

**Grantee Information**

ID 4795  
 Grantee Name WFHB-FM  
 City Bloomington  
 State IN  
 Licensee Type Community

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Please enter the number of FULL-TIME RADIO employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	0	0
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	0	0	0	0	0
Craftpersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-Skilled) - 5300	0	0	0	0	0	0
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000	0	0	0	0	1	1
Managers - 2000	0	0	0	0	2	2
Professionals - 3000	0	0	0	0	0	0
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	0	0	0	0	0
Craftpersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-Skilled) - 5300	0	0	0	0	0	0
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category / Job Code / Joint Employee	Persons with Disabilities
Officials - 1000	0
Managers - 2000	0
Professionals - 3000	0
Technicians - 4000	0
Sales Workers - 4500	0
Office and Clerical - 5100	0
Craftpersons (Skilled) - 5200	0
Operatives (Semi-Skilled) - 5300	0
Laborers (Unskilled) - 5400	0

Service Workers - 5500

0

Total

0

1.1 Employment of Full-Time Radio Employees

Jump to question: [1.1](#)

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

1.2 Major Programming Decision Makers

Jump to question: [1.2](#)

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.2 Major Programming Decision Makers

Jump to question: [1.2](#)

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

1.2 Major Programming Decision Makers

Jump to question: [1.2](#)

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	Total
Female Major Programming Decision Makers	0	0	0	0	0	0
Male Major Programming Decision Makers	0	0	0	0	2	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>

1.3 Employment of Part-Time Radio Employees

Jump to question: [1.3](#)

Please enter the number of PART-TIME employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.3 Employment of Part-Time Radio Employees

Jump to question: [1.3](#)

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	1	1
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	0	0	0	0	0
Craftpersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-skilled) - 5300	0	0	0	0	0	0
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>

1.3 Employment of Part-Time Radio Employees

Jump to question: [1.3](#)

Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	0	0
Technicians - 4000	0	0	0	0	1	1
Sales Workers - 4500	0	0	0	0	1	1
Office and Clerical - 5100	0	0	0	0	0	0
Craftpersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi-skilled) - 5300	0	0	0	0	0	0
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>

1.3 Employment of Part-Time Radio Employees

Jump to question: [1.3](#)

Major Job Category / Job Code

Persons with Disabilities

Officials - 1000	0
Managers - 2000	0
Professionals - 3000	0
Technicians - 4000	0
Sales Workers - 4500	0
Office and Clerical - 5100	0
Craftspersons (Skilled) - 5200	0
Operatives (Semi-skilled) - 5300	0
Laborers (Unskilled) - 5400	0
Service Workers - 5500	0
<b>Total</b>	<b>0</b>

1.4 Part-Time Employment Jump to question:

Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?

1.4 Part-Time Employment Jump to question:   
 Number working less than 15 hours per week 2

1.4 Part-Time Employment Jump to question:   
 Number working 15 or more hours per week 1

1.5 Full-Time Hiring Jump to question:

Enter the number of full-time employees in each category hired during the fiscal year. (Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

1.5 Full-Time Hiring Jump to question:   
 No full-time employees were hired (check here if applicable)

1.5 Full-Time Hiring Jump to question:

Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000	0	0	0	0	0
Managers - 2000	0	0	0	2	2
Professionals - 3000	0	0	0	0	0
Technicians - 4000	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0
Office / Service Workers - 5100-5500	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>

1.6 Full-Time and Part-Time Job Openings Jump to question:

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

1.6 Full-Time and Part-Time Job Openings Jump to question:   
 Number of full-time and part-time job openings 4

1.7 Hiring Contractors Jump to question:

During the fiscal year, did you hire independent contractors to provide any of the following services?

