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, 2025 – September 21, 2026

(Also posted at https://www.cfpublic.org/legal-and-financial-documents)

Full-Time Vacancies Filled
Election and Investigative Reporter
Education Reporter

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

RECRUITMENT SOURCE	NUMBER INTERVIEWED
Central Florida Public Media Website (WMFE)	6
LinkedIn	7
Public Media Jobs (Current)	3
Journalism Jobs	4
Employee recruitment/referral	2
Current Employee	1
Former Employee	1

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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	ELECTION AND INVESTIGATIVE REPORTER
Station Unit	WMFE-FM/WMFV
Date Filled	03/10/2026
Recruitment Source Referring Person Hired	Journalism Jobs
Total # of Interviewees	6
Referral Sources for Interviewees	LinkedIn – 2 Employee recruitment/referral – 2 Central FL Public Media website (wmfe.org) – 1 Journalism Jobs - 1

Recruitment Sources Used

LinkedIn.com	Central Florida Public Media website (cfpublic.org)(wmfe.org)
Asian American Journalists Association (aajacareers.org)	Public Media Jobs (current.com)
Journalism Jobs (journalismjobs.com)	National Association of Black Journalists (nabjonline.org)
National Association of Hispanic Journalists (nahjcareers.org)	Public Media Journalists Association (pmja.org)

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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	EDUCATION REPORTER
Station Unit	WMFE-FM/WMFV
Date Filled	07/27/2026
Recruitment Source Referring Person Hired	Former Employee
Total # of Interviewees	18
Referral Sources for Interviewees	LinkedIn – 5 Current Employee – 1 Central FL Public Media website (wmfe.org) – 5 Public Media Jobs – 3 Journalism Jobs – 3 Former Employee - 1

Recruitment Sources Used

LinkedIn.com	Central Florida Public Media website (cfpublic.org) (wmfe.org)
Asian American Journalists Association (aajacareers.org)	Public Media Jobs (current.com)
Journalism Jobs (journalismjobs.com)	National Association of Black Journalists (nabjonline.org)
National Association of Hispanic Journalists (nahjcareers.org)	

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Master Recruitment Source Contact Information

RECRUITMENT SOURCE
Central Florida Public Media website cfpublic.org (wmfe.org) Telephone: 407-273-2300
LinkedIn www.linkedin.com

Asian American Journalists Association aaja.org
Public Media Jobs current.org
Public Media Journalists Association pmja.org
Journalism Jobs journalismjobs.com
National Association of Black Journalists nabjonline.org
National Association of Hispanic Journalists nahj.org

Central Florida Public Media

OUTREACH INITIATIVES
for
9/22/25 – 9/21/26

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 five interns in the Radio News Department. Four students were from UCF and one was from Boone High School this fiscal year. The breakdown by half year is as follows: 2 from the 1st half of the year (Oct 2025 – Mar 2026) and 3 from the 2nd half of the year (Apr – Sept 2026).

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:

- Personal Well-being for People Who Manage People – PMBA Webinar (Jan 2026)
- Navigating Policies and Practices Related to Social Media – PMBA Webinar (May 2026)
- Communicating Effectively as a Leader – AAIM Webinar (Aug 2026)

All Senior Staff participated in multiple Management level training sessions on EEO, hiring, performance reviews and other related topics that were conducted by Living HR Consultants. These began in Oct 2026, several sessions conducted, one each in Jan and June.

All staff participated in two DEIB training sessions (purely voluntary):

- Bystander Intervention (Nov 2025)
- Intentional Inclusion (Mar 2026)

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 Feb 15th 2026, the Morning Edition Host and News Director participated in the African American Read-In at the Orlando Public Library (downtown Orlando)

On Mar 13th 2026, the News Director spoke about education in Journalism and Mass Communication at the University of Tampa.