

WPFW 2025-2026 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

Station(s):	WPFW
Community(ies) of License:	Washington, DC
Reporting Period:	June 1 st 2025 – May 31 st 2026
No. of Full-time Employees:	5 – 10
Small Market Exemption:	No

WPFW filled two full-time positions during this reporting period.

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

On July 10th, July 23rd and November 23rd 2025 WPFW management had trainings for The Brigade a station collective of fifteen community 20-, 30- and 40-year-old new programmers who are being trained in all aspect of radio broadcasting including air console operation, production techniques and using various devices and applications for live remote audio content. The training also includes information on style and content best-practices for creating Public Affair and Music programming.

On July 29th 2025 WPFW management and staff held a Zoom workshop to discuss pitching strategies with thirty-four programmers. There was a follow-up Zoom on November 13th 2025 with thirty-three programmers to analyze what worked. On December 9th management held another pitching Zoom meeting with thirty-five programmers and again on December sixteenth with forty-eight programmers to prepare them for the next station fund drive.

Management had Pacifica's Compliance Officer

meet with forty-six programmers on September ninth 2025, and again on December sixteen with forty-eight programmers at the station's quarterly programmer meeting, for a refresher course and reiteration of the FCC Sponsorship/Underwriting rules, restrictions and to answer any questions they had about potential broadcast scenarios.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

On June 5th 2025 WPFW management held a public Zoom meeting with twenty-five listeners and thirty-five programmers to discuss "the State of The Station" and explain day-to-day station operations and future enhancements to those activates.

During another public "State of The Station" Zoom meeting with twenty of the station's listeners on February 12th 2026, WPFW's interim General Manager discussed their work at the station during their tenure and how a transition to a forthcoming appointed General Manager would take place.

A veteran programmer who does a show for WPFW spoke about their work in radio, to one hundred and forty station listeners at the "Steal This Story, Please" benefit for the station on May 2nd 2026 at the AFI Silver Theatre and Cultural Center in Silver Spring, Maryland.

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

In May of 2026, WPFW management, full-time and part-time staff completed a web-based sexual harassment, diversity, and sensitivity training/testing module, Sexual Harassment Prevention Training, provided by the state of California's Civil Rights Department <https://calcivilrights.ca.gov/shpt/>. Management took the supervisory training. Staff and Interns took the non-supervisory training.

During the 2025-2026 reporting period, WPFW's GM consulted with Pacifica's in-house HR manager several times on matters of local and federal employment compliance. During those discussions, they reviewed matters to foster "best practices" as regards EEO compliance and

workplace stability. Review processes remain in place, are ongoing, and are being further developed. Sexual harassment, other forms of workplace harassment, and abusive conduct continue to remain real workplace problems. Media stories and studies clarify the high toll that this misconduct takes on targeted employees, coworkers, and the overall work environment.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
January 22 2026	WPFW News Director	(Internal) word of mouth
March 30 2026	WPFW General Manager	WPFW Website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 18

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
WPFW.org	11
NFCB.org	2
(Internal) word of mouth	5

RECRUITING SOURCES USED

Job Title of Position: News Director
 Job Title of Position: General Manager

Date of Hire: January 22 2026
 Date of Hire: March 30 2026

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WPFW Website	No	https://wpfwfm.org/radio/about-us/jobs	Vinnie Jack	vjack@wpfw.org
Pacifica Website	No	https://pacifica.org/jobs_wbai.php	Otis Maclay	omaclay@gmail.com
NFCB.org	No	https://nfcfb.org/community-radio-jobs/	n/a	Website
Grass Roots Radio Coalition listserv	No	grc@lists.mayfirst.org	Stations' listserv	grc@lists.mayfirst.org
Pacifica Announce listserv	No	pacificaannounce@groups.io	Stations' listserv	pacificaannounce@groups.io
Pacifica Network	No	https://pacificanetwork.org/jobs/	Ursula Ruedenberg	ursula@pacifica.org

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