
5	WYPR Facebook	2216 N. Charles Street, Baltimore, MD 21218	410-235-1660	<a href="http://www.facebook.com/WYPR881">www.facebook.com/WYPR881</a>
6	Salary.com	610 Lincoln St N Ste 200, Waltham, MA, 02451	617-631-8000	<a href="http://www.salary.com">www.salary.com</a>
7	Your Public	2216 N. Charles Street, Baltimore, MD 21218	410-235-1660	<a href="http://www.yourpublic.org/careers">www.yourpublic.org/careers</a>
8	WYPR LinkedIn	2216 N. Charles Street, Baltimore, MD 21218	410-235-1660	<a href="http://www.linkedin.com/company/wypr">www.linkedin.com/company/wypr</a>
9	CPB	401 9th Street, NW, Washington DC 20004	202-879-9600	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>
10	Staff Referrals/WYPR	2216 N. Charles Street, Baltimore, MD 21218	410-235-1660	<a href="http://www.wypr.org">www.wypr.org</a>
11	ZipRecruiter	401 Wilshire Blvd 11th Floor Santa Monica, CA 90401	877-252-1062	<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>
12	Jobcase	201 Broadway 6th floor, Cambridge, MA	617-758-2001	<a href="http://www.jobcase.com">www.jobcase.com</a>
13	Current	1612 K Street NW, Suite 704, Washington, DC 20006	877-745-8776 x1	<a href="http://www.jobs.current.org/employer">www.jobs.current.org/employer</a>
14	Report For America	404 W. 5th Ave. 6th Floor. New York, NY 10018		<a href="http://www.reportforamerica.org">www.reportforamerica.org</a>
15	RAMP	25876 The Old Road #254, Valencia, CA 91381	661-294-9408	<a href="http://www.ramp247.com/">www.ramp247.com/</a>
16	PMJA	P.O. Box 838, Sturgis, SD 57785	605-863-9919	<a href="http://www.pmja.org/submit-a-job-po">www.pmja.org/submit-a-job-po</a>
17	Greater Public	PO Box 303279, Austin, TX 78703-0055	800-454-2314	<a href="http://www.greaterpublic.org/submit-j">www.greaterpublic.org/submit-j</a>
18	PRPD	1108 S. Braddock Ave, Ste C, Pittsburgh, PA 15218	412-838-2815	<a href="http://www.prpd.org/jobs">www.prpd.org/jobs</a>
19	The Dish WYPR Newsletter	2216 N. Charles Street, Baltimore, MD 21218	410-235-1660	<a href="http://www.wypr.org">www.wypr.org</a>
20	Livingston Associates	7345 South Pierce St., Ste 101, Littleton, CO 80128	410-243-1974	<a href="http://www.livingstonassociates.net/open">www.livingstonassociates.net/open</a>
21	WTMD	1 Olympic Place, ste 100, Towson, MD 21204	410-484-8938	<a href="http://www.wtmd.org">www.wtmd.org</a>
22	WTMD LinkedIn	1 Olympic Place, ste 100, Towson, MD 21204	410-484-8938	<a href="http://www.linkedin.com/company/wtmd">www.linkedin.com/company/wtmd</a>
23	WTMD Twitter	1 Olympic Place, ste 100, Towson, MD 21204	410-484-8938	<a href="http://www.twitter.com/WTMD">www.twitter.com/WTMD</a>
24	WTMD Facebook	1 Olympic Place, ste 100, Towson, MD 21204	410-484-8938	<a href="http://www.facebook.com/wtmdra">www.facebook.com/wtmdra</a>
25	WTMD Instagram	1 Olympic Place, ste 100, Towson, MD 21204	410-484-8938	<a href="http://www.instagram.com/wtmdra">www.instagram.com/wtmdra</a>

26	WTMD News Letter	1 Olympic Place, ste 100, Towson, MD 21204	410-484-8938	<a href="http://www.wtmd.org">www.wtmd.org</a>
27	NAHJ	PO Box 117, Windsor, CA 95492	626-792-3846	<a href="http://www.nahjcareers.org">www.nahjcareers.org</a>
28	NABJ	1100 Knight Hall, Suite 3100, College Park, MD 20742	866-964-2765	<a href="http://www.nabjcareers.org">www.nabjcareers.org</a>
29	Jack Barton Entertainment	102 E Gibbsboro Rd, Clementon, NJ 08021	856-625-7153	<a href="http://www.jackbartonentertainment.com">www.jackbartonentertainment.com</a>
30	All Access	24955 Pacific Coast Hwy, C303, Malibu, CA 90265	310-457-6616	<a href="http://www.allaccess.com/forum/viewtopic.php?p=158762">www.allaccess.com/forum/viewtopic.php?p=158762</a>
31	Staff Referrals/WTMD	1 Olympic Place, ste 100, Towson, MD 21204	410-484-8938	<a href="http://www.wtmd.org">www.wtmd.org</a>
33	Journalist of Color FB	2216 N. Charles Street, Baltimore, MD 21218	410-235-1660	<a href="https://www.facebook.com/groups/158762">www.facebook.com/groups/158762</a>
34	Inside Radio	1200 Broadway, 6th FL, Nashville, Tennessee 37203	800-248-4242	<a href="http://www.insideradio.com/site/forms/">www.insideradio.com/site/forms/</a>
35	Radio Ink	331 SE Mizner Blvd, Boca Raton, Florida, 33432	561-655-8778	<a href="http://www.radioink.com/jobs/">www.radioink.com/jobs/</a>
37	AAJA	5 Third Street, Ste 1108, San Francisco, CA 94103	202-729-8383	<a href="http://www.aja.org/careers/aja-careers">www.aja.org/careers/aja-careers</a>
39	Mediabistro	825 8th Ave Fl 29, New York, New York, 10019	800-205-7792	<a href="https://www.mediabistro.com/jobs/">https://www.mediabistro.com/jobs/</a>
40	Top22	9 Soundview Drive,	917-533-4578	<a href="http://www.thetop22.com/jobs/">www.thetop22.com/jobs/</a>
41	The Sands Report	1 Hacker Way, Menlo Park, CA 94025	richard@thesandsreport.com	<a href="https://www.facebook.com/TheSandsReport">www.facebook.com/TheSandsReport</a>
43	Journalismjobs	PO Box 1018, Greenwood, South Carolina, 29648	510-508-7386	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>
44	Robert Half	500 E Pratt Street, #1150, Baltimore, MD 21202	410-999-8401	<a href="http://www.roberthalf.com/locations/">www.roberthalf.com/locations/</a>
45	Public Media Job Fair	1612 K Street NW, Suite 704, Washington, DC 20006	877-745-8776 x1	<a href="http://www.app.brazenconnect.com/careers/">www.app.brazenconnect.com/careers/</a>
46	LinkedIn	1000 W Maude Ave, Sunnyvale, CA 94085	855-655-5653	<a href="http://www.linkedin.com">www.linkedin.com</a>
47	Facebook	1 Hacker Way, Menlo Park, CA 94025	818-951-6700	<a href="http://www.facebook.com">www.facebook.com</a>
48	Twitter	1355 Market Street, San Francisco, CA, 94103	866-924-2008	<a href="http://www.twitter.com">www.twitter.com</a>