1.7 Hiring Contractors Jump to question:

- Check all that apply
- Underwriting solicitation related activities
  - Direct Mail
  - Telemarketing
  - Other development activities
  - Legal services
  - Human Resource services
  - Accounting/Payroll
  - Computer operations
  - Website design
  - Website content
  - Broadcasting engineering
  - Engineering
  - Program director activities

None of the above



Comments

Question

Comment

No Comments for this section

2.1 Average Salaries FULL TIME EMPLOYEES ONLY

Jump to question:

	# of Employees	Avg. Annual Salary	Average Tenure
Chief Executive Officer	1.00	\$ 39,200	2
Chief Executive Officer - Joint		\$	
Chief Operations Officer		\$ 0	0
Chief Operations Officer - Joint		\$	
Chief Financial Officer		\$	
Chief Financial Officer - Joint		\$	
Publicity, Program Promotion Chief		\$	
Publicity, Program Promotion Chief - Joint		\$	
Communication and Public Relations, Chief		\$	
Communication and Public Relations, Chief - Joint		\$	
Programming Director		\$	
Programming Director - Joint		\$	
Production, Chief		\$	
Production, Chief - Joint		\$	
Executive Producer		\$	
Executive Producer - Joint		\$	
Producer		\$	
Producer - Joint		\$	
Development, Chief		\$	
Development, Chief - Joint		\$	
Member Services, Chief		\$	
Member Services, Chief - Joint		\$	
Membership Fundraising, Chief		\$	
Membership Fundraising, Chief - Joint		\$	
On-Air Fundraising, Chief		\$	
On-Air Fundraising, Chief - Joint		\$	
Auction Fundraising, Chief		\$	
Auction Fundraising, Chief - Joint		\$	
Underwriting, Chief		\$	
Underwriting, Chief - Joint		\$	
Corporate Underwriting, Chief		\$	
Corporate Underwriting, Chief - Joint		\$	
Foundation Underwriting, Chief		\$	
Foundation Underwriting, Chief - Joint		\$	
Government Grants Solicitation, Chief		\$	
Government Grants Solicitation, Chief - Joint		\$	
Operations and Engineering, Chief		\$	
Operations and Engineering, Chief - Joint		\$	
Engineering Chief		\$	
Engineering Chief - Joint		\$	
Broadcast Engineer 1		\$	
Broadcast Engineer 1 - Joint		\$	
Production Engineer		\$	
Production Engineer - Joint		\$	
Facilities, Satellite and Tower Maintenance, Chief		\$	
Facilities, Satellite and Tower Maintenance, Chief - Joint		\$	
Technical Operations, Chief		\$	
Technical Operations, Chief - Joint		\$	
Education, Chief		\$	
Education, Chief - Joint		\$	
Information Technology Director		\$	
Information Technology, Director - Joint		\$	

<u>Volunteer Coordinator</u>		\$	
<b>Volunteer Coordinator - Joint</b>		\$	
<u>News / Current Affairs Director</u>	1.00	\$	34,200 3
<b>News / Current Affairs Director - Joint</b>		\$	
<u>Music Director</u>	1.00	\$	37,959 24
<u>Music Librarian/Programmer</u>		\$	
<u>Announcer / On-Air Talent</u>		\$	
<b>Announcer / On-Air Talent - Joint</b>		\$	
<u>Reporter</u>		\$	
<b>Reporter - Joint</b>		\$	
<u>Public Information Assistant</u>		\$	
<b>Public Information Assistant - Joint</b>		\$	
<u>Broadcast Supervisor</u>		\$	
<b>Broadcast Supervisor - Joint</b>		\$	
<u>Director of Continuity / Traffic</u>		\$	
<b>Director of Continuity / Traffic - Joint</b>		\$	
<u>Events Coordinator</u>		\$	
<b>Events Coordinator - Joint</b>		\$	
<u>Web Administrator/Web Master</u>		\$	
<b>Web Administrator/Web Master - Joint</b>		\$	
<b>Total</b>	<b>3.00</b>	<b>\$</b>	<b>111,359 29</b>

**Comments**

Question Comment

No Comments for this section

3.1 Governing Board Method of Selection Jump to question:

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

3.1 Governing Board Method of Selection Jump to question:

Ex-Officio (Automatic membership because of another office held) 1

3.1 Governing Board Method of Selection Jump to question:

Appointed by government legislative body (including school board) or other government official (e.g. governor) 0

