



WMFE-FM/WMFV
Annual EEO Public File Report
for the period of:
 September 22, 2022 – September 21, 2023

Full-Time Vacancies Filled
Reporter (3)
Director of Community Collaboration
Radio Engineer
Individual Giving Manager
Producer/Reporter

Recruitment Sources that referred the people interviewed for all full-time positions:

RECRUITMENT SOURCE	NUMBER INTERVIEWED
Corporation for Public Broadcasting (CPB)	2
Linkedin	27
John Barth	1
Indeed	1
Internal Candidate	1
Public Media Jobs	3
Employee Referral	4
Public Media Jobs (Virtual Job Fair)	3
Bungalower	1
WMFE Community Advisory Board	1
Winter Park Chamber of Commerce	1
WMFE/WMFV Website	3
Journalism Jobs Newsletter	1
Report for America	5



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	REPORTER (HEALTH)
Station Unit	WMFE-FM/WMFV
Date Filled	10/17/2022
Recruitment Source Referring Person Hired	Employee Referral
Total # of Interviewees	11
Referral Sources for Interviewees	CPB – 1 Public Media Jobs - 1 LinkedIn - 4 John Barth - 1 Internal Candidate - 1 Employee Referral – 2 Public Media Jobs (Virtual Job Fair) - 1

Recruitment Sources Used

LinkedIn.com	WMFE/WMFV Website
Corporation for Public Broadcasting (CPB)	WMFE/WMFV News (email)
Public Media Journalist's Assoc. (PMJA)	National Assoc of Black Journalists (NABJ)
National Assoc of Hispanic Journalists (NAHJ)	Public Media Jobs (Current) (Includes virtual job fair)
Greater Public	National Association of Science Writers (NASW)
Next Generation Radio FB Page	Public Media Journalists of Color FB Page
John Barth	



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	DIRECTOR OF COMMUNITY COLLABORATION
Station Unit	WMFE-FM/WMFV
Date Filled	1/5/2023
Recruitment Source Referring Person Hired	WMFE Community Advisory Board/LinkedIn
Total # of Interviewees	9
Referral Sources for Interviewees	LinkedIn – 5 Bungalower – 1 WMFE Community Advisory Board – 1 Winter Park Chamber - 2

Recruitment Sources Used

LinkedIn	WMFE/WMFV Website
Bungalower	WMFE/WMFV News (email)
Public Media Jobs (Current) (Includes virtual job fair)	East Orlando Chamber of Commerce
Winter Park Chamber of Commerce	Hispanic Chamber of Commerce – Metro Orlando
African American Chamber of Commerce	Greater Public
WMFE Community Advisory Board	Corporation for Public Broadcasting (CPB)



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	INDIVIDUAL GIVING MANAGER
Station Unit	WMFE-FM/WMFV
Date Filled	4/3/2023
Recruitment Source Referring Person Hired	LinkedIn
Total # of Interviewees	4
Referral Sources for Interviewees	LinkedIn - 4

Recruitment Sources Used

LinkedIn.com	WMFE/WMFV Website
Winter Park Chamber of Commerce	WMFE/WMFV News (email)
Corporation for Public Broadcasting (CPB)	East Orlando Chamber of Commerce
African American Chamber of Commerce	Hispanic Chamber of Commerce – Metro Orlando
Edyth Bush Institute	



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	RADIO ENGINEER
Station Unit	WMFE-FM/WMFV
Date Filled	5/15/2023
Recruitment Source Referring Person Hired	CPB
Total # of Interviewees	13
Referral Sources for Interviewees	Public Media Jobs - 2 LinkedIn – 8 Indeed – 1 CPB – 1 WMFE/WMFV Website - 1

Recruitment Sources Used

LinkedIn	WMFE/WMFV Website
Public Media Jobs (Current) (Includes virtual job fair)	WMFE/WMFV News (email)
Corporation for Public Broadcasting (CPB)	Society of Broadcast Engineers
Indeed	



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	REPORTER (HOUSING/HOMELESSNESS)
Station Unit	WMFE-FM/WMFV
Date Filled	7/10/2023
Recruitment Source Referring Person Hired	Report for America
Total # of Interviewees	5
Referral Sources for Interviewees	Report for America – 5

Recruitment Sources Used

Report for America (Grant subsidized program)	
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Report for America is a national service program that places journalists into local newsrooms to report on under-covered issues and communities. An initiative of the nonprofit media organization, The GroundTruth Project, it is structured to harness the skills and idealism of an emerging group of journalists plus the creative spirit of local news organizations.

