

FCC Schedule 396 Employment Program Report
Friends of Public Radio, Inc.
Station WHQR(FM), Wilmington, NC

Narrative Statement

Friends of Public Radio, Inc., licensee of noncommercial educational radio station WHQR(FM) in Wilmington, North Carolina, is committed to providing equal employment opportunities, and has achieved broad and inclusive outreach during the past two years in connection with recruitment for full-time job vacancies and its completion of various non-vacancy-specific employment initiatives and activities.

WHQR is a relatively small station, with only 9 full-time employees. During the past two annual EEO reporting periods, WHQR has filled only 1 full-time vacancy. Nonetheless, in connection with that vacancy, WHQR utilized a variety of recruitment sources (including its website, the Corporation for Public Broadcasting jobline, local newspapers, a nation public broadcasting newspaper, on-air announcements, and organizations such as Public Radio News Directors Inc., The National Association of Blacks in Criminal Justice, the Radio television Digital News Association, and Journalism Next) to widely disseminate information about the opening and to seek qualified candidates for interviews.

In addition to its recruitment procedures, WHQR regularly undertakes various non-vacancy-specific employment activities to supplement its EEO outreach efforts. During the past two years, such efforts have included: listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities, an internship program, and participation in other activities designed by the station employment unit 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. For example, WHQR is an active member of the Public Media Village, which is a coalition of public media organizations working together to build on Public Media's successes in diversity recruitment across the public broadcasting system.

WHQR's Employee Handbook, highlights its EEO policy: *Friends of Public Radio, Inc. (FPR) is committed to a policy of equal employment opportunity, and does not discriminate in the terms and conditions of employment on account of race, color, religion, national origin, gender, age, sexual orientation, physical or mental disability, or otherwise as may be prohibited by federal or state law. Any employee who believes that he or she or any other employee of FPR has been discriminated against should report this concern promptly to the Station Manager or a member of the Personnel Committee. FPR will make reasonable accommodations for qualified individuals with known disabilities or religious needs unless doing so would result in an undue hardship to FPR.* In 2017, the WHQR Board of Directors adopted a 3-year strategic plan that addresses three key initiatives: diversity, sustainability and technology. The public can access the *2017-2020 Strategic Plan* from the WHQR website, under the "about" section. WHQR also encourages broader, diverse representation among community leaders on both its Board of Directors and its Community Advisory Board.

In sum, through its use of various recruitment sources to advertise positions when vacancies occur, its completion of a variety of long-term employment activities and its adherence to its stated policies on equal employment opportunity, WHQR has achieved broad outreach on employment matters in the past two years.