3.1 Governing Board Method of Selection Jump to question:

Elected by community/membership 9

3.1 Governing Board Method of Selection Jump to question:

Other (please specify below) 0

3.1 Governing Board Method of Selection Jump to question:

3.1 Governing Board Method of Selection Jump to question:

Elected by board of directors itself (self-perpetuating body) 0

3.1 Governing Board Method of Selection Jump to question:

Total number of board members (Automatic total of the above) 10

3.2 Governing Board Members Jump to question:

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

3.2 Governing Board Members Jump to question:

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

3.2 Governing Board Members Jump to question:

	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	Total
<b>Female Board Members</b>					6	6
<b>Male Board Members</b>					4	4
<b>Total</b>	0	0	0	0	10	10

3.2 Governing Board Members Jump to question:

Number of Vacant Positions 0

3.2 Governing Board Members Jump to question:

Total Number of Board Members (Total should equal the total reported in Question 3.1.) 10

3.2 Governing Board Members

Jump to question: [3.2](#)

Number of Board Members with disabilities

0

Comments

Question Comment

No Comments for this section

4.1 Community Outreach Activities

Jump to question: [4.1](#)

Did the grant recipient engage in any of the following community outreach services, and, if so, did the outreach activity have a specific, formal component designed to be of special service to either the educational community or minority and/or other diverse audiences?

4.1 Community Outreach Activities

Jump to question: [4.1](#)

- Produce public service announcements? Yes/No
- Did the public service announcements have a specific, formal component designed to be of special service to the educational community? Yes
- Did the public service announcements have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? Yes
- Broadcast community activities information (e.g., community bulletin board, series highlighting local nonprofit agencies)? Yes
- Did the community activities information broadcast have a specific, formal component designed to be of special service to the educational community? Yes
- Did the community activities information broadcast have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? Yes
- Produce/distribute informational materials based on local or national programming? Yes
- Did the informational programming materials have a specific, formal component designed to be of special service to the educational community? Yes
- Did the informational programming materials have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? Yes
- Host community events (e.g. benefit concerts, neighborhood festivals)? Yes
- Did the community events have a specific, formal component designed to be of special service to the educational community? Yes
- Did the community events have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? Yes
- Provide locally created content for your own or another community-based computer network/web site? Yes
- Did the locally created web content have a specific, formal component designed to be of special service to the educational community? Yes
- Did the locally created web content have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? Yes
- Partner with other community agencies or organizations (e.g., local commercial TV station, Red Cross, Urban League, school district)? Yes
- Did the partnership have a specific, formal component designed to be of special service to the educational community? Yes
- Did the partnership have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? Yes

Comments

Question Comment

No Comments for this section

5.1 Radio Programming and Production

Jump to question: [5.1](#)

Instructions and Definitions:

5.1 Radio Programming and Production

Jump to question: [5.1](#)

About how many original hours of station program production in each of the following categories did the grant recipient complete this year? (For purposes of this survey, programming intended for national distribution is defined as all programming distributed or offered for distribution to at least one station outside the grant recipients local market.)

5.1 Radio Programming and Production

Jump to question: [5.1](#)

	For National Distribution	For Local Distribution/AB Other	Total
Music (announcer in studio playing principally a sequence of musical recording)		5,772	5,772
Arts and Cultural (includes live or narrated performances, interviews, and discussions, in the form of extended coverage and broadcast time devote to artistic and/or cultural subject matter)		220	220
News and Public Affairs (includes regular coverage of news events, such as that produced by a newroom, and public issues-driven listener participation, interview and discussion programs)		664	664
Documentary (includes highly produced longform stand alone or series of programs, principally devoted to in-depth investigation, exploration, or examination of a single or related multiple subject matter)			0
All Other (incl. sports and religious --- Do NOT include fundraising)		104	104
<b>Total</b>	<b>0</b>	<b>6,760</b>	<b>6,760</b>

5.1 Radio Programming and Production

Jump to question: [5.1](#)

Out of all these hours of station production during the year for about how many was a minority ethnic or racial group member in principal charge of the production? (Minority ethnic or racial groups refer to: African-American, Hispanic, Native American and Asian American/Pacific Islander.)

