

2025 ANNUAL EEO PUBLIC FILE REPORT

Bloomington Community Radio, INC DBA WFHB

Station(s):	WFHB
Community(ies) of License:	Bloomington, IN
Reporting Period:	April 1, 2024 - March 31, 2025
No. of Full-time Employees:	5
Small Market Exemption:	Y

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.*

WFHB maintains a robust internship program which includes interns from Indiana University’s Media School and our local Community College, Ivy Tech. IU Media students obtain course credit while developing broadcast journalism skills while our Ivy Tech work study receives compensation for their work in technology and computer networking.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

WFHB partners with the Indiana University Cox Scholarship program to host an intern for the 4-year duration of their studies. Our current Cox Scholar intern works with youth in our Youth Radio program, as well as sports journalism and news anchoring.

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

WFHB offers monthly training for volunteer programmers. Note that programmers volunteer for their air time and no one is paid to go on air. We offer them monthly training on Announcing, Audio Engineering, and Music programming for the station. These instructional training programs are offered at no cost to WFHB members.

*Established a **mentoring** program for station personnel.*

WFHB funds a Youth Radio program for programmers ages 12-20. Each would-be programmer “shadows” other programmers while they are shown how the equipment works and what’s acceptable to air.

Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

WFHB tables at IU First Thursdays, which is put together by the Humanities Council on IU campus, alongside WFIU and WIUX, which are public radio and student run radio, respectively.

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

In 2024 all paid staff and board members took bias and harassment prevention training which was offered through the Corporation for Public Broadcasting.

Participated 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.

WFHB hosts Volunteer Orientation each month to invite community members to explore the opportunities to be involved with the radio station. It's the first step in the journey. In 2024, WFHB had 70 attendees at these orientations. Twelve more than in 2024.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/12/2024	Youth Radio Director	Internet (WFHB.org)

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Internet (WFHB.org)	3
Facebook	0
Total Number of Persons Interviewed during the Reporting Period:	3

RECRUITING SOURCES USED

Job Title of Position: Youth Radio Director

Date of Hire: 6/12/2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WFHB	N	1074 W Thorndale Ave, Apt #2k Chicago, IL 60660	Aja Essex	260.438.7523 ajaessex@gmail.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.