

Grantee Information

ID 1433
 Grantee Name WBJC-FM
 City Baltimore
 State MD
 Licensee Type University

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Please enter the number of FULL-TIME RADIO employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	1	0	0	0	1	2
Professionals - 3000	0	0	0	0	3	3
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	0	0	0	0	0
Craftspersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-Skilled) - 5300	0	0	0	0	0	0
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
Total	1	0	0	0	4	5

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000	0	0	0	0	3	3
Managers - 2000	0	0	0	0	1	1

Professionals - 3000	0	0	0	0	2	2
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	0	0	0	0	0
Craftspersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-Skilled) - 5300	0	0	0	0	0	0
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
Total	0	0	0	0	6	6

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category /
Job Code /
Joint Employee

Persons with Disabilities

Officials - 1000	0
Managers - 2000	0
Professionals - 3000	0
Technicians - 4000	0
Sales Workers - 4500	0
Office and Clerical - 5100	0
Craftspersons (Skilled) - 5200	0
Operatives (Semi-Skilled) - 5300	0
Laborers (Unskilled) - 5400	0
Service Workers - 5500	0
Total	0

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

1.2 Major Programming Decision Makers

Jump to question: 1.2

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.2 Major Programming Decision Makers

Jump to question: 1.2

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

1.2 Major Programming Decision Makers

Jump to question: 1.2

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	Total
Female Major Programming Decision Makers	0	0	0	0	0	0
Male Major Programming Decision Makers	0	0	0	0	2	2
Total	0	0	0	0	2	2

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3

Please enter the number of PART-TIME employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	0	0
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	0	0	0	0	0
Craftspersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-skilled) - 5300	0	0	0	0	0	0
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
Total	0	0	0	0	0	0

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3

Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	1	1
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0

Office and Clerical - 5100	0	0	0	0	0	0
Craftspersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-skilled) - 5300	0	0	0	0	0	0
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
Total	0	0	0	0	1	1

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3

Major Job Category / Job Code

Persons with Disabilities

Officials - 1000	0
Managers - 2000	0
Professionals - 3000	0
Technicians - 4000	0
Sales Workers - 4500	0
Office and Clerical - 5100	0
Craftspersons (Skilled) - 5200	0
Operatives (Semi-skilled) - 5300	0
Laborers (Unskilled) - 5400	0
Service Workers - 5500	0
Total	0

1.4 Part-Time Employment

Jump to question: 1.4

Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?

1.4 Part-Time Employment

Jump to question: 1.4

Number working less than 15 hours per week	0
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1.4 Part-Time Employment

Jump to question: 1.4

Number working 15 or more hours per week	1
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1.5 Full-Time Hiring

Jump to question: 1.5

Enter the number of full-time employees in each category hired during the fiscal year. (Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

1.5 Full-Time Hiring

Jump to question: 1.5

No full-time employees were hired (check here if applicable)

1.5 Full-Time Hiring

Jump to question: 1.5

Major Job Category / Job Code

Minority Female Non-Minority Female Minority Male Non-Minority Male Total

Officials - 1000	0	0	0	0	0
Managers - 2000	0	0	0	0	0
Professionals - 3000	0	0	0	0	0
Technicians - 4000	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0
Office / Service Workers - 5100-5500	0	0	0	0	0
Total	0	0	0	0	0

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6

Number of full-time and part-time job openings 0

1.7 Hiring Contractors

Jump to question: 1.7

During the fiscal year, did you hire independent contractors to provide any of the following services?

