

(REFERENCE COPY - Not for submission)

# Broadcast Equal Employment Opportunity Program Report

FRN: **0001937473** | File Number: **0000079371** | Submit Date: **07/31/2019** | Call Sign: **WFAE** | Facility ID: **69436** | City: **CHARLOTTE** | State: **NC**  
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **07/31/2019** | Filing Status: **Active**

## General Information

Section	Question	Response
<b>Application Description</b>	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	2019 EEO Program Report - University Radio Foundation
<b>Attachments</b>	Are attachments (other than associated schedules) being filed with this application?	Yes

## Licensee Information

### Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
<b>UNIVERSITY RADIO FOUNDATION, INC.</b> Doing Business As: UNIVERSITY RADIO FOUNDATION, INC.	Joe O'Connor 8801 JM KEYNES DRIVE SUITE 91 CHARLOTTE, NC 28262 United States	+1 (704) 549-9323	FCCcontact@wfae.org	NFP

## Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Joe O'Connor President and CEO UNIVERSITY RADIO FOUNDATION, INC.	Joe O'Connor 8801 JM KEYNES DRIVE SUITE 91 CHARLOTTE, NC 28262 United States	+1 (704) 549-9323	FCCcontact@wfae.org	President & CEO

## Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
69436	WFAE	CHARLOTTE	NC	No
69437	WFHE	HICKORY	NC	No

## Program Report Questions

Section	Question	Response
<b>Discrimination Complaints</b>	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No

<b>Full-time Employees</b>	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No
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**Additional Program Report Questions**

**Responsibility for Implementation**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Beth DeLawter	Administrator, Accounting & HR

**Certification**

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	07/31/2019
Certified Title	President and CEO
Authorized Party Name	Joe O'Connor

**Attachments**

File Name	Uploaded By	Attachment Type	Description	Upload Status
<a href="#">EEO Report FY 2018.pdf</a>	Applicant	EEO Public File Report	University Radio Foundation EEO Report 2018	Done with Virus Scan and /or Conversion
<a href="#">EEO Report FY 2019.pdf</a>	Applicant	EEO Public File Report	University Radio Foundation EEO Report 2019	Done with Virus Scan and /or Conversion
<a href="#">FCC Form 396 Exhibit 3 Narrative Statement.pdf</a>	Applicant	Narrative Statement	University Radio Foundation Narrative Statement	Done with Virus Scan and /or Conversion