

## **EEO Regulations for Broadcasters Public File**

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that WUCF FM is in compliance with the Commission's current EEO rules, policies and record-keeping requirements.

WUCF FM is licensed to the University of Central Florida. Accordingly, UCF is responsible for the station's hiring and EEO activities. UCF is an equal opportunity employer. In compliance with UCF Human Resources guidelines, applicants are asked to provide referral sources on an optional/voluntary basis.

Updated as of September 2018

**List of Full-Time Jobs Filled**

Period October 1, 2017 through September 30, 2018

Job Title: Program Manager for WUCF FM

Date Filled: 5/4/18

Reviewed: 9/18/2018

## Yearly Totals for Number of Interviewees by Referral Source

### Recruitment Source

**Total Number of Interviewees: 6**

RAMP Newsletter: 1

Facebook: 1

AllAccess.com: 1

CPB.org: 1

Indeed: 1

Professional Contact: 1

**Total Number of Interviewees: 6**

**List of Recruitment Sources Used to Fill Each Vacancy**

**Job title for Vacancy:** Program Manager for WUCF FM      **Date Filled:** 5/4/18

Posting dates: 3/2/18 to 3/15/18

**Recruitment Source for Actual Hire:** RAMP Newsletter

\* \* \* \* \*

**Recruitment Sources Utilized for Vacancies:**

African American Chamber of Commerce

All Access Music Group

Asian Chamber of Commerce CareerBuilder

Career Builder

Career Source Central Florida

Corporation for Public Broadcasting -CPB.org

Florida Public Relations Association

Greater Public

Higher Ed Jobs

Hispanic Chamber of Commerce of Metro Orlando

NETAonline.org and councils

Women in Film and Television

WUCF TV Facebook page

WUCF Staff Newsletter

WUCF TV website

University of Central Florida Veterans Academic Resource Center

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

\*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

**Number of candidates interviewed:**      6

**Recruitment Referral Sources:**

RAMP Newsletter: 1

Indeed: 1

Facebook: 1

Professional Contact: 1

AllAccess.com: 1

CPB.org: 1

(WUCF did not post on RAMP Newsletter, it was picked up from AllAccess.com and re-posted)

(WUCF did not post on Indeed, it was picked up from other sources and re-posted)

