

# **WBJC**

6776 Reisterstown Road, Suite 202  
Baltimore, MD 21215

## **Annual EEO Public File Report**

**For the Period June 1, 2021 - May 31, 2022**

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, 2021 and ending on May 31, 2022.

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:

### Business Manager

1. Recruitment Sources: 1 - 1 3
2. Full-time Hire Date: June 28, 2021
3. Hiree Recruitment Source: 13
4. # of people interviewed: 2

### General Manger

1. Recruitment Sources: 1 - 1 3
2. Full-time Hire Date: August 3, 2021
3. Hiree Recruitment Source: 9
4. # of people interviewed: 5

## 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>	13
2	WBJC	6776 Reisterstown Rd, Suite 202, Baltimore, MD 21215	410-580-5800	<a href="http://www.wbic.com">http://www.wbic.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>	5
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>	4
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>	1
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>	1
10	LinkedIn	1000 W Maude, Sunnyvale, CA 94085	650-817-7240	<a href="http://www.linkedin.com">www.linkedin.com</a>	6
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>	1
13	Employee Referral	2901 Liberty Heights Ave, Baltimore, MD 21215			1

## **Outreach Initiatives completed during this period:**

**Training Programs:** WBJC offers its employees the opportunity to engage in training programs via the College and outside agencies, designed to enable station personnel to acquire skills that could qualify them for higher level positions. All employees at WBJC also completed a mandatory “Harassment Training Program” through the Corporation of Public Broadcasting.

**EEO Training:** Through the parent college, Baltimore City Community College, training is offered to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination. Training is also offered to non-management level personnel to recognize, report and counter discriminatory practices.

**Internships:** In cooperation with Baltimore City Community College, WBJC has an internship program encouraging students and others to learn skills needed for employment in the broadcasting industry. Various on- air, technical and management skills are taught. Internship program was temporarily paused by the pandemic and will resume shortly.

**Station Tours:** WBJC offers tours of its radio facilities to individuals as well as student and youth organizations in the area, presenting an opportunity to discuss broadcasting careers with the attendees. Tours are open to all, including women and minorities. Station tours were temporarily paused by the pandemic and will resume shortly.

**Scholarships:** In cooperation with Baltimore City Community College, WBJC offers \$1,000.00 stipend to students interested in learning skills and other aspects of the broadcasting industry. WBJC has also set aside money in the BCCC Foundation to endow an annual scholarship.