



## **Equal Employment Opportunity Program Report**

**WQCS – Fort Pierce, Florida**

**Indian River State College**

**Annual Reporting Period Ending: September 30, 2019**

### **POSITIONS FILLED:**

In the period from October 1, 2018 through September 30, 2019, there were two full-time positions filled at WQCS: **Programming/Traffic Specialist** and **Staff Announcer/Interviewer Specialist**. *In addition, the WQCS Public Affairs/Special Features Specialist has submitted for her retirement effective September 13, 2019, but recruitment for the position will not begin in earnest until after the reporting deadline of September 30, 2019.*

**Below is the recruitment source information for:**

**Programming/Traffic Specialist**

**Staff Announcer/Interviewer Specialist**

**(Source, Address, Phone #)**

#### **CPB.org Jobline**

401 Ninth Street NW

Washington, DC 2004-2129

800-272-2190

202-879-9600

[www.cpb.org/jobline](http://www.cpb.org/jobline)

#### **Greater Public**

401 North 3<sup>rd</sup> Street

Minneapolis, MN 55401

(800) 454-2314

<https://www.greaterpublic.org/jobs/>

**NAB Broadcast Career Link**

1771 N. St. NW

Washington, DC 20036

(202) 429-5498

[www.broadcastcareerlink.com](http://www.broadcastcareerlink.com)

**Indeed**

177 Broad Street, 6th Floor

Stamford, CT 06901

[www.indeed.com](http://www.indeed.com)

203-328-2691

**Current.org**

6930 Carroll Avenue, Suite 625

Takoma Park, MD 20912

301-270-7240

[www.current.org](http://www.current.org)

**Indian River State College**

Human Resources/Website

3209 Virginia Avenue, Building F

Fort Pierce, FL 34981

772-462-7280

[www.irsc.edu](http://www.irsc.edu)

**HigherEdJobs.com**

715 Lake Street, Suite 400

Oak Park, IL 60301

[www.higherjobs.com](http://www.higherjobs.com)

814-861-8030

**Indian River State College**

Job Posting E-Mail to all Staff

3209 Virginia Avenue, Building F

Fort Pierce, FL 34981

772-462-7280

[www.irsc.edu](http://www.irsc.edu)

**Position Title for Vacancy: WQCS Programming/Traffic Specialist**

**Posting Dates: 12/13/2018 to 2/27/2019**

**Date filled: 04/22/2019**

**Number of Candidates Interviewed: 4**

**Recruitment Referral Sources:**

**NAB Broadcast Career Link: 1**

**IRSC Website: 1**

**CPB.org Jobline: 2**

**Source used for hired employee: IRSC Website**

**Position Title for Vacancy: WQCS Staff Announcer/Interviewer Specialist**

**Posting Dates: 12/27/2018 to 4/5/2019**

**Date filled: 04/29/2019**

**Number of Candidates Interviewed: 5**

**Recruitment Referral Sources:**

**Higher Ed Jobs: 1**

**IRSC Website: 2**

**CPB.org Jobline: 1**

**IRSC Email (Passed on to applicant by IRSC Staff): 1**

**Source used for hired employee: IRSC Job Posting E-mail**

## **OUTREACH ACTIVITIES-**

### **EVENTS WITH COMMUNITY ORGANIZATIONS:**

WQCS hosts tours for interested individuals during regular business and will schedule group tours to fit the needs of the group visiting outside of business hours. Tours were given to several students and educational classes throughout the year, including Great Explorations, The Boys and Girls Club, and Digital Media Students. The station also offers lectures to the IRSC Marketing and Journalism classes in the Fall and Spring semesters. After our 2018-2019 building renovation, WQCS has an updated "Performance Studio/Classroom" to host events and lectures.

WQCS was a Media Sponsor for the Port St. Lucie Business Women Fashion Show fundraiser that helps provide scholarships for women attending Indian River State College. For the 2019 Event, the WQCS Marketing Specialist was the Chairwoman of the event.

WQCS is a Media Sponsor and exhibitor for the Treasure Coast Business Summit which is the Treasure Coast's largest business-to-business summit and expo, providing a networking and educational experience which includes a unique opportunity to meet other business leaders and professionals.

### **SCHOLARSHIP PROGRAM:**

WQCS continues to provide the Madison Hodges Scholarship to be awarded to students. The Madison Hodges Scholarship provides students with the opportunity to reach their academic goals.

## **EVENTS WITH EDUCATIONAL INSTITUTIONS:**

WQCS Broadcasts the Young Musicians Spotlight on Memorial Day weekend. The young performers represent students from 8 to 21 years of age who attend schools in the four county area. Students auditioning for this radio special perform classical, Broadway or jazz selections. Over thirty students applied and auditioned at the WQCS Studios in April of 2019. Musicians and employees of the Lyric Theater in Stuart judged the participants.

Pioneer Radio is a student-produced program that airs on WQCS in an effort to bring the voices of the campus to the community. This club is for students who want to get involved in creating media segments for the show. Interviews are recorded for production in the WQCS Studios and the 60 minute program is broadcast two to four times a year. Students in the Pioneer Radio Club use various technology at the radio station – in-studio and remote recording equipment, and computer editing software to generate their final product that provides a service to the community of listeners.

## **MENTORSHIP PROGRAMS:**

The WQCS Station Manager and a WQCS Underwriting Sales Representative serve as a mentors in the L.E.A.P./Men Of Color/Women Of Color Program at IRSC, to assist first-year college students (in particular those of color) develop a solid academic and social foundation. Formerly in the Minority Affairs Department, these groups also tour WQCS and learn about job opportunities and careers in media.

## **TRAINING FOR STATION PERSONNEL:**

The WQCS Station Manager was selected and is currently taking part in the “Leadership St. Lucie” Program, an exclusive year-long program that introduces local leadership to all aspects of community involvement. Through classes, trips, and seminars, the program exposes participants to issues relating to the environment, tourism, history, education, economic development, and more. Anticipated graduation is November of 2019.

The WQCS Fiscal Specialist attended the Public Media Broadcasters Association yearly convention for Management. This year’s conference education focused on the Corporation for Public Broadcasting’s new standards for compliance and its effect on stations. This was extremely important information for the radio station to retain its CPB Grant Funding.

**EEO AND ANTI-DISCRIMINATION TRAINING FOR STATION MANAGEMENT  
AND STAFF:**

In October 2018, the entire staff of WQCS took part in CPB mandated Harassment Training, as a condition of receiving the Grant for FY2019.