

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396</b></p>	Approved by OMB 3060-0113 (March 2003)  FOR FCC USE ONLY
<p><b>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</b></p> (To be filed with broadcast license renewal application)  Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. <b>B396 - 20170523ABK</b>

**Section I**

Legal Name of the Licensee  
 RECTOR & VISITORS OF THE UNIVERSITY OF VIRGINIA

Mailing Address  
 WTJU-FM  
 P.O. BOX 400811

City CHARLOTTESVILLE	State or Country (if foreign address) VA	Zip Code 22904 - 4811
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Telephone Number (include area code) 4349240885	E-Mail Address (if available) WTJU@VIRGINIA.EDU
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	Facility ID Number 69145	Call Sign WTJU
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<b>TYPE OF BROADCAST STATION:</b> (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV
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**Application Purpose**

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name NATHAN MOORE		Street Address PO BOX 400811	
City CHARLOTTESVILLE	State VA	Zip Code 22904-4811	Telephone Number 4349240885

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?  Yes  No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  Yes  No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

#### CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent NATHAN B. MOORE
Title GENERAL MANAGER	Telephone No. ( include area code) 4349240885
Date 5/23/2017	

**The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.**

#### GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

#### RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: NATHAN B. MOORE	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<b>I. EEO PUBLIC FILE REPORT</b> Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
<b>II. NARRATIVE STATEMENT</b> Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits**

**Exhibit 2**

**Description:** WTJU EEO REPORTS - 2016 & 2015

**Attachment 2**

Description
<a href="#">WTJU FCC Report 396 - EEO - 2015</a>
<a href="#">WTJU FCC Report 396 - EEO - 2016</a>

**Exhibit 3**

**Description:** NARRATIVE STATEMENT ON OUTREACH & EQUAL OPPORTUNITY

WTJU HAS NOT UNDERTAKEN ANY HIRING PROCESS FOR A FULL-TIME (30+ HOURS/WEEK) POSITION SINCE THE LAST FILED EQUAL OPPORTUNITY REPORT.

WHEN WTJU DOES DO HIRING, WE FOLLOW THE UNIVERSITY OF VIRGINIA'S THOROUGH PROCESSES FOR RECRUITING A DIVERSE POOL OF APPLICANTS, AND HIRING IN COMPLIANCE WITH THE UNIVERSITY'S EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICIES. THE UNIVERSITY'S POLICIES ON EQUAL OPPORTUNITY AND NON-DISCRIMINATION ARE ONLINE AT [HTTP://WWW.VIRGINIA.EDU/EOP/EOASTATEMENT.HTML](http://www.virginia.edu/eop/eoastatement.html).

WTJU UNDERTAKES THE FOLLOWING INITIATIVES ON AN ANNUAL BASIS:

-- INCLUDE INDIVIDUALS REPRESENTING DIVERSE GROUPS IN INTERNSHIPS OR WORK-STUDY PROGRAMS DESIGNED TO PROVIDE MEANINGFUL PROFESSIONAL LEVEL EXPERIENCE IN ORDER TO REFLECT THE

DIVERSITY OF THE COMMUNITIES WE SERVE AND FURTHER PUBLIC BROADCASTINGS COMMITMENT TO EDUCATION;

-- PARTICIPATE IN DIVERSITY JOB LISTINGS AND/OR FAIRS AT THE UNIVERSITY; AND

-- IMPLEMENT FORMAL DIVERSITY TRAINING PROGRAMS FOR MANAGEMENT AND APPROPRIATE STAFF.

IN FY2016 AND FY2017, WTJUS SUMMER AND ACADEMIC YEAR INTERNS REPRESENTED DIVERSE BACKGROUNDS AND GENDERS. THESE INTERNS ENGAGED IN MEANINGFUL PROFESSIONAL EXPERIENCE, INCLUDING AUDIO PRODUCTION, COMMUNITY ENGAGEMENT, AND ADMINISTRATION WORK. ATTENDEES AT OUR TWO SUMMER YOUTH RADIO CAMPS ALSO REPRESENTED DIVERSE BACKGROUNDS, GENDERS, AND ETHNICITIES.

IN COLLABORATION WITH UNIVERSITY OF VIRGINIA HUMAN RESOURCES, WTJU CARRIES OUT DIVERSITY TRAINING FOR STAFF AND VOLUNTEER MANAGEMENT SPECIFICALLY CENTERED ON DIVERSITY IN RECRUITMENT.

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**Attachment 3**

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