Central Florida Public Media

WMFE-FM, Orlando, FL
WMFV(FM), Cedar Creek, FL
(WMFE/WMFV)

Annual EEO Public File Report
for the period of:
September 22, 2024 – September 21, 2025

Full-Time Vacancies Filled
Director of Philanthropy
Member Services Coordinator

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

RECRUITMENT SOURCE	NUMBER INTERVIEWED
Jobs.lever.co (Living HR)	7
LinkedIn	8
Indeed	1
Employee Referral	1
WMFE/WMFV Website	1

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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	**MEMBER SERVICES COORDINATOR**
Station Unit	WMFE-FM/WMFV
Date Filled	01/13/2025
Recruitment Source Referring Person Hired	LinkedIn
Total # of Interviewees	3
Referral Sources for Interviewees	LinkedIn – 3

Recruitment Sources Used

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

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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	**DIRECTOR OF PHILANTHROPY**
Station Unit	WMFE-FM/WMFV
Date Filled	07/31/2025
Recruitment Source Referring Person Hired	Indeed
Total # of Interviewees	15
Referral Sources for Interviewees	LinkedIn – 5 Jobs.lever.co (Living HR) - 7 Indeed – 1 Employee Referral – 1 WMFE/WMFV Website - 1

Recruitment Sources Used

LinkedIn.com	WMFE/WMFV Website
Corporation for Public Broadcasting (CPB)	East Orlando Chamber of Commerce
Indeed.com	AFP Central Florida Chapter
Edith Bush Institute	Florida Philanthropic Network
Winter Park Chamber of Commerce	Mark Brewer, Central Florida Foundation
African American Chamber of Commerce – Metro Orlando	Hispanic Chamber of Commerce – Metro Orlando
Alyce Lee Stansbury Consulting	Karen Cochran, Philanthropy Innovators
Jobs.lever.co (Living HR)	Employee Referral

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Master Recruitment Source Contact Information

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
Jobs.lever.com (Living HR) Living HR – HR Consultants 1646 W Snow Ave Tampa, FL 33606
AFP Central Florida Chapter Assoc of Fundraising Professionals PO Box 398 Winter Park, FL 32790 Afpcentralflorida.org
Florida Philanthropic Network 12191 W Linebaugh Ave, Ste 626 Tampa, FL 33626 Fpnetwork.org
Mark Brewer, Central Florida Foundation mbrewer@cfound.org
Alyce Lee Stansbury Consulting Stansburyconsulting.com
Karen Cochran, Philanthropy Innovators Philanthropyinnovators.com

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RECRUITMENT SOURCE
African American Chamber of Commerce 3201 E Colonial Dr #20 Orlando, FL 32803 407-420-4870 Blackcommerce.org
Hispanic Chamber of Commerce 3201 E Colonial Dr a20 Orlando, FL 32803 407-428-5870 Hispanicchamber.com
East Orlando Chamber of Commerce 12301 Lake Underhill Rd #245 Orlando, FL 32828 407-277-5951 www.eocc.org
Edyth Bush Institute 200 New England Ave Winter Park, FL 32789 (407) 975-6414 www.ebi.rollins.edu
Employee Referral

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OUTREACH INITIATIVES
for
9/22/24 – 9/21/25

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 nine interns in the Radio News Department. Eight students were from UCF and one was from Boone High School this fiscal year. The breakdown by half year is as follows: 3 from the 1st half of the year (Oct 2024 – Mar 2025) and 6 from the 2nd half of the year (Apr – Sept 2025).

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

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

- HR Roundtable – How to Maximize Employee Engagement (Feb 2025)
- Managing Through Difficult Times – PMBA Conference (May 2025)
- The Human Element: Building Culture in a Changing Workforce – PMBA Conference (May 2025)

All Senior Staff participated in multiple Management level training sessions on EEO, hiring and other related topics that were conducted by Living HR Consultants. These began in Jan 2025, with 3 sessions conducted, one each in Jan, Feb and Aug.

All staff participated in two DEIB training sessions:

- Microaggressions (Nov 2024)
- Microaggressions – How to Respond (May 2025)

OTHER ACTIVITIES

Throughout the reporting period, WMFE/WMFV provided voice training mentoring to news staff.

WMFE/WMFV participates in the “Sounds of Central Florida”, a partnership with the UCF Nicholson School of Communication and Media, working with multiple journalism students on story ideas, some of which are aired on the station. Focus is also on what it is like to work in this industry.

On March 27th 2025, The News Fellow went to speak at the University of Florida about careers in journalism.

On Sept 8th 2025, 2 WMFE reporters and the Asst News Director spoke to attendees at the University of Central Florida about careers in journalism and paths in that field.