### Contact Information for Recruitment Sources

Organization/Department/Project	Contact Name	Email/Website	Website	Address	City / Zip	Phone	Fax	Entitled to Notification?
African American Chamber of Commerce	Xavia Sullivan	<a href="mailto:xsullivan@blackcommerce.org">xsullivan@blackcommerce.org</a>	<a href="http://blackcommerce.org">http://blackcommerce.org</a>	3201 E. Colonial Drive, Suite A-20	Orlando, FL 32803	407-420-4870	407-420-4849	N
All Access Music Group	None, self posted		<a href="https://www.allaccess.com/">https://www.allaccess.com/</a>					N
Asian American Chamber of Commerce	Vi Ma	<a href="mailto:vimastolz@gmail.com">vimastolz@gmail.com</a>	<a href="http://asianamericanchambercfl.org">http://asianamericanchambercfl.org</a>	237 Isle of Sky Circle	Orlando, FL 32828	407-496-8321	N/A	N
Career Source	Shanika Goodings	<a href="mailto:Shanika.Goodings@ucf.edu">Shanika.Goodings@ucf.edu</a>	<a href="http://www.careersourcecentralflorida.com">http://www.careersourcecentralflorida.com</a>	4360 E. Colonial Drive	Orlando, FL 32803	407-531-1227 x4400	N/A	N
CareerBuilder	Brandon Williams	<a href="mailto:Brandon.Williams@ucf.edu">Brandon.Williams@ucf.edu</a>	<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Corporation for Public Broadcasting	None, self posted	<a href="http://cpb.org/jobline">http://cpb.org/jobline</a>	<a href="http://cpb.org">http://cpb.org</a>	401 Ninth Street, NW	Washington, DC 20004	202-879-9600	N/A	N
Florida Public Relations Association	Julie Hall	<a href="mailto:fpraorlando@gmail.com">fpraorlando@gmail.com</a>	<a href="http://www.fpra.org">http://www.fpra.org</a>	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Greater Public	None, self posted	<a href="http://www.greaterpublic.org/jobs/">www.greaterpublic.org/jobs/</a>	<a href="http://www.greaterpublic.org/jobs/">www.greaterpublic.org/jobs/</a>					N
Higher Ed Jobs	None, self posted	<a href="mailto:Brandon.Williams@ucf.edu">Brandon.Williams@ucf.edu</a>	<a href="https://www.higheredjobs.com">https://www.higheredjobs.com</a>	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Hispanic Chamber of Commerce	Sebastian Sanchez	<a href="mailto:ssanchez@hispanicchamber.net">ssanchez@hispanicchamber.net</a>	<a href="http://www.hccmo.org">http://www.hccmo.org</a>	3201 East Colonial Drive, Suite A-20	Orlando, FL 32803	407-428-5870	407-428-5871	N
NETA Development Council List	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	<a href="http://www.netaonline.org">http://www.netaonline.org</a>	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
NETA Programming Council List	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	<a href="http://www.netaonline.org">http://www.netaonline.org</a>	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
NETA Production Council List	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	<a href="http://www.netaonline.org">http://www.netaonline.org</a>	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
NETAOnline.org	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	<a href="http://www.netaonline.org">http://www.netaonline.org</a>	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
Orlando Women in Film Facebook page	Jen Cook	<a href="mailto:Jennifer.Cook@wucf.org">Jennifer.Cook@wucf.org</a>	<a href="https://www.facebook.com/womeninfilml">https://www.facebook.com/womeninfilml</a>	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
UCF Veterans Resource Center	Lorine Cisch-taylor	<a href="mailto:lorine.cisch-taylor@ucf.edu">lorine.cisch-taylor@ucf.edu</a>	<a href="http://varc.sdes.ucf.edu">http://varc.sdes.ucf.edu</a>	12781 East Plaza Drive	Orlando, FL 32816	407-823-5877	407-823-5879	N
University of Central Florida Jobsite	Angela Rivera	<a href="mailto:angela.rivera@ucf.edu">angela.rivera@ucf.edu</a>	<a href="https://www.jobswithucf.com">https://www.jobswithucf.com</a>	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Women in Film and TV - Florida	Nancy McBride	<a href="mailto:info@womeninfilml.org">info@womeninfilml.org</a>						
WUCF TV Facebook page	Jen Cook	<a href="mailto:Jennifer.Cook@wucf.org">Jennifer.Cook@wucf.org</a>	<a href="https://www.facebook.com/WUCFTV">https://www.facebook.com/WUCFTV</a>	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF TV Internal Announcement	Jen Cook	<a href="mailto:Jennifer.Cook@wucf.org">Jennifer.Cook@wucf.org</a>	Internal Email	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF TV website	Jen Cook	<a href="mailto:Jennifer.Cook@wucf.org">Jennifer.Cook@wucf.org</a>	<a href="http://www.wucf.org">http://www.wucf.org</a>	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N

**Prong 3 Longer-Term Recruitment Initiatives**

**Implemented During Previous Year**

No.	Category	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	College Internship Program	10.1.11 – Present	College Intern Program	Intern opportunities to expose students to careers in broadcasting, IT and production, to give them real-world experience in the field, and help build their portfolio of work.	WUCF-FM offers a broad level of training as the involvement is greater at smaller station that is found with larger media operations. All students receive direct supervision and training from experienced broadcast professionals.	Kayonne Riley, Director Chris Puorro, Coordinator Broadcasting
2	Events with community groups related to careers in broadcasting	10.1.17 – Present	Studio Tours	Tours of WUCF studios and presentation on careers in broadcasting.	WUCF staff led tours of the stations' studio to introduce community members to careers in broadcasting.	Kayonne Riley, Director Chris Puorro, Coordinator Broadcasting Jan Whitehouse, Marketing Specialist
3	Listing of each upper-level category opening in a job bank of trade group whose membership includes substantial participation of women and minorities	10.1.17 – Present	Job Bank	Posting of each opening in a job bank whose membership includes substantial participation of women and minorities	WUCF posts job announcements on the Orlando Women in Film & Television, African-American, Asian and Hispanic Chambers of Commerce	Rita Echeverria, Director of Finance and Administrative Pat Stucky, Office Assistant
4	Events with educational institutions related to	10/1/2016 – Present	Instructor	Instruct students on skills necessary in broadcasting careers.	Professor of RTV 4561, Radio Programming and Production	Kayonne Riley, Director Chris Puorro, Coordinator Broadcasting