1.7 Hiring Contractors

Jump to question: 1.7

Check all that apply

Underwriting solicitation related activities

Direct Mail

Telemarketing

Other development activities

Legal services

Human Resource services

Accounting/Payroll

Computer operations

Website design

Website content

Broadcasting engineering

Engineering

Program director activities

None of the above

Comments

Question **Comment**

No Comments for this section

2.1 Average Salaries FULL TIME EMPLOYEES ONLY

Jump to question: 2.1

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Chief Executive Officer</u>	1.00	\$ 98,928	7
Chief Executive Officer - Joint		\$	
<u>Chief Operations Officer</u>		\$ 0	0
Chief Operations Officer - Joint		\$	
<u>Chief Financial Officer</u>		\$ 0	0
Chief Financial Officer - Joint		\$	
<u>Publicity, Program Promotion Chief</u>		\$ 0	0
Publicity, Program Promotion Chief - Joint		\$	
<u>Communication and Public Relations, Chief</u>		\$ 0	0
Communication and Public Relations, Chief - Joint		\$	
<u>Programming Director</u>	1.00	\$ 74,453	26
Programming Director - Joint		\$	
<u>Production, Chief</u>	1.00	\$ 57,554	16
Production, Chief - Joint		\$	
<u>Executive Producer</u>		\$ 0	0
Executive Producer - Joint		\$	
<u>Producer</u>		\$ 0	0
Producer - Joint		\$	
<u>Development, Chief</u>	1.00	\$ 62,960	16
Development, Chief - Joint		\$	
<u>Member Services, Chief</u>		\$ 0	0
Member Services, Chief - Joint		\$	
<u>Membership Fundraising, Chief</u>	1.00	\$ 57,554	15
Membership Fundraising, Chief - Joint		\$	
<u>On-Air Fundraising, Chief</u>		\$ 0	0
On-Air Fundraising, Chief - Joint		\$	
<u>Auction Fundraising, Chief</u>		\$ 0	0
Auction Fundraising, Chief - Joint		\$	
<u>Underwriting, Chief</u>		\$ 0	0
Underwriting, Chief - Joint		\$	
<u>Corporate Underwriting, Chief</u>		\$ 0	0
Corporate Underwriting, Chief - Joint		\$	
<u>Foundation Underwriting, Chief</u>		\$ 0	0
Foundation Underwriting, Chief - Joint		\$	

<u>Government Grants Solicitation, Chief</u>		\$	0	0
Government Grants Solicitation, Chief - Joint		\$		
<u>Operations and Engineering, Chief</u>		\$	0	0
Operations and Engineering, Chief - Joint		\$		
<u>Engineering Chief</u>	1.00	\$	74,453	16
Engineering Chief - Joint		\$		
<u>Broadcast Engineer 1</u>		\$	0	0
Broadcast Engineer 1 - Joint		\$		
<u>Production Engineer</u>		\$	0	0
Production Engineer - Joint		\$		
<u>Facilities, Satellite and Tower Maintenance, Chief</u>		\$	0	0
Facilities, Satellite and Tower Maintenance, Chief - Joint		\$		
<u>Technical Operations, Chief</u>		\$	0	0
Technical Operations, Chief - Joint		\$		
<u>Education, Chief</u>		\$	0	0
Education, Chief - Joint		\$		
<u>Information Technology, Director</u>		\$	0	0
Information Technology, Director - Joint		\$		
<u>Volunteer Coordinator</u>		\$	0	0
Volunteer Coordinator - Joint		\$		
<u>News / Current Affairs Director</u>		\$	0	0
News / Current Affairs Director - Joint		\$		
<u>Music Director</u>		\$	0	0
<u>Music Librarian/Programmer</u>		\$	0	0
<u>Announcer / On-Air Talent</u>	4.00	\$	50,232	21
Announcer / On-Air Talent - Joint		\$		
<u>Reporter</u>		\$	0	0
Reporter - Joint		\$		
<u>Public Information Assistant</u>		\$	0	0
Public Information Assistant - Joint		\$		
<u>Broadcast Supervisor</u>		\$	0	0
Broadcast Supervisor - Joint		\$		
<u>Director of Continuity / Traffic</u>	1.00	\$	49,248	15
Director of Continuity / Traffic - Joint		\$		
<u>Events Coordinator</u>		\$	0	0
Events Coordinator - Joint		\$		

Web Administrator/Web Master		\$	0	0
Web Administrator/Web Master - Joint		\$		
Total	11.00	\$	525,382	132

Comments

Question **Comment**
 No Comments for this section

3.1 Governing Board Method of Selection Jump to question: 3.1

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods.

3.1 Governing Board Method of Selection Jump to question: 3.1

Ex-Officio (Automatic membership because of another office held) 0

3.1 Governing Board Method of Selection Jump to question: 3.1

Appointed by government legislative body (including school board) or other government official (e.g. governor) 9

3.1 Governing Board Method of Selection Jump to question: 3.1

Elected by community/membership 0

3.1 Governing Board Method of Selection Jump to question: 3.1

Other (please specify below) 0

3.1 Governing Board Method of Selection Jump to question: 3.1

3.1 Governing Board Method of Selection Jump to question: 3.1

Elected by board of directors itself (self-perpetuating body) 0

3.1 Governing Board Method of Selection Jump to question: 3.1

Total number of board members (Automatic total of the above) 9

3.2 Governing Board Members Jump to question: 3.2

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

3.2 Governing Board Members Jump to question: 3.2

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

3.2 Governing Board Members Jump to question: 3.2

	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	Total
Female Board Members	3	0	0	0	1	4
Male Board Members	3	0	0	0	1	4
Total	6	0	0	0	2	8

3.2 Governing Board Members

Jump to question: 3.2

Number of Vacant Positions

1

3.2 Governing Board Members

Jump to question: 3.2

Total Number of Board Members (Total should equal the total reported in Question 3.1.)

