

2017 ANNUAL EEO PUBLIC FILE REPORT
PACIFICA FOUNDATION, INC.

Station:	WPFW (FM NCE)
Community of License:	Washington DC
Number of full-time employees:	8 employees
Reporting Period	June 1, 2016 to May 31, 2017
Small Market exemption	No

During the reporting period, no positions were filled. The information required by FCC rule 73.20808 (c) (6) is provided in the charts that follow.

Initiatives

The employment unit engaged in the following broad initiatives in accordance with various elements of FCC rule 73.2080 (c) (2):

Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.	Participated in Creative Economy Job Fair at The John F. Kennedy Center for the Performing Arts in Washington, D.C. Hosted a table at the career/job fair on November 3, 2016.
Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Maintained an internship program with Howard University, Liberty University and Paine University, and Montgomery College. The interns receive training in public affairs, news and board operations. Interns received course credit for work performed at WPFW. During the supporting period the station had 1 intern from The Field School and 1 intern from American University. Each intern worked an average of 10 hours per week.
Participated in job banks, internet programs and other programs designed to promote outreach general (i.e., that are not primarily directed to providing notification of specific job vacancies).	WPFW worked with a one high school student from Youth Build, a youth program, to address core issues facing low income communities.
Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Conducted ongoing training programs for programmers at the station to improve and enhance broadcasting skills. As an example, classes were given in on-air

	interviewing, pitching techniques, and general professionalism.
Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	Provided yearly training to management personnel on diversity and EEO policy. Online training on EEO policy and situational scenarios to provoke proper diversity approaches to situations was given.
Provided training to personnel of unaffiliated non-profit organizations interested in broadcast opportunities that would enable them to refer candidates for broadcast positions.	Through Volunteers.com, recruited volunteers who have an interest in broadcast careers. Have given training in board operations, news writing and copy editing. During the reporting period, a total of 20 volunteers were trained in the above disciplines. The training took place on during our winter/spring fund drives of 2016.
Participated in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Hosted several high school groups and exposed them to broadcasting activities by touring various departments.

Report revised after review with counsel on 4/3/2018.