



**WMFE-FM/WMFV**  
**Annual EEO Public File Report**  
**for the period of:**  
September 22, 2018 – September 21, 2019

Full-Time Vacancies Filled
Host\Reporter
All Things Considered (ATC) Host\Reporter
Director of Content and Audience Development
Digital Manager

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

RECRUITMENT SOURCE	NUMBER INTERVIEWED
Current.org	1
Current WMFE/WMFV Employee	1
Indeed	2
NPR Consultant	1
Public Media Jobs	1
WMFE/WMFV Website	6



## REPORT OF FULL-TIME JOB VACANCY FILLED

<b>JOB TITLE</b>	<b>HOST/REPORTER</b>
Station Unit	WMFE-FM/WMFV
Date Filled	11/26/2018
Recruitment Source Referring Person Hired	WMFE/WMFV Website
Total # of Interviewees	3
Referral Sources for Interviewees	Public Media Jobs - 1 WMFE/WMFV Website - 2

## Recruitment Sources Used

Appleone	Kara Killen
Arthur N. Litowitz	Katrina Scales
Asian American Chamber of Commerce***	Linda Landman Gonzalez, former WMFE Board Member
Central Florida Assn. of Black Journalists & Broadcasters	Mayra Uribe, former WMFE Board Member
Central Florida Employment Council***	Metro Orlando Urban League
Corporation for Public Broadcasting (CPB)	Minnesota Public Radio
CSB School of Broadcasting***	NAACP, Orange County Branch***
Current	NAACP, Seminole County Branch
David A. Auerbach, MD, former WMFE Board Member	NPR Southern Bureau
David Okeowo, Ph.D. Alabama University	Public Radio News Directors Incorporated (PRNDI)
Everest University, Danielle Thornton	Public Radio Program Directors (PRPD)
Everest University, Rafael Manzano,	Orlando Employment Resource Services
Florida Association of Broadcasters	Rollins, Voices for Women, Morian Russo***
Goodwill Industries of Central Florida, Inc.***	Rollins College Career Services
Goodwill Self Sufficiency Job Center***	The Gay, Lesbian & Bisexual Community Center of Central Florida
Helen Von Dolteren-Fournier, former WMFE Board Member	Valencia Community College
Hispanic Chamber of Commerce	WUCF-FM
Indeed	WMFE/WMFV Break room (in-house posting)
J. Clifford Curley, former WMFE Board Member	WMFE/WMFV News (in-house email system)
Journalism Jobs	WMFE/WMFV Website

\*\*\*Requested inclusion on the notification list of employment openings



## REPORT OF FULL-TIME JOB VACANCY FILLED

<b>JOB TITLE</b>	<b>ALL THINGS CONSIDERED (ATC) HOST/REPORTER</b>
Station Unit	WMFE-FM/WMFV
Date Filled	1/21/2019
Recruitment Source Referring Person Hired	Current WMFE/WMFV Employee
Total # of Interviewees	4
Referral Sources for Interviewees	Current WMFE/WMFV Employee - 1 WMFE/WMFV Website - 3

## Recruitment Sources Used

Appleone	Katrina Scales
Arthur N. Litowitz	Linda Landman Gonzalez, former WMFE Board Member
Asian American Chamber of Commerce***	Mayra Uribe, former WMFE Board Member
Central Florida Assn. of Black Journalists & Broadcasters	Metro Orlando Urban League
Central Florida Employment Council***	Minnesota Public Radio
Corporation for Public Broadcasting (CPB)	NAACP, Orange County Branch***
CSB School of Broadcasting***	NAACP, Seminole County Branch
David A. Auerbach, MD, former WMFE Board Member	NPR Southern Bureau
David Okeowo, Ph.D. Alabama University	Orlando Employment Resource Services
Everest University, Danielle Thornton	Rollins, Voices for Women, Morian Russo***
Everest University, Rafael Manzano,	Rollins College Career Services
Florida Association of Broadcasters	The Gay, Lesbian & Bisexual Community Center of Central Florida
Goodwill Industries of Central Florida, Inc.***	Valencia Community College
Goodwill Self Sufficiency Job Center***	WUCF-FM
Helen Von Dolteren-Fournier, former WMFE Board Member	WMFE/WMFV Break room (in-house posting)
Hispanic Chamber of Commerce	WMFE/WMFV News (in-house email system)
J. Clifford Curley, former WMFE Board Member	WMFE/WMFV Website
Kara Killen	

