## 1. Employment

persons with disabilities

**1.1**

| Employment of Full-Time Radio Employees | African-American Females | Hispanic Females | Native-American Females | Asian/Pacific Females | White, Non-Hispanic Females | More Than One Race Females | Total |
|---|---|---|---|---|---|---|---|
| Major Job Category/Job Code/Joint Employee | | | | | | | |
| Officials - 1000 | 1 | 0 | 1 | 0 | 0 | 0 | 2 |
| Managers - 2000 | 1 | 1 | 0 | 0 | 12 | 1 | 15 |
| Professionals - 3000 | 4 | 2 | 1 | 7 | 26 | 3 | 43 |
| Technicians - 4000 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Sales Workers - 4500 | 0 | 0 | 0 | 1 | 2 | 0 | 3 |
| Office and Clerical - 5100 | 1 | 2 | 0 | 1 | 2 | 1 | 7 |
| Craftspersons (Skilled) - 5200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives (Semi-Skilled) - 5300 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers (Unskilled) - 5400 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers - 5500 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Total** | 7 | 5 | 2 | 9 | 43 | 5 | 71 |

| Employment of Full-Time Radio Employees | African-American Males | Hispanic Males | Native-American Males | Asian/Pacific Males | White, Non-Hispanic Males | More Than One Race Males | Total |
|---|---|---|---|---|---|---|---|
| Major Job Category/Job Code/Joint Employee | | | | | | | |
| Officials - 1000 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Managers - 2000 | 0 | 0 | 0 | 1 | 11 | 0 | 12 |
| Professionals - 3000 | 2 | 2 | 0 | 1 | 20 | 1 | 26 |
| Technicians - 4000 | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| Sales Workers - 4500 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Office and Clerical - 5100 | 0 | 1 | 0 | 0 | 1 | 0 | 2 |
| Craftspersons (Skilled) - 5200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives (Semi-Skilled) - 5300 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers (Unskilled) - 5400 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers - 5500 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Total | | 2 | 3 | 0 | 2 | 40 | 1 | 48 |
|---|---|---|---|---|---|---|---|---|

| Employment of Full-Time Radio Employees | Persons with Disabilities |
|---|---|
| Major Job Category/Job Code/Joint Employee | |
| Officials - 1000 | 0 |
| Managers - 2000 | 1 |
| Professionals - 3000 | 3 |
| Technicians - 4000 | 0 |
| Sales Workers - 4500 | 0 |
| Office and Clerical - 5100 | 1 |
| Craftspersons (Skilled) - 5200 | 0 |
| Operatives (Semi-Skilled) - 5300 | 0 |
| Laborers (Unskilled) - 5400 | 0 |
| Service Workers - 5500 | 0 |
| Total | 5 |

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

**1 Mixed Female**
**1 White Male**
**2 White Females**
**1 Asian Female**

| Major Programming Decision Makers | African-American | Hispanic | Native-American | Asian/Pacific | White, Non-Hispanic | More Than One Race | Total |
|---|---|---|---|---|---|---|---|

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| **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 in Question 1.1 Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions? | | | | | | |
| | Female Major Programming Decision Makers | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | Male Major Programming Decision Makers | 0 | 0 | 0 | 0 | 5 | 0 | 5 |
| | **Total** | 0 | 0 | 0 | 0 | 6 | 0 | 6 |

**1.3 Employment of Part-Time Radio Employees**

| * 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. | African-American Females | Hispanic Females | Native-American Females | Asian/Pacific Females | White, Non-Hispanic Females | More Than One Race Females | Total |
|---|---|---|---|---|---|---|---|
| Major Job Category/Job Code/Joint Employee | | | | | | | |
| Officials - 1000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Managers - 2000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals - 3000 | 1 | 1 | 0 | 2 | 7 | 0 | 11 |
| Technicians - 4000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers - 4500 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office and Clerical - 5100 | 1 | 0 | 0 | 0 | 2 | 0 | 3 |
| Craftspersons (Skilled) - 5200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives (Semi-Skilled) - 5300 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers (Unskilled) - 5400 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Service Workers - 5500 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|---|---|---|---|---|---|---|
| **Total** | 2 | 1 | 0 | 2 | 9 | 0 | 14 |

| Employment of Part-Time Radio Employees | African-American Males | Hispanic Males | Native-American Males | Asian/Pacific Males | White, Non-Hispanic Males | More Than One Race Males | Total |
|---|---|---|---|---|---|---|---|
| Major Job Category/Job Code/Joint Employee | | | | | | | |
| Officials - 1000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Managers - 2000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals - 3000 | 0 | 0 | 0 | 1 | 6 | 0 | 7 |
| Technicians - 4000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers - 4500 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office and Clerical - 5100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craftspersons (Skilled) - 5200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives (Semi-Skilled) - 5300 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers (Unskilled) - 5400 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers - 5500 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Total** | 0 | 0 | 0 | 1 | 6 | 0 | 7 |

| Employment of Part-Time Radio Employees | Persons with Disabilities |
|---|---|
| Major Job Category/Job Code/Joint Employee | |
| 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 |
| **Total** | 0 |

**1.4** | **Part-Time Employment**

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?

| | |
|---|---|
| Number working less than 15 hours per week | 5 |
| Number working 15 or more hours per week | 16 |

**1.5** | **Full-Time Hiring**

(Do not include internal promotions, but do include employees who changed from part-

| No full-time employees were hired (check here if applicable) | |
|---|---|

| Major Job Category/Job Code/Joint Employee | Minority Female | Non-Minority Female | Minority Male | Non-Minority Male | Total |
|---|---|---|---|---|---|
| Officials - 1000 | | | | | 0 |
| Managers - 2000 | | 1 | | | 1 |
| Professionals - 3000 | 6 | 7 | 2 | 4 | 19 |
| Technicians - 4000 | | | 1 | | 1 |
| Sales Workers - 4500 | | | | | 0 |
| Office / Service Workers - 5100-5500 | 3 | 1 | 1 | | 5 |
| **Total** | 9 | 9 | 4 | 4 | 26 |

**1.6** | **Full-Time and Part-Time Job Openings**

positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled

| Number of full-time and part-time job openings | 21 |
|---|---|

**1.7** | **Hiring Contractors**

| During the fiscal year, did you hire independent contractors to provide any of the following services? | Check all that apply |
|---|---|
| Underwriting solicitation related activities | |
| Direct Mail | X |
| Telemarketing | |
| Other Development Activities | X |
| Legal Services | X |
| Human Resources Services | X |
| Accounting/Payroll Services | X |

| | |
|---|---|
| Computer Operations | |
| Website design | X |
| Website content | X |
| Broadcasting engineering | |
| Engineering | |
| Program Director Activities | |
| None of the Above | |