	broadcasting career opportunities					
5	Events with educational institutions related to broadcasting career opportunities	9.28.17	NSC Clubs and Organizations Fair	Interact with students regarding majors and careers in radio/TV.	Inform and educate students about the wide variety of UCF's Nicholson School of Communication majors.	David Gamradt, Broadcasting Coordinator  Kayonne, Director of WUCF FM  Janice Sante, Education and Community Engagement Specialist
6	Events with educational institutions related to broadcasting career opportunities	Spring 2018	NSC Clubs and Organizations Fair	Interact with students regarding majors and careers in radio/TV.	Inform and educate students about the wide variety of UCF's Nicholson School of Communication majors.	Tricia Connelly, Video Production Specialist  Kayonne, Director of WUCF FM  Janice Sante, Education and Community Engagement Specialist
7	Online CPB Harrassment Prevention Training Program for interns and staff	September 2018	Inclusive Communication	To train personnel to recognize, avoid and report workplace discrimination including harassment.	All WUCF interns and staff were required to participate in the training.	All WUCF interns and staff.

### **EEO Regulations for Broadcasters Public File**

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that WUCF TV is in compliance with the Commission's current EEO rules, policies and record-keeping requirements.

WUCF TV is licensed to the University of Central Florida. Accordingly, UCF is responsible for the station's hiring and EEO activities. UCF is an equal opportunity employer. In compliance with UCF Human Resources guidelines, applicants are asked to provide referral sources on an optional/voluntary basis.

Updated as of September 2018

### **List of Full-Time Jobs Filled**

Period October 1, 2017 through September 30, 2018

Job Title: Director of Production	Date Filled: 11/3/17
Job Title: Accounting Coordinator	Date Filled: 2/9/18
Job Title: Senior Accountant	Date Filled: 5/18/18
Job Title: Assistant to the Executive Director	Date Filled: 6/29/18
Job Title: Director of Development	Date Filled: 7/27/18
Job Title: Manager of Corporate Support	Date Filled: 8/10/18

Reviewed: 9/18/2018

## Yearly Totals for Number of Interviewees by Referral Source

### Recruitment Source

**Total Number of Interviewees: 28**

UCF Website: 13

Indeed.com: 4

PBS Website: 1

Higher Ed Jobs: 1

NETAOnline: 1

Professional Contact: 3

Career Builder: 2

CPB.org: 1

LinkedIn: 1

PublicMedia.org: 1

**Total Number of Interviewees: 28**

**List of Recruitment Sources Used to Fill Each Vacancy**

**Job title for Vacancy:** Director of Production

**Date Filled:** 11/03/17

Posting dates: 8/18/17 to 8/24/17

**Recruitment Source for Actual Hire:** Professional contact

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**Recruitment Sources Utilized for Vacancies:**

African American Chamber of Commerce

Asian Chamber of Commerce CareerBuilder

Career Builder

Career Source Central Florida

Corporation for Public Broadcasting -CPB.org

Florida Public Relations Association

Higher Ed Jobs

Hispanic Chamber of Commerce of Metro Orlando

MyPBS.org

NETAonline.org and councils

Women in Film and Television

WUCF TV Facebook page

WUCF Staff Newsletter

WUCF TV website

University of Central Florida Veterans Academic Resource Center

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

\*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

**Number of candidates interviewed:** 3

**Recruitment Referral Sources:**

PublicMedia.org: 1

NETAOnline Email: 1

Professional contact: 1

**List of Recruitment Sources Used to Fill Each Vacancy**

**Job title for Vacancy:** Accounting Coordinator

**Date Filled:** 2/9/18

Posting dates: 1/5/18 to 1/11/18

**Recruitment Source for Actual Hire:**

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

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**Recruitment Sources Utilized for Vacancies:**