9

3.2 Governing Board Members

Jump to question: 3.2

Number of Board Members with disabilities

0

Comments

Question **Comment**

No Comments for this section

4.1 Community Outreach Activities

Jump to question: 4.1

Did the grant recipient engage in any of the following community outreach services, and, if so, did the outreach activity have a specific, formal component designed to be of special service to either the educational community or minority and/or other diverse audiences?

4.1 Community Outreach Activities

Jump to question: 4.1

Yes/No

Produce public service announcements?

Yes

Did the public service announcements have a specific, formal component designed to be of special service to the educational community?

Yes

Did the public service announcements have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

Yes

Broadcast community activities information (e.g., community bulletin board, series highlighting local nonprofit agencies)?

Yes

Did the community activities information broadcast have a specific, formal component designed to be of special service to the educational community?

Yes

Did the community activities information broadcast have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

No

Produce/distribute informational materials based on local or national programming?

No

Did the informational programming materials have a specific, formal component designed to be of special service to the educational community?

No

Did the informational programming materials have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

No

Host community events (e.g. benefit concerts, neighborhood festivals)?

No

Did the community events have a specific, formal component designed to be of special service to the educational community?

No

Did the community events have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

No

Provide locally created content for your own or another community-based computer network/web site?

Yes

Did the locally created web content have a specific, formal component designed to be of special service to the educational community?

No

Did the locally created web content have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

No

Partner with other community agencies or organizations (e.g., local commercial TV station, Red Cross, Urban League, school district)?

No

Did the partnership have a specific, formal component designed to be of special service to the educational community?

No

Did the partnership have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

No

Comments

Question **Comment**

Question **Comment**

No Comments for this section

5.1 Radio Programming and Production

Jump to question: 5.1

Instructions and Definitions:

5.1 Radio Programming and Production

Jump to question: 5.1

About how many original hours of station program production in each of the following categories did the grant recipient complete this year? (For purposes of this survey, programming intended for national distribution is defined as all programming distributed or offered for distribution to at least one station outside the grant recipients local market.)

5.1 Radio Programming and Production

Jump to question: 5.1

	For National Distribution	For Local Distribution/All Other	Total
Music (announcer in studio playing principally a sequence of musical recording)	0	5,720	5,720
Arts and Cultural (includes live or narrated performances, interviews, and discussions, in the form of extended coverage and broadcast time devote to artistic and/or cultural subject matter)	0	330	330
News and Public Affairs (includes regular coverage of news events, such as that produced by a newsroom, and public issues-driven listener participation, interview and discussion programs)	0	0	0
Documentary (includes highly produced longform stand alone or series of programs, principally devoted to in-depth investigation, exploration, or examination of a single or related multiple subject matter)	0	0	0
All Other (incl. sports and religious — Do NOT include fundraising)	0	0	0
Total	0	6,050	6,050

5.1 Radio Programming and Production

Jump to question: 5.1

Out of all these hours of station production during the year for about how many was a minority ethnic or racial group member in principal charge of the production? (Minority ethnic or racial groups refer to: African-American, Hispanic, Native American and Asian American/Pacific Islander.)

5.1 Radio Programming and Production

Jump to question: 5.1

Approx Number of Original Program Hours 0

Comments

Question **Comment**

No Comments for this section

6.1 Telling Public Radio's Story

Jump to question: 6.1

The purpose of this section is to give you an opportunity to tell us and your community about the activities you have engaged in to address community needs by outlining key services provided, and the local value and impact of those services. Please report on activities that occurred in Fiscal Year 2015. Responses may be shared with Congress or the public. Grantees are required to post a copy of this report (Section 6 only) to their website no later than ten (10) days after the submission of the report to CPB. CPB recommends placing the report in an "About" or similar section on your website. This section had previously been optional. Response to this section of the SAS is now mandatory.

Joint licensee Grantees that have filed a 2015 Local Content and Services Report as part of meeting the requirement for TV CSG funding may state they have done so in the corresponding questions below, so long as all of the questions below were addressed as they relate to radio operations in such report. You must include the date the report was submitted to CPB along with the TV Grantee ID under which it was submitted.