5.1 Radio Programming and Production

Jump to question: [5.1](#)

Approx Number of Original Program Hours

104

Comments

Question Comment

No Comments for this section

6.1 Telling Public Radio's Story

Jump to question

The purpose of this section is to give you an opportunity to tell us and your community about the activities you have engaged in to address community needs by outlining key services provided, and the local value and impact of those services. Please report on activities that occurred in Fiscal Year 2016. Responses may be shared with Congress or the public. Grantees are required to post a copy of this report (Section 6 only) to their website no later than ten (10) days after the submission of the report to CPB. CPB recommends placing the report in an "About" or similar section on your website. This section had previously been optional. Response to this section of the SAS is now mandatory.

**Joint licensee Grantees that have filed a 2016 Local Content and Services Report as part of meeting the requirement for TV CSG funding may state they have done so in the corresponding questions below, so long as all of the questions below were addressed as they relate to radio operations in such report. You must include the date the report was submitted to CPB along with the TV Grantee ID under which it was submitted.**

6.1 Telling Public Radio's Story

Jump to question

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multipatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

Our mission is as follows: WFHB exists to provide an open forum for the exchange and discussion of ideas and issues, and to celebrate and increase the local cultural diversity. Our vision is as follows: WFHB envisions a sustainable, diverse, participatory multimedia service that contributes to an entertained, informed, and empowered community. Nearly 75 percent of WFHB programming is original and produced in-house – a strategy to meet our goal of reaching a diverse audience. Original programming includes Bring It On! (issues, events, and news updates for the African American community), EcoReport (regional environmental and ecological news in south central Indiana), Daily Local News (only half-hour news show focusing on local and breaking news in south central Indiana), Hola Bloomington (issues, events, and news updates for the Spanish-speaking population of south central Indiana), Voices in the Street (volunteers hit the streets of Bloomington to gather public opinion on issues that may be on the minds of local people), Everyday People (highlighting available resources for older residents and people with disabilities), bloomingOUT (issues, events, and news updates for the LGBTQI community in south central Indiana), and more. WFHB is a key partner in community conversations through our program Interchange, for which we invite leaders and engaged volunteers from our community to participate in in-depth interviews and discussions on topics of current interest. Detailed reports have aired on such topics as weaponization, police issues, and homophobia. Interchange focuses on global themes that have local implications. Bring It On!, Daily Local News, Interchange, and EcoReport have won dozens of awards at the state level. WFHB has won more than 45 awards for journalistic excellence. News and related information are available on-air, 24 hours a day, on our website, and via live streaming, podcast, or download any time. WFHB programming is made possible through the efforts of more than 200 volunteers, many of whom got involved with WFHB prior to radio training of any kind. They learned about radio production by working on and producing programs at the station, and/or helping with other essential radio tasks.

6.1 Telling Public Radio's Story

Jump to question

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.

WFHB continues to collaborate with area social service providers – working to share information about services to the community at large, serving as media sponsor to their events (again, promoting their activities), and working with area organizations to produce educational programming for under-served populations in the community. This programming is produced in partnership with the Monroe County Public Library, Hola Bloomington is a Spanish-language public-affairs program produced in partnership with the City of Bloomington's Community and Family Resources Department. Activate! is a program that celebrates and informs listeners about volunteerism in Bloomington. It is produced in partnership with the City of Bloomington Volunteer Network. Our Assistant News Director serves as a government accountability reporter for the station in partnership with Community Access Television Services (CATS), a local public access TV station. Our News Department also works with local high school teachers to highlight the work of students, including special programming dedicated to student reflections on Martin Luther King, Jr. Day. We partner with the Indiana University Media School each year on a 400-level Community Journalism course in which students gain experience reporting on their local community. In addition, WFHB is partnered with Rhino's Youth Center to provide youths ages 13 to 18 with the opportunity to be on-air personalities, programmers, and DJs every Saturday. WFHB also collaborates with the Youth Services Bureau of Monroe County to expose at-risk youths to community radio and educate them about the opportunity to be on the radio through WFHB's partnership with Rhino's Youth Center. In addition, WFHB began partnering with Experience Works, a Federal government program that assists older people in returning to the workforce, as a host agency in 2015.

