

WBJC

6776 Reisterstown Road, Suite 202
Baltimore, MD 21215

Annual EEO Public File Report

For the Period June 1, 2022 - May 31, 2023

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, 2022, and ending on May 31, 2023.

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:

On-Air Host

1. Recruitment Sources: 1 - 1 3
2. Full-time Hire Date: November 1, 2022
3. Hiree Recruitment Source: 13
4. # of people interviewed: 1

Recruitment Resources:

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

Outreach Initiatives completed during this period:

Training Programs: WBJC offers its employees the opportunity to engage in training programs via its parent college, designed to enable station personnel to acquire skills that could qualify them for higher level positions.

EEO Training: Through the parent 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. In September of 2022 staff attended a virtual training hosted by The Corporation for Public Broadcasting. The training focused on how to prevent harassment in the workplace and discussed what constitutes acceptable and unacceptable workplace behavior; how to recognize harassment and bias when they occur; and how to report and respond to violations.

Internships: In cooperation with its parent 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.

Recruitment Program Analysis: Baltimore City Community College's Human Resources Department regularly reviews its recruitment program to ensure that it is being effective in reaching a broad pool of potential applicants and adjusts how it shares openings.