For more information, see the following website:

<https://www.reportforamerica.org/faq-for-newsrooms/>



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	PRODUCER/REPORTER
Station Unit	WMFE-FM/WMFV
Date Filled	7/10/2023
Recruitment Source Referring Person Hired	LinkedIn
Total # of Interviewees	4
Referral Sources for Interviewees	LinkedIn - 4

Recruitment Sources Used

LinkedIn	WMFE/WMFV Website
Corporation for Public Broadcasting (CPB)	WMFE/WMFV News (email)
National Assoc of Black Journalists (NABJ)	National Association of Science Writers (NASW)
National Assoc of Hispanic Journalists (NAHJ)	Asian American Journalists Association (AAJA)
JournalismJobs.com	



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	REPORTER (ENVIRONMENT)
Station Unit	WMFE-FM/WMFV
Date Filled	9/18/23
Recruitment Source Referring Person Hired	Employee Referral
Total # of Interviewees	8
Referral Sources for Interviewees	Employee Referral – 1 Journalism Jobs Newsletter – 1 Public Media Jobs – 2 LinkedIn – 2 WMFE/WMFV Website - 2

Recruitment Sources Used

LinkedIn	WMFE/WMFV Website
Asian American Journalists Association (AAJA)	WMFE/WMFV News (email)
National Assoc of Black Journalists (NABJ)	National Assoc of Hispanic Journalists (NAHJ)
Corporation for Public Broadcasting (CPB)	Public Media Jobs (Current) (Includes virtual job fair)
National Association of Science Writers (NASW)	Society of Environmental Journalists (SEJ)
Journalism Jobs Newsletter	



Master Recruitment Source Contact Information

Internet Websites

RECRUITMENT SOURCE
WMFE/WMFV Website www.wmfe.org Telephone: 407-273-2300
Corporation for Public Broadcasting Telephone: 202-879-9600 http://stations.cpb.org/jobline/
Linkedin www.linkedin.com
Indeed www.indeed.com
Greater Public www.greaterpublic.org/jobs
Public Media Jobs jobs.current.org
Public Media Journalists Association pmja.org
National Association of Science Writers nasw.org
National Association of Black Journalists nabj.org
Next Generation Radio Facebook Page www.facebook.com/ officialnextgenerationradio
National Association of Hispanic Journalists nahj.org
Public Media Journalists of Color Group - Facebook www.facebook.com
Bungalower.com
East Orlando Chamber of Commerce eocc.org
Winter Park Chamber of Commerce winterpark.org
African American Chamber of Commerce blackcommerce.org
Society of Broadcast Engineers sbe.org
Asian American Journalists Association aaja.org
JournalismJobs.com
Journalism Jobs Newsletter journojobs.substack.com

E-mail/Phone/Internet

RECRUITMENT SOURCE
Hispanic Chamber of Commerce One Landmark Center 315 E. Robinson Street, Suite 365 Orlando, FL 32801 407-428-5870 Hispanicchamberorlando.com
Edyth Bush Institute 200 New England Ave Winter Park, FL 32789 (407) 975-6414 www.ebi.rollins.edu
John Barth News Content and Leadership Consulting/Recruiting Phone: (973) 219-6533 Email: barthig@gmail.com

Other Sources

RECRUITMENT SOURCE
WMFE/WMFV News (in-house e-mail system) Telephone: 407-273-2300
WMFE Community Advisory Board



OUTREACH INITIATIVES
for
9/22/22 – 9/21/23

WMFE/WMFV has successfully initiated and completed the following outreach initiatives during this reporting period:

INTERNSHIP PROGRAM

The Orlando area has a wealth of students to draw from for our internship program – UCF, Full Sail University, Florida Institute of Technology and various community colleges and high schools. Interns have provided a stable source for assistance to WMFE/WMFV news staff. This year WMFE/WMFV utilized three interns in the Radio News Department. Two students were from UCF and one was from FIT this fiscal year. The breakdown by half year is as follows: 1 from the 1st half of the year (Oct 2022 – Mar 2023) and 2 from the 2nd half of the year (Apr – Sept 2023).

**PROVIDING TRAINING TO MANAGEMENT LEVEL PERSONNEL AS TO METHODS
OF ENSURING EQUAL EMPLOYMENT OPPORTUNITY AND PREVENTING
DISCRIMINATION**

All employees, completed the Preventing Harassment and Discrimination training provided by the CPB (training was released in May 2023 to be completed no later than Sep 2023).

The Director of Finance and Administration participated in training webinars presented by NAB, Withum, PMBA, EAF, and other sources covering the following topics designed to ensure equal employment and prevent discrimination:

- Giving the Gift of Community Hope (Feb 2023)
- HR Roundtable Discussion (Apr 2023)
- Advancing DEI through Multi-Station Collaboration (May 2023)
- Viewing your employees as Humans, not Workers (Jun 2023)
- A holistic approach to addressing DEI issues (Aug 2023)

All staff participated in two DEIB training sessions:

- DEIB General Workshop (Jun 2023)
- Bias and Microaggression (Sept 2023)

OTHER ACTIVITIES

Throughout plan year 2022 – 2023, WMFE/WMFV provided voice training mentoring to news staff.

In March 2023, WMFE/WMFV participated in the Current Public Media Virtual Job Fair, which was held online with video interview “rooms” that allowed the station to talk to candidates about specific open positions but also to allow opportunities to others that had different diverse backgrounds and talk about potential careers in public media.

In June 2023, the President and GM participated in an event “Celebrating Freedom and Advancing DEI in Orlando” sponsored by the Orlando Economic Partnership.