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## REPORT OF FULL-TIME JOB VACANCY FILLED

<b>JOB TITLE</b>	<b>DIRECTOR OF CONTENT AND AUDIENCE DEVELOPMENT</b>
Station Unit	WMFE-FM/WMFV
Date Filled	1/7/2019
Recruitment Source	
Referring Person Hired	Current.org
Total # of Interviewees	2
Referral Sources for Interviewees	Current.org – 1 NPR Consultant - 1

## Recruitment Sources Used

Appleone	Katrina Scales
Asian American Chamber of Commerce***	Linda Landman Gonzalez, former WMFE Board Member
Arthur N. Litowitz, DMD, former WMFE Board Member	Mayra Uribe, former WMFE Board Member
Central Florida Assn. of Black Journalists & Broadcasters	Metro Orlando Urban League
Central Florida Employment Council***	Minnesota Public Radio
Corporation for Public Broadcasting (CPB)	NAACP, Orange County Branch***
CSB School of Broadcasting***	NAACP, Seminole County Branch
Current Magazine	NPR Southern Bureau
David A. Auerbach, MD, former WMFE Board Member	Orlando Employment Resource Services
David Okeowo, Ph.D. Alabama University	Public Radio Program Directors Association (PRPD)
Everest University, Danielle Thornton	Rollins, Voices for Women, Morian Russo***
Everest University, Rafael Manzano,	Rollins College Career Services
Florida Association of Broadcasters	The Gay, Lesbian & Bisexual Community Center of Central Florida
Goodwill Industries of Central Florida, Inc.***	Valencia Community College
Goodwill Self Sufficiency Job Center***	WUCF-FM
Helen Von Dolteren-Fournier, former WMFE Board Member	WMFE/WMFV Break room (in-house posting)
Hispanic Chamber of Commerce	WMFE/WMFV News (in-house email system)
J. Clifford Curley, former WMFE Board Member	WMFE/WMFV Website
Kara Killen	

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## REPORT OF FULL-TIME JOB VACANCY FILLED

<b>JOB TITLE</b>	<b>DIGITAL MANAGER</b>
Station Unit	WMFE-FM/WMFV
Date Filled	8/26/2019
Recruitment Source	
Referring Person Hired	WMFE/WMFV Website
Total # of Interviewees	3
Referral Sources for Interviewees	WMFE/WMFV Website - 1 Indeed - 2

## Recruitment Sources Used

Appleone	Katrina Scales
Asian American Chamber of Commerce***	Linda Landman Gonzalez, former WMFE Board Member
Arthur N. Litowitz, DMD, former WMFE Board Member	Mayra Uribe, former WMFE Board Member
Central Florida Assn. of Black Journalists & Broadcasters	Metro Orlando Urban League
Central Florida Employment Council***	Minnesota Public Radio
Corporation for Public Broadcasting (CPB)	NAACP, Orange County Branch***
CSB School of Broadcasting***	NAACP, Seminole County Branch
David A. Auerbach, MD, former WMFE Board Member	NPR Southern Bureau
David Okeowo, Ph.D. Alabama University	Orlando Employment Resource Services
Everest University, Danielle Thornton	Public Radio Program Directors Association (PRPD)
Everest University, Rafael Manzano,	Rollins, Voices for Women, Morian Russo***
Florida Association of Broadcasters	Rollins College Career Services
Goodwill Industries of Central Florida, Inc.***	The Gay, Lesbian & Bisexual Community Center of Central Florida
Goodwill Self Sufficiency Job Center***	Valencia Community College
Helen Von Dolteren-Fournier, former WMFE Board Member	WUCF-FM
Hispanic Chamber of Commerce	WMFE/WMFV Break room (in-house posting)
Indeed	WMFE/WMFV News (in-house email system)
J. Clifford Curley, former WMFE Board Member	WMFE/WMFV Website
Kara Killen	

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## Master Recruitment Source Contact Information

### Internet Websites

RECRUITMENT SOURCE
WMFE/WMFV Website <a href="http://www.wmfe.org">www.wmfe.org</a> Telephone: