

**FCC EEO Program Report
Stations WAMC-FM, WAMC(AM), Albany, NY**

Narrative Statement

WAMC, licensee of noncommercial educational stations WAMC-FM and WAMC(AM) in Albany, New York, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program through its recruitment of full-time job vacancies and its completion of supplemental outreach activities.

As full-time job openings occur, WAMC regularly utilizes a variety of recruitment sources in order to widely disseminate information about open positions and to seek qualified candidates for interviews. As indicated in its attached annual EEO public file reports, this includes sources such as: the Albany Times Union/monster.com, the New York State Department of Labor Job Bank, the WAMC website, journalismjobs.com, indeed.com, and others.

In addition to its established recruitment procedures for open positions, WAMC regularly undertakes several non-vacancy-specific outreach activities to supplement its EEO efforts. During the past two years, these activities have included: a mentorship program for station personnel; an internship program designed to assist members of the community acquire broadcast employment skills; training for management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination; participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting; participation in job fairs by station personnel; and others.

WAMC is an equal opportunity employer, and it encourages women, minorities, and persons with disabilities to apply for all jobs listed. In compliance with applicable guidelines, all employees and applicants for employment are treated and considered without regard to race, color, religion, gender, age, national origin, disability, sexual orientation, genetic information, political affiliation or belief, veteran status, familial status, domestic violence status, arrest or conviction record, or any other protected classification.

In sum, given the implementation of its position recruitment procedures, its completion of various supplemental outreach activities, and its adherence to its stated EEO policies, WAMC has been able to achieve broad outreach on employment matters in the past two years.