

2024 ANNUAL EEO PUBLIC FILE REPORT

Bascomb Memorial Broadcasting Foundation, Inc.

Station(s): WDNA 88.9FM	Bascomb Memorial Broadcasting Foundation, Inc.
Community(ies) of License:	Miami, Florida
Reporting Period:	10/1/23 – 9/30/24
No. of Full-time Employees:	5 – 10
Small Market Exemption:	Yes

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):

<p><i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<p>YES – We routinely accommodate high school and college students as interns in all facets of our broadcasting operation. Two internships were awarded in the Fall and Spring semesters, in the areas of technical production, sound engineering, graphic design and social media marketing.</p>
<p><i>Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</i></p>	<p>YES – We have a robust Music Scholarship Program that provides scholarships and opportunities for students in the technical and music education areas. Seven (7) scholarships were awarded for students to attend the Annual Litchfield Jazz Camp, in Connecticut, on April 20, 2024. Students also received mentorship opportunities in music careers and the recording industry.</p>
<p><i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>	<p>YES – We provided training to three existing staff members in the areas Production, Membership, Underwriting & Marketing during the reporting period.</p>
<p><i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i></p>	<p>YES – We provided pertinent information to three management level staff about equal employment opportunity, discrimination and DEI. Staff was made aware of the importance of inclusion and how to avoid offensive behavior. This</p>

information was provided on 12/7/23 and 2/1/24. Additionally, four staff members attended the CPB's "Harassment & Bias Prevention Training" between 2/10/24 and 9/24/24.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/1/24	Assistant General Manager	Internal promotion