

EEO PUBLIC FILE REPORT

FOR

WSHA(FM)

This EEO Public File Report
Covers the One-Year Period
Ending July 31, 2010

Equal Employment Opportunity Public File Report for WSHA (FM)

July 31, 2010

Recruitment Activity Summary

August 31, 2009 – July 31, 2010

This EEO Public File Report is filed in the public inspection file for station WSHA – FM pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission’s (“FCC”) rules.

1. Total Full-Time/Part Time Vacancies: 2

<u>Job Title</u>	: News Director	(1)
	Membership Director	(1)

2. Total Interviewees for Full-Time/Part Time Vacancies

The station interviewed the following total number of people for all full-time/part time vacancies during the period covered in this report: 3

3. Recruitment Sources

The following are the recruitment sources used during the period covered by this report and cumulative number of interviewees referred by each:

-Shaw University Office of Human Resources: Employment website
(http://www.shawuniversity.edu/Employment/Public_Site/Webpage_Employment_Opportunities.htm) through Shaw University Website, *shawuniversity.edu*, 0

Word of Mouth Referral by WSHA Employees and Volunteers, 0

WSHA broadcast announcements, 1

WSHA website job posting - http://www.wshafm.org/employment_opp.htm, 2

Local Media/Newspaper publication, 0

4. Supplemental Information

Exhibit A contains the following information for each full time vacancy:

- The recruitment source/s used to fill each vacancy, identified by name, address, contact name and telephone number
- The total number of persons interviewed for each full time vacancy

EXHIBIT A

FULL -TIME/PART TIME VACANCY EEO INFORMATION

Job Title of Vacancy : News Director (1)
Date Vacancy Opened : November 25, 2009
Total Number of People Interviewed : 3
Date Vacancy Filled : March 8, 2010
Recruitment Source that referred
The applicant : WSHA Announcements

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Shaw University Human Resource Office 118 East South Street Raleigh, NC 27601 - Phone # 919-546-8309 Contact : Diane Crawford		No
WSHA Internal Staff posting on bulletin board and radio broadcast announcements. 118 East South Raleigh Raleigh, NC 27601 - Phone # 919546-8430 Contact: Emeka Emekauwa	1	No
WSHA-FM website (wshafm.org), (http://www.wshafm.org/employment_opp.htm) Administered by Sharon Berry-Vivian, WSHA Webmaster 118 East South Street, Raleigh, NC 27601 Phone # 919-546-8546	2	No
Word-of-mouth from WSHA referral		No

EXHIBIT B

FULL -TIME/PART TIME VACANCY EEO INFORMATION

Job Title of Vacancy : Membership Director (1)
Date Vacancy Opened : December, 2009
Total Number of People Interviewed : 0
Date Vacancy Filled : May 1, 2010
Recruitment Source that referred 0

There was internal in-house transfer of personnel approved by the President of Shaw University from the Office of Alumni Affairs to WSHA to provide the staff support needed for membership services.

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Shaw University Human Resource Office 118 East South Street Raleigh, NC 27601 - Phone # 919-546-8309 Contact : Diane Crawford	NA	NA
WSHA Internal Staff posting on bulletin board and radio broadcast announcements. 118 East South Raleigh Raleigh, NC 27601 - Phone # 919546-8430 Contact: Emeka Emekauwa	NA	NA
WSHA-FM website (wshafm.org), (http://www.wshafm.org/employment_opp.htm) Administered by Sharon Berry-Vivian, WSHA Webmaster 118 East South Street, Raleigh, NC 27601 Phone # 919-546-8546	NA	NA
Word-of-mouth from WSHA referral	NA	NA

EXHIBIT C

OUTREACH ACTIVITIES - VACANCY EEO INFORMATION

Staff Supervisor : Emeka Emekauwa

Station WSHA –FM has engaged in the following outreach activities during the period covered by this report to encourage and publicize employment at WSHA.

Type of Activity:

--Community Broadcast Training

Brief Description: WSHA provided free training for individuals from the community on broadcast radio production and announcing. This was to encourage unemployed people and those who want to change their careers to explore employment in Radio Broadcasting, especially at WSHA.

--Work Study Program

Brief Description: WSHA provides students the opportunity to train in professional radio broadcast production and management during their college years at Shaw University.

--Paid Internship

Brief Description: WSHA encourages student employment for all qualified students in all majors, especially Mass Communications, through paid internship. This program makes it possible for qualified student interns at WSHA to be considered for full or part time positions.

--WSHA Staff Development Program

Brief Description : Shaw University offers tuition waiver to qualified WSHA staff to take college courses for overall improvement in their qualifications for professional advancement.

Some of WSHA employees have gained employment at WSHA through the free Community Broadcast Production Training, Work Study Program and Paid Internships at WSHA.