

# **WBJC**

6776 Reisterstown Road, Suite 202  
Baltimore, MD 21215

## **Annual EEO Public File Report**

**For the Period June 1, 2024 - May 31, 2025**

This EEO Public File Report is to comply with the FCC's EEO rule which is required to be placed in the public inspection files of the station and posted on its website.

The information contained in this report covers the period beginning June 1, 2024, and ending on May 31, 2025.

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station during the applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period.
4. Data reflecting the total number of persons interviewed for full time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with these vacancies.
5. A list and brief description of the supplemental recruitment outreach initiatives completed pursuant to Section 73.2080 (c) (2) of the FCC Rules.

WBJC's license is owned by Baltimore City Community College, which is an equal opportunity employer and encourages minorities and women to apply for job vacancies. The College and the radio station provide such opportunities to all qualified individuals without regard to race, color, religion, national origin, or sex in all personnel actions including retirement, evaluation, selection, promotion, compensation, and training. Baltimore City Community College's student body is over 90% minority-based for whom WBJC-FM offers on-air promotions.

**Positions Filled:** WBJC had no full or part-time openings during this period. Below is the list of our recruitment sources when we do have opening.

1. Recruitment Sources: 1 - 15
2. Full-time Hire Date:
3. Hiree Recruitment Source:
4. # of people interviewed:

**Recruitment Resources:**

No.	WBJC Recruitment Resources	Address	Contact	Referrals
1	Baltimore City Community College	2901 Liberty Heights Ave, Baltimore, MD 21215	410-462-8300	<a href="http://www.bccc.edu/jobs/">www.bccc.edu/jobs/</a>
2	WBJC	6776 Reisterstown Rd, Suite 202, Baltimore, MD 21215	410-580-5800	<a href="http://www.wbjc.com">http://www.wbjc.com</a>
3	Indeed.com	177 Broad Street, 6 <sup>th</sup> Floor, Stamford, CT 06901	410-576-1161	<a href="http://www.indeed.com">http://www.indeed.com</a>
4	Higher Ed Jobs	715 Lake Steet, Suite 400, Oak Park, IL 60301	708-848-4351	<a href="http://www.higheredjobs.com">http://www.higheredjobs.com</a>
5	Inside Higher Ed	1150 Connecticut Ave NW, Suite 400, Washington, DC 20036	202-659-9208	<a href="http://www.insidehighered.com">www.insidehighered.com</a>
6	Academic Careers	485 Devon Park Drive, Suite 116, Wayne, PA 19087	610-964-9200	<a href="http://www.academiccareers.com">http://www.academiccareers.com</a>
7	Circa		202-338-2288	<a href="http://www.marylanddiversity.com">http://www.marylanddiversity.com</a>
8	Higher Education Recruitment Consortium	4400 University Drive, Fairfax, VA 22030	703-993-1000	<a href="https://hercjobs.org/">https://hercjobs.org/</a>
9	Chronicle of Higher Education	1255 23rd Street NW, Suite 704, Washington, DC 20037	202-466-1050	<a href="http://www.jobs.chronicle.com">http://www.jobs.chronicle.com</a>
10	LinkedIn	1000 W Maude, Sunnyvale, CA 94085	650-817-7240	<a href="http://www.linkedin.com">www.linkedin.com</a>
11	Glassdoor	300 Mission Street, 16 <sup>th</sup> Floor, San Francisco, CA 94105		<a href="http://www.glassdoor.com">http://www.glassdoor.com</a>
12	State of Maryland	100 Community Place, Crownsville, MD 21032	877-634-6361	<a href="https://www.maryland.gov/pages/jobs.aspx">https://www.maryland.gov/pages/jobs.aspx</a>
13	Employee Referral	2901 Liberty Heights Ave, Baltimore, MD 21215		
14	Zip Recruiter	604 Arizona Ave, Santa Monica, CA 90401	877-252-1062	<a href="https://www.ziprecruiter.com">https://www.ziprecruiter.com</a>
15	Corporation for Public Broadcasting	401 9 <sup>th</sup> Street NW, Washington, DC 20004-2129	202-879-9600	<a href="https://cpb.org/jobline">https://cpb.org/jobline</a>

**Outreach Initiatives completed during this period:**

**73.2080 C 2 v Internship Program:**

In cooperation with Baltimore City Community College, WBJC has an internship program encouraging students to learn skills needed for employment in the broadcasting industry. Various on- air, technical and management skills are taught.

**73.2080 C 2 viii Training Programs:**

WBJC offers its employees the opportunity to engage in training programs via our licensee Baltimore City Community College and outside agencies, designed to enable station personnel to acquire skills that could qualify them for higher level positions. All full-time employees qualify for a tuition reimbursement program through the University System of Maryland. As such, employees have the opportunity to pursue degrees in Broadcasting, Marketing, Management, Engineering and much more at multiple institution of Higher Education across Maryland.

**73.2080 C 2 xiv Training Programs:**

All employees at WBJC completed a mandatory “Harassment Training Program” through the Corporation of Public Broadcasting in September of 2024.