6.1 Telling Public Radio's Story

Jump to question: 6.1

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

Since WBJC-FM has an all-classical format, its main goal in addressing community issues is directly related to the concerns of the classical music-loving community. The station offers its listeners the opportunity to hear this style of music on both the station's FM analog band, as well as through the live-streaming of its HD signal. WBJC features local Announcers who strive to educate listeners about the music, provide them with information concerning the arts community, and interact with the community through live appearances.

6.1 Telling Public Radio's Story

Jump to question: 6.1

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.

WBJC-FM continues to pursue joint efforts with the faculty and administration of Baltimore City Community College (BCCC), the station's parent institution, in order to educate the community, much of which is comprised of minority populations, about the role and importance of higher education and the impact higher education has on the well-being of the individual and the community. The radio station also works with many non-profit organizations to help promote awareness of their efforts. The station's second SCA frequency is also reserved, at no charge, for the sole use of the Radio Reading Network of Maryland, a service for the blind.

6.1 Telling Public Radio's Story

Jump to question: 6.1

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

Anecdotal evidence from many of the non-profit organizations seem to indicate that their exposure on WBJC's airwaves have resulted in an increase in interaction between them and the public. In one such case, WBJC has partnered with a Foundation (The Elville Center for the Creative Arts) which is dedicated to providing used musical instruments to public schools which have decreased their musical exposure to students. One such student in a middle school in Maryland heard of this Foundation through WBJC; he informed his school staff of a possible partnership with the Foundation, and that eventually resulted in instruments going to his school.

6.1 Telling Public Radio's Story

Jump to question: 6.1

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2015, and any plans you have made to meet the needs of these audiences during Fiscal Year 2016. If you regularly broadcast in a language other than English, please note the language broadcast.

While WBJC's classical music format is not directed to any particular sector of the community, it does provide much needed exposure for BCCC to reach the African-American Community, and that community makes up 90% of the College's student body. The station also provides student internships to members of the College.

6.1 Telling Public Radio's Story

Jump to question: 6.1

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

The funding from WBJC's CPB grant assists the station in providing a unique service to this region. WBJC is the only station in the Baltimore market providing classical music on the FM band; a format that is being increasingly abandoned by most commercial stations, and many public radio stations, across the country. The vast majority of WBJC's programming is hosted by live, local Announcers; another area being abandoned by a number of public radio stations. The station's live Announcers can interact with the community in real-time, while informing the local listeners about news and special events. These Announcers produce and air interviews with many of the region's artists, musicians, and directors from local cultural institutions. CPB funding allows the station the freedom to retain its local sound, while many stations elsewhere are becoming mere translators of programming originating from outside the local community. Without CPB funding, the station would have a more difficult time retaining that local sound throughout the year.

Comments

Question	Comment
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No Comments for this section

7.1 Journalists

Jump to question: 7.1

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each

professional journalist in your organization. Please do not count student or volunteer journalists.

7.1 Journalists

Jump to question 7.1

Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific	White, Non-Hispanic	Other
News Director	0	0	0	0	0	0	0	0	0	0	0
Assistant News Director	0	0	0	0	0	0	0	0	0	0	0
Managing Editor	0	0	0	0	0	0	0	0	0	0	0
Senior Editor	0	0	0	0	0	0	0	0	0	0	0
Editor	0	0	0	0	0	0	0	0	0	0	0
Executive Producer	0	0	0	0	0	0	0	0	0	0	0
Senior Producer	0	0	0	0	0	0	0	0	0	0	0
Producer	0	0	0	0	0	0	0	0	0	0	0
Associate Producer	0	0	0	0	0	0	0	0	0	0	0
Reporter/Producer	0	0	0	0	0	0	0	0	0	0	0
Host/Reporter	0	0	0	0	0	0	0	0	0	0	0
Reporter	0	0	0	0	0	0	0	0	0	0	0
Beat Reporter	0	0	0	0	0	0	0	0	0	0	0
Anchor/Reporter	0	0	0	0	0	0	0	0	0	0	0
Anchor/Host	0	0	0	0	0	0	0	0	0	0	0
Videographer	0	0	0	0	0	0	0	0	0	0	0
Video Editor	0	0	0	0	0	0	0	0	0	0	0
Other positions not already accounted for	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

Comments

Question **Comment**

No Comments for this section