6.1 Telling Public Radio's Story

Jump to question

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

The WFHB News Department reports in-depth on issues that other news services do not cover thoroughly, if at all. For example, the news crew has consisted of ardent followers of issues facing the homeless population of Bloomington and nationwide, and has given homeless people in Bloomington a platform enabling them to address the community. As noted above, WFHB collaborates with CATS to produce a weekly 30-minute show that recaps government meetings as well as stories related to those meetings. The show airs on CATS at the end of the week and airs on WFHB throughout the week.

6.1 Telling Public Radio's Story

Jump to question

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2016, and any plans you have made to meet the needs of these audiences during Fiscal Year 2017. If you regularly broadcast in a language other than English, please note the language broadcast.

As noted above, WFHB's original programming includes Bring It On! (issues, events, and news updates for the African American community), and Hola Bloomington (issues, events, and news updates for the Spanish-speaking population of south central Indiana), bloomingOUT (issues, events, and news updates for the LGBTQI community in south central Indiana), and more. WFHB continues to collaborate with social service providers – working to share information about services to the community at large, serving as media sponsor to their events (again, promoting their activities), and working with area organizations to produce educational programming for under-served populations in the community. Each Martin Luther King, Jr. Day, WFHB partners with the City of Bloomington to produce in-depth coverage of issues related to the King's legacy. We air speeches by visiting speakers and produce special programs featuring the views of local students. As described above, WFHB has a partnership with Rhino's Youth Center to provide at-risk youths 13 to 18 years old with the opportunity to be on-air personalities, programmers, and DJs every Saturday. These efforts expose at-risk youths to community radio and educate them about the opportunity to be on the radio. In addition, WFHB began partnering with Experience Works, a Federal government program that assists older people in returning to the workforce, as a host agency in 2016.

6.1 Telling Public Radio's Story

Jump to question

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

During the last 24 years, WFHB has provided an invaluable community service (as described above). In short, without CPB funding, WFHB would likely be forced to go out of business. The likely cessation of WFHB would be caused by a "domino effect." To be more specific, our projected fiscal year 2017 net income is less than \$26,000. The projection includes \$72,000 of CPB funding. Without CPB funding and without additional funding from other sources, we would have a projected operating loss of \$46,000 (\$26,000 less \$72,000). Our non-salary expenses are, to a very large extent, fixed. For example, we would not be able to cut back on utilities, repairs, maintenance, supplies, etc. Thus, we would need to cut salaries by \$46,000. We have three paid full-time staff consisting of our General Manager, News Director, and Music Director. We also have two-three paid part-time staff. All of our paid staff are already overworked and, to a large extent, underpaid. None have received raises in over two years. The highest paid staff person earns \$39,000 annually. Without CPB funding, more than one staff member would have to be terminated. In turn, much of our original programming would have to be eliminated. This would likely lead to a reduction in the donations we receive from two-three annual fund drives since some listeners might stop donating if their favorite shows were cut from our program schedule. In turn, if this were to happen, WFHB would not survive. The loss of WFHB to the community, WFHB staff, and our 200 volunteers would be overwhelming.

Comments

Question  Comment

No Comments for this section

7.1 Journalists

Jump to question

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles

for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

7.1 Journalists

Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific	White His
News Director	1			1						
Assistant News Director		1			1					
Managing Editor										
Senior Editor										
Editor										
Executive Producer										
Senior Producer										
Producer										
Associate Producer										
Reporter/Producer										
Host/Reporter										
Reporter										
Beat Reporter										
Anchor/Reporter										
Anchor/Host										
Videographer										
Video Editor										
Other positions not already accounted for										
<b>Total</b>	1	1	0	1	1	0	0	0	0	0

Comments

Question

Comment

No Comments for this section