

# 2015 ANNUAL EEO PUBLIC FILE REPORT

## Pacifica Foundation, Inc.

Station:	WPFW(FM-NCE)
Community of License:	Washington, DC
Reporting Period:	June 1, 2014 to May 31, 2015
No. of Full-time Employees:	Less than 10
Small Market Exemption:	No

During the Reporting Period there were no positions filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

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

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Maintain an internship program in coordination with Trinity University, Howard University, Georgetown University, as well as with Oklahoma Baptist University, the University of Maryland, Missouri Wesleyan University, SUNY Purchase and the University of Colorado. The interns receive training in public affairs, news and board operations. Interns receive course credit for any work performed for WPFW. The station hosts students each semester from each of the universities and each intern works an average of 10 hours per week. Most of the students alluded to above were Summer Interns.

*Participated 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).*

Provide occasional tours to students who have expressed an interest in broadcasting.

*Established **training** programs*

Established training programs for programmers to

*designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

improve and enhance their broadcasting skills.

*Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

Listed General Manager opening in the Current, National Association of Hispanic Journalists, African American Public Radio Consortium, South Asian Journalists, and the Progressive.

*Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.*

Provide yearly training to management personnel on diversity and EEO policy.

*Provided 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.*

Through Volunteers.com have recruited many volunteers who have an interest in broadcast careers. Have given them training in board operations, news writing and copy editing,

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE

\_There were no full time positions filled during this reporting period.\_\_\_\_\_

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
There were no openings during the reporting period.	