African American Chamber of Commerce

Asian Chamber of Commerce CareerBuilder

Career Builder

Career Source Central Florida

Corporation for Public Broadcasting -CPB.org

Florida Public Relations Association

Higher Ed Jobs

Hispanic Chamber of Commerce of Metro Orlando

MyPBS.org

Women in Film and Television

NETAonline.org and councils

WUCF TV Facebook page

WUCF Staff Newsletter

WUCF TV website

University of Central Florida Veterans Academic Resource Center

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

\*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

**Number of candidates interviewed:** 3

**Recruitment Referral Sources:**

UCF Website: 3

**List of Recruitment Sources Used to Fill Each Vacancy**

**Job title for Vacancy:** Senior Accountant

**Date Filled:** 5/18/18

Posting dates: 2/16/18 to 3/1/18

**Recruitment Source for Actual Hire:**

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

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**Recruitment Sources Utilized for Vacancies:**

African American Chamber of Commerce

Asian Chamber of Commerce CareerBuilder

Career Builder

Career Source Central Florida

Corporation for Public Broadcasting -CPB.org

Florida Public Relations Association

Higher Ed Jobs

Women in Film and Television

Hispanic Chamber of Commerce of Metro Orlando

MyPBS.org

NETAonline.org and councils

WUCF TV Facebook page

WUCF Staff Newsletter

WUCF TV website

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University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

\*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

**Number of candidates interviewed:** 4

**Recruitment Referral Sources:**

UCF Website: 3

Indeed.com: 1 (WUCF did not post on Indeed.com, it was picked up from another source and re-posted)

**List of Recruitment Sources Used to Fill Each Vacancy**

**Job title for Vacancy:** Assistant to the Executive Director

**Date Filled:** 6/29/18

Posting dates: 12/1/17 to 12/7/17

**Recruitment Source for Actual Hire:**

LinkedIn

\* \* \* \* \*

**Recruitment Sources Utilized for Vacancies:**

African American Chamber of Commerce

Asian Chamber of Commerce CareerBuilder

Career Builder

Career Source Central Florida

Corporation for Public Broadcasting -CPB.org

Florida Public Relations Association

Higher Ed Jobs

Hispanic Chamber of Commerce of Metro Orlando

Women in Film and Television

MyPBS.org

NETAonline.org and councils

WUCF TV Facebook page

WUCF Staff Newsletter

WUCF TV website

University of Central Florida Veterans Academic Resource Center

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

\*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

**Number of candidates interviewed:** 8

**Recruitment Referral Sources:**

UCF Website: 2                      Indeed.com: 2                      LinkedIn: 1

Career Builder: 2                      CPB.org: 1

(WUCF did not post on Indeed.com & LinkedIn, it was picked up from another source and re-posted)

