

WUSF & WSMR
EEO PUBLIC FILE REPORT
October 1, 2025-September 30, 2026

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
WUSF Brand Manager II	1, 2, 5, 6, 7, 8, 9, 10	2
Staff Assistant	1, 2, 5, 6, 7, 8, 9, 10	2
Producer	1, 2, 5, 6, 7, 8, 9, 10	2
Assistant Director, Sales & Marketing	1, 2, 3, 5, 6, 7, 8, 9, 10, 11, 12	5
Classical Music Program Host	1, 2, 5, 6, 7, 8, 9, 10, 13, 14	5
Assistant Director of Development (2)	1, 2, 3, 5, 6, 7, 8, 9, 10	1, 2
Broadcast Account Executive	1, 2, 3, 5, 6, 7, 8, 9, 10, 15	1
Donor Retention & Audience Experience Manager	1, 2, 5, 6, 7, 8, 9, 10	2
Community Engagement & Events Manager	1, 2, 5, 6, 7, 8, 9, 10	2

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	WUSF Websites https://wusf.org/ https://wusfnews.wusf.usf.edu/classical	N	1
2	USF Website – Careers Rebecca Bohan, HR Recruiting Partner II USF-SVC2172 bohanr@usf.edu http://www.usf.edu/work-at-usf/index.aspx	N	28
3	Publicmediajobs.org https://jobs.current.org	N	0
4	The Florida Sentinel https://flsentinel.com	N	0
5	LinkedIn (not directly contacted by SEU) https://www.linkedin.com/	N	15
6	Indeed.com (not directly contacted by SEU) https://www.indeed.com	N	2
7	HigherEd Jobs (not directly contacted by SEU) https://www.higheredjobs.com/	N	1
8	Glassdoor (not directly contacted by SEU) https://www.glassdoor.com/index.htm	N	1
9	Simply Hired (not directly contacted by SEU) https://www.simplyhired.com/	N	0
10	Employ Florida (not directly contacted by SEU) https://www.employflorida.com/vosnet/Default.aspx	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	ASALH https://asalh.org/	N	0
12	Inside Radio https://www.insideradio.com/	N	0
13	Radio Insight https://radioinsight.com/	N	0
14	Musical America https://www.musicalamerica.com/	N	1
15	Greater Public https://greaterpublic.org/	N	0
16	Word of Mouth	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			49

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The Business Office had one intern learning about Public Broadcasting by working with our Fiscal and Business office. The intern worked the Fall 2025, Spring 2026, and Fall 2026 semesters. The Major Gifts department had one intern who worked with the Major Gifts team. While working with the team he is learning how to collate data and support the major gifts team. This intern worked the Fall 2025, Spring 2026, Summer 2026, and Fall 2026 semesters. Our WSMR team had one intern from the USF College of Music to learn about Classical Music in Public Broadcasting. Also, during the internship, they learned about programming and setting up for live performances in our studios. This intern worked during the Spring 2026 semester. Our WUSF news team had a total of 9 interns from USF Mass Communications and also from other universities to learn about journalism in Public Broadcasting. The newsroom had 4 interns for Fall 2025 and 5 interns for Summer 2026. Digital Services Internships with USF Department of History and the Journalism & Mass Communications College. These internships focus on how History and Mass Communication majors can utilize their research and writing skills in professions such as digital marketing, content creation, and brand management. Digital Services had a total of 2 interns for this time period. One of the interns worked the Spring 2026 and Summer 2026 semesters. The other intern

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		worked the Spring 2026 semester.
2	Sponsorship of Events in the Community Designed to Increase Public Awareness	Brand Managers, Program Hosts, and Audio Editors from WUSF partnered with PRX to host a Podcast Garage where they helped people within the community learn more about Podcast creation and opportunities within Public Broadcasting on October 22, 2025.
3	Sponsorship of Events in the Community Designed to Increase Public Awareness	WUSF sponsored an event called A Media Masterclass with WUSF and had WUSF employees participate on a panel on June 16, 2026. The panel spoke about opportunities in broadcasting.
4	Participation in Events Sponsored by Community Groups	A Reporter attended the Florida Climate Week at the University of South Florida on October 11, 2025, where they spoke to attendees about careers and opportunities within Public Broadcasting.
5	Participation in Events Sponsored by Community Groups	A reporter gave a presentation at the University of Tampa on March 10, 2026, about writing for radio where they also discussed multimedia journalism in Public Broadcasting.
6	Participation in Events Sponsored by Community Groups	A News Manager attended a UCF Internship Pursuit where he met with students to discuss opportunities within Public Broadcasting on March 30, 2026.
7	Participation in Events Sponsored by Community Groups	A reporter participated on a Media Roundtable hosted by Port Tampa Bay for the PRSA on June 23, 2026. She spoke to attendees about opportunities within Public Broadcasting.
8	Participation in Events or Programs Sponsored by Education Institutions	A reporter was a guest lecturer on October 29, 2025 who spoke to students at the University of South Florida-Tampa about crisis communication and opportunities in Public Broadcasting.
9	Participation in Events or Programs Sponsored by Education Institutions	A reporter spoke to students at the Suncoast Technical College about opportunities in Public Broadcasting on January 30, 2026.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Participation in Events or Programs Sponsored by Education Institutions	A reporter was a guest lecturer on October 31, 2025 who spoke to students at the University of South Florida-Sarasota Manatee about crisis communication and opportunities in Public Broadcasting.
11	Participation in Events or Programs Sponsored by Education Institutions	An Assistant Director participated on a AEJMC Southeast Colloquium Panel at the University of Tampa for a Florida Public Media Roundtable on March 13, 2026 and spoke about opportunities within Public Broadcasting.
12	Participation in Events or Programs Sponsored by Education Institutions	A News Manager spoke at the Nicholson School of Communications journalism program to talk about opportunities in Public Broadcasting on October 8, 2025.
13	Participation in Events or Programs Sponsored by Education Institutions	A News Manager spoke to a Beginning Reporting Class at the University of South Florida about opportunities within Public Broadcasting on February 18, 2026.
14	Participation in Events or Programs Sponsored by Education Institutions	A News Manager spoke to a Audio Reporting & Podcasting class at the University of Central Florida on February 26, 2026.
15	Participation in Events or Programs Sponsored by Education Institutions	A News Manager spoke at a Meet & Greet at The Oracle, a student run newspaper at the University of South Florida about the opportunities within Public Broadcasting on February 6, 2026.