

Pacifica Foundation, Inc, the 501(c)3 corporation which is the licensee of WPFW-FM 89.3, is an Equal Opportunity Employer. WPFW-Pacifica does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and business need.

WPFW operates their station with two managers and a small unionized (SAG-AFTRA) paid staff, consisting of four fulltime and six halftime employees. Volunteer on-air producers and hosts create the majority of the station's broadcast programming. Due to the modest nature of the station, position hires occur infrequently.

WPFW has during the reporting period engaged in active outreach measures designed to encourage interns from accredited school programs to work at WPFW and learn the skills required for working in the radio business. WPFW management trains their staff, interns and volunteers in the craft of radio engineering and production, news reporting, on air announcing, social media practices, administrative duties and fundraising techniques. WPFW management places each intern in his or her area of interest/study and educates, trains and engages each individual to assist WPFW in the particular tasks associated with the area of their anticipated profession.

WPFW regularly collaborates with community organizations to produce remote broadcasts, and when the opportunity arises, management and staff speaks to the audiences concerning the types of work the staff performs at the station on a regular basis.

WPFW- Pacifica has contracted with the HR specialists at N.E.T.A (National Educational Telecommunications Association) and commenced to review, strengthen and standardize all of Pacifica's EEO Practices with concentrations on outreach for hiring practices and the requisite record retention, the importance of management - staff discussions concerning EEO best practices, how to handle potential EEO issues and EEO initiatives including Internship outreach to diverse communities and disseminating information about radio jobs and duties within WPFW to a diverse community. WPFW management has met with the N.E.T.A HR specialists and discussed the multitude of EEO practices mentioned above, to gain a fuller understanding of EEO compliances.