**List of Recruitment Sources Used to Fill Each Vacancy**

**Job title for Vacancy:** Director of Development

**Date Filled:** 7/27/18

Posting dates: 2/16/18 to 4/4/18

**Recruitment Source for Actual Hire:**

PBS website

\* \* \* \* \*

**Recruitment Sources Utilized for Vacancies:**

African American Chamber of Commerce

Asian Chamber of Commerce CareerBuilder

Career Builder

Career Source Central Florida

Corporation for Public Broadcasting -CPB.org

Current

Florida Public Relations Association

Greater Public

Higher Ed Jobs

Hispanic Chamber of Commerce of Metro Orlando

MyPBS.org

NETAonline.org and councils

Women in Film and Television

WUCF TV Facebook page

WUCF Staff Newsletter

WUCF TV website

University of Central Florida Veterans Academic Resource Center

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

\*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

**Number of candidates interviewed:** 5

**Recruitment Referral Sources:**

UCF Website: 2

Professional Contact: 2

PBS Website: 1

**List of Recruitment Sources Used to Fill Each Vacancy**

**Job title for Vacancy:** Manager of Corporate Support      **Date Filled:** 8/10/18

Posting dates: 2/23/2018 to 3/8/2018

**Recruitment Source for Actual Hire:**

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

\* \* \* \* \*

**Recruitment Sources Utilized for Vacancies:**

African American Chamber of Commerce

Asian Chamber of Commerce CareerBuilder

Career Builder

Career Source Central Florida

Corporation for Public Broadcasting -CPB.org

Florida Public Relations Association

Higher Ed Jobs

Hispanic Chamber of Commerce of Metro Orlando

Greater Public

MyPBS.org

NETAonline.org

Women in Film and Television

WUCF TV Facebook page

WUCF Staff Newsletter

WUCF TV website

University of Central Florida Veterans Academic Resource Center

University of Central Florida Human Resources Employment Opportunities Website: [www.jobswithucf.com](http://www.jobswithucf.com)

\*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

**Number of candidates interviewed:**      5

**Recruitment Referral Sources:**

UCF Website: 3                              Higher Ed Jobs: 1

Indeed.com: 1 (WUCF did not post on Indeed.com, it was picked up from another source and re-posted)

### Contact Information for Recruitment Sources

Organization/Department/Project	Contact Name	Email/Website	Website	Address	City / Zip	Phone	Fax	Entitled to Notification?
African American Chamber of Commerce	Xavia Sullivan	<a href="mailto:xsullivan@blackcommerce.org">xsullivan@blackcommerce.org</a>	<a href="http://blackcommerce.org">http://blackcommerce.org</a>	3201 E. Colonial Drive, Suite A-20	Orlando, FL 32803	407-420-4870	407-420-4849	N
Asian American Chamber of Commerce	Vi Ma	<a href="mailto:vimastolz@gmail.com">vimastolz@gmail.com</a>	<a href="http://asianamericanchambercfl.org">http://asianamericanchambercfl.org</a>	237 Isle of Sky Circle	Orlando, FL 32828	407-496-8321	N/A	N
Career Source	Shanika Goodings	<a href="mailto:Shanika.Goodings@ucf.edu">Shanika.Goodings@ucf.edu</a>	<a href="http://www.careersourcecentralflorida.com">http://www.careersourcecentralflorida.com</a>	4360 E. Colonial Drive	Orlando, FL 32803	407-531-1227 x4400	N/A	N
