

EEO Public File 2023-2024 Report

This Public File Report is made available on behalf of WCPE Radio, Raleigh, North Carolina and WZPE, Bath, North Carolina, pursuant to 47 CFR §73.2080(c)(6) of the Code of Federal Regulations: Telecommunication, Radio Broadcast Services, Equal Employment Opportunities. This report covers the twelve-month period August 1, 2023 through July 31, 2024. ("WZPE" is hereinafter included with and referred to as "WCPE").

WCPE, an equal opportunity, affirmative action employer, is dedicated to providing broad outreach regarding job vacancies and volunteer opportunities to all qualified individuals without regard to race, color, age, religion, national origin, sexual orientation or gender. Pursuant to 47 CFR §73.2080(c)(1)(ii), organizations that wish to receive our job availability information should advise us by sending a written request in the US mail to: WCPE Radio, Attn: Deborah S. Proctor – Positions, Box 828, Wake Forest, NC 27588. Please include your organization's name, mailing address, telephone number, contact person, and the categories of job vacancies for which the organization requests notice.

Specific EEP Program Requirements [47 CFR §73.2080(c)]

Full Time Job Opportunities [47 CFR §73.2080(c)(1)]

Three new full-time employees were hired during the reporting period. We advertised each of our available full-time positions through our website (theclassicalstation.org) and on-air announcements. Twenty four individuals were interviewed for open positions during the reporting period. *Note:* No recruitment source has requested to be notified of full-time vacancies.

Program Operations Manager: We interviewed eight people for the position, each of which contacted WCPE after learning of the position through on-air advertisements or the station's website. The recruitment source for the hiree was on-air announcements.

Technical Operations Manager: We interviewed eight people for the position, each of which contacted WCPE after learning of the position through on-air advertisements or the station's website. The hiree was an internal promotion.

Public/Social Media Editor: We interviewed eight people for the position, each of which contacted WCPE after learning of the position through on-air advertisements or the station's website. The recruitment source for the hiree was our website.

EEO Program Initiatives [47 CFR §73.2080(c)(2)]

As of July, 2024 WCPE has eleven full-time employees, three of them being salaried.

WCPE is engaged in at least four of the sixteen listed initiatives every two years.

The sixteen initiatives are listed as follows:

- Initiative 1: Participation in at least four job fairs by station personnel with substantial responsibility in the making of hiring decisions.
- Initiative 2: Hosting of at least one job fair.
- Initiative 3: Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- Initiative 4: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.
- Initiative 5: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
- Initiative 6: Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).
- Initiative 7: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.
- Initiative 8: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.
- Initiative 9: Establishment of a mentoring program for station personnel.
- Initiative 10: Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
- Initiative 11: Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.
- Initiative 12: Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.
- Initiative 13: Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
- Initiative 14: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
- Initiative 15: Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.
- Initiative 16: Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to

employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

WCPE Compliance with 47 CFR §73.2080(c)(2)

WCPE participated in at least four of the 16 initiatives as outlined in the following paragraphs.

Initiative #5: Internship Program

We have been hosting an intern from Thales College from March 2024 to the present. The intern is based in WCPE's engineering department, and visits the station weekly to work with engineering staff maintaining the station transmitter and addressing other engineering issues.

Initiative #6: Participation in Programs Designed to Promote Outreach

Internet and Social Media Programs: WCPE maintains a website at: *theclassicalstation.org* and a Facebook page, with a current following of 10,000 people, designed to promote daily interaction with any individual interested in our organization. On its webpage, WCPE also provides a link to its live broadcast free of charge. An electronic newsletter, *Crescendo*, is available free to any individual who would like to join the email distribution list. The distribution for *Crescendo* as of July 2024 is 7,597 people. WCPE also maintains a Twitter account with 2,339 followers and Instagram with 650 followers. WCPE also has approximately 1,800 listeners at any given time through its' various listening apps. Social Media accounts are maintained by Crissy Keuper.

Free Programming: WCPE offers blanket permission to the use of its signal and programming without charge, royalty or obligation to any licensed public radio station, university station or general broadcast entities nation-wide to fill any gaps they may have in their own programming. A list of these rebroadcast partners is available from WCPE by contacting John Graham at *engineer@theclassicalstation.org*. However, it should be noted that the managements of these organizations can and do make changes to their channel lineups and program schedules without notifying WCPE. These partners are not required to include the carriage of WCPE programs on their web sites or in other published materials regarding their programming schedules. Therefore, the list of organizations carrying WCPE programming may not always reflect the most up-to-date information.

Meet and Great Tables/Local Concert Stage Emcees/Local Arts Series:

WCPE had a booth at the Wake Forest Senior Expo on September 9, 2023. We were able to meet with our listeners and other people who had never listened to the station. We also had a volunteer signup sheet. We also sponsored The Senior Network's Candy Cane Stroll.

Initiative #7: Scholarship Programs for Students

WCPE Education Fund: In 2010, WCPE established an Education Fund “Ed Fund” for the purpose of promoting classical music-related educational opportunities to the community by partnering with other non-profit organizations. Ed Fund grant monies come from private donor tax-deductible gifts made to WCPE. Grant applications are received by March 31st and recipients chosen by a committee of WCPE staff and volunteers. Since its founding, the Ed Fund has granted over \$150,000 to more than twenty non-profit organizations focused on music education and performance skills. For the 2022 – 2023 season, the Ed Fund committee awarded grants totaling over \$12,000 to:

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|--------------------------------|------------|
| (1) SKJAJA Fund | \$2,000.00 |
| (2) Greensboro Symphony | \$2,000.00 |
| (3) Musical Empowerment | \$2,000.00 |
| (4) Wake Forest Com Youth Orch | \$2,000.00 |
| (5) Raleigh Music Collective | \$2,000.00 |
| (6) NC Chamber Music Institute | \$2,000.00 |

Summaries of the achievements of each of these organizations are provided at WCPE’s *theclassicalstation.org* website. A video on WCPE’s Facebook page includes a presentation of the awards to the recipient organizations and allows each representative to give a brief synopsis of how the monies will be used.

The WCPE Education Fund includes an Instrument Donation Program. The purpose is to make instruments donated to the station available to students in music education programs and to other nonprofit organizations in North Carolina.

Initiative #8/#9: Training & Mentoring for Station Personnel

WCPE offers ongoing training and mentoring programs designed to offer advancement opportunities.

Examples include the following: We have had new volunteers and paid part-time employees trained to do on-air announcing. Some have desired to remain as volunteers while others have moved into part-time paid positions.

Initiative #16: Notification of Job Opportunities

Job availability with our station was advertised on our WCPE website (*theclassicalstation.org*).