CareerBuilder	Brandon Williams	<a href="mailto:Brandon.Williams@ucf.edu">Brandon.Williams@ucf.edu</a>	<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Corporation for Public Broadcasting	None, self posted	<a href="http://cpb.org/jobline">http://cpb.org/jobline</a>	<a href="http://cpb.org">http://cpb.org</a>	401 Ninth Street, NW	Washington, DC 20004	202-879-9600	N/A	N
Current for People in Public Media	None		<a href="http://jobs.current.org">http://jobs.current.org</a>	6930 Carroll Avenue, Suite 625	Takoma Park, MD 20912	301-270-7240	301-270-7241	N
Florida Public Relations Association	Julie Hall	<a href="mailto:fpraorlando@gmail.com">fpraorlando@gmail.com</a>	<a href="http://www.fpra.org">http://www.fpra.org</a>	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Greater Public	None, self posted	<a href="http://www.greaterpublic.org/jobs/">www.greaterpublic.org/jobs/</a>	<a href="http://www.greaterpublic.org/jobs/">www.greaterpublic.org/jobs/</a>					N
Higher Ed Jobs	None, self posted	<a href="mailto:Brandon.Williams@ucf.edu">Brandon.Williams@ucf.edu</a>	<a href="https://www.higheredjobs.com">https://www.higheredjobs.com</a>	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Hispanic Chamber of Commerce	Sebastian Sanchez	<a href="mailto:ssanchez@hispanicchamber.net">ssanchez@hispanicchamber.net</a>	<a href="http://www.hccmo.org">http://www.hccmo.org</a>	3201 East Colonial Drive, Suite A-20	Orlando, FL 32803	407-428-5870	407-428-5871	N
MyPBS	None, self posted	<a href="http://mypbs.org/Member_Handbook/">http://mypbs.org/Member_Handbook/</a>	<a href="http://mypbs.org/Member_Handbook/">http://mypbs.org/Member_Handbook/</a>	2100 Crystal Drive	Arlington, VA 22202	703-739-5000	N/A	N
NETA Development Council List	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	<a href="http://www.netaonline.org">http://www.netaonline.org</a>	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
NETA Programming Council List	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	<a href="http://www.netaonline.org">http://www.netaonline.org</a>	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
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NETAOnline.org	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	<a href="http://www.netaonline.org">http://www.netaonline.org</a>	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
Orlando Women in Film Facebook page	Jen Cook	<a href="mailto:Jennifer.Cook@wucf.org">Jennifer.Cook@wucf.org</a>	<a href="https://www.facebook.com/womeninfilmlf">https://www.facebook.com/womeninfilmlf</a>	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
UCF Veterans Resource Center	Lorine Cisch-taylor	<a href="mailto:lorine.cisch-taylor@ucf.edu">lorine.cisch-taylor@ucf.edu</a>	<a href="http://varc.sdes.ucf.edu">http://varc.sdes.ucf.edu</a>	12781 East Plaza Drive	Orlando, FL 32816	407-823-5877	407-823-5879	N
University of Central Florida Jobsite	Angela Rivera	<a href="mailto:angela.rivera@ucf.edu">angela.rivera@ucf.edu</a>	<a href="https://www.jobswithucf.com">https://www.jobswithucf.com</a>	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Women in Film and TV - Florida	Nancy McBride	<a href="mailto:info@womeninfilmlf.org">info@womeninfilmlf.org</a>						
WUCF TV Facebook page	Jen Cook	<a href="mailto:Jennifer.Cook@wucf.org">Jennifer.Cook@wucf.org</a>	<a href="https://www.facebook.com/WUCFTV">https://www.facebook.com/WUCFTV</a>	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
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**Prong 3 Longer-Term Recruitment Initiatives**

**Implemented During Previous Year**

No.	Category	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	College Internship Program	10.1.14 – Present	College Intern Program	Intern opportunities to expose students to careers in broadcasting, IT and production, to give them real-world experience in the field, and help build their portfolio of work.	Students work with staff on station projects, giving them experience in the broadcasting industry.	David Gamradt, Broadcasting Coordinator Duilio Mariola, Director of Production Jen Cook, Communications Manager Tricia Connelly, Video Production Specialist Catherine Hiles, Education & Community Engagement Manager
2	Events with community groups related to careers in broadcasting	10.1.14 – Present	Studio Tours	Tours of WUCF studios and presentation on careers in broadcasting.	WUCF staff led tours of the stations' studio to introduce community members to careers in broadcasting.	Brian Hirten, Senior Producer Brian Hirten, Senior Producer Duilio Mariola, Director of Production
3	Events with educational institutions related to broadcasting career opportunities	10.1.14 – Present	Video Capstone Project	Students create broadcast-quality video segments as capstone projects for UCF's Nicholson School of Communications' program.	WUCF staff advise students on the creation of a video segment and critique projects their projects. Students' work can be selected for on-air broadcast.	David Gamradt, Broadcasting Coordinator Duilio Mariola, Director of Production

4	Listing of each upper-level category opening in a job bank of trade group whose membership includes substantial participation of women and minorities	10.1.14 – Present	Job Bank	Posting of each opening in a job bank whose membership includes substantial participation of women and minorities	WUCF posts job announcements on the Orlando Women in Film & Television, African-American, Asian and Hispanic Chambers of Commerce	Rita Echeverria, Director of Finance and Administration Patricia Stucky, Office Manager
5	Events with educational institutions related to broadcasting career opportunities	10.1.14 – Present	Instructor	Instruct students on skills necessary in broadcasting careers.	Faculty advisor for WUCF, manages WUCF's intern program and teaches Intro to Field Production and Editing, Studio Production and Advanced Studio Production.	David Gamdradt, Broadcasting Coordinator Dr. Phil Hoffman, Executive Director Duilio Mariola, Director of Production
6	College Internship Program	Fall Semester 2017	WUCF TV Intern Training	Informed students on use of field and studio cameras.	WUCF staff demonstrated the use of field camera and proper use of the equipment	David Gamdradt, Broadcasting Coordinator Tricia Connelly, Video Production Specialist Duilio Mariola, Director of Production
7	College Internship Program	Spring Semester 2018	WUCF TV Intern Training	Informed students on use of field and studio cameras.	WUCF staff demonstrated the use of field camera and proper use of the equipment	David Gamdradt, Broadcasting Coordinator Tricia Connelly, Video Production Specialist Duilio Mariola, Director of Production
8	College Internship Program	Summer/ Fall 2018	WUCF TV Intern Training	Informed students on use of field and studio cameras.	WUCF staff demonstrated the use of field camera and proper use of the equipment	Tricia Connelly, Video Production Specialist Duilio Mariola, Director of Production

9	Events with educational institutions related to broadcasting career opportunities	2.28.17	NSC Studio Tour	Tour of UCF's Nicholson School of Communication's TV studios for student majoring in Radio/TV.	WUCF staff led tour of the TV studio to introduce student to careers in broadcasting.	David Gamdradt, Broadcasting Coordinator Tricia Connelly, Video Production Specialist Duilio Mariola, Director of Production
10	Events with educational institutions related to broadcasting career opportunities	2.28.17	Camera Demo Class and Workshop	Provide hands-on demo to students, which is a requirement for students in order to use equipment for class projects.	Coordinator demonstrated proper use of camera including setting it up and filming effectively.	David Gamdradt, Broadcasting Coordinator
11	Events with educational institutions related to broadcasting career opportunities	3.2.17	Camera Workshop	Provide hands-on demo to students, which is a requirement for students in order to use equipment for class projects.	Coordinator demonstrated proper use of camera including setting it up and filming effectively.	David Gamdradt, Broadcasting Coordinator
12	Events with educational institutions related to broadcasting career opportunities	3.6.17	Camera Demo Class and Workshop	Provide hands-on demo to students in Electronic Journalism 2.	Coordinator demonstrated proper use of camera including setting it up and filming effectively.	David Gamdradt, Broadcasting Coordinator
13	Events with educational institutions related to broadcasting career opportunities	Fridays in Fall Semester 2017	Instruct and support Knightly News	Provide instructions and clarification for production studio/journalism students.	Coordinator guides and instructs on how to set up audio; provide editing tips and technique and field production.	David Gamdradt, Broadcasting Coordinator
14	Events with educational institutions related to broadcasting career opportunities	9.28.17	NSC Clubs and Organizations Fair	Interact with students regarding majors and careers in radio/TV.	Inform and educate students about the wide variety of UCF's Nicholson School of Communication majors.	David Gamdradt, Broadcasting Coordinator Kayonne, Director of WUCF FM

						Janice Sante, Education and Community Engagement Specialist
15	Events with educational institutions related to broadcasting career opportunities	Spring 2018	NSC Clubs and Organizations Fair	Interact with students regarding majors and careers in radio/TV.	Inform and educate students about the wide variety of UCF's Nicholson School of Communication majors.	Tricia Connelly, Video Production Specialist Kayonne, Director of WUCF FM Janice Sante, Education and Community Engagement Specialist
16	Events with educational institutions related to broadcasting career opportunities	Mondays of Fall 2017, Spring 2018 and Fall 2018 Semesters	Practicum Class	Class requires students to have observations with professionals in editing, studio, field production, education outreach, promotions and pledge.	Teach students about public media and television operations during the class.	David Gamradt, Broadcasting Coordinator Phil Hoffman, Executive Director for WUCF Duilio Mariola, Director of Production
17	Online CPB Harassment Prevention Training Program for interns and staff	September 2018	Inclusive Communication	To train personnel to recognize, avoid and report workplace discrimination including harassment.	All WUCF staff and interns were required to participate in the training.	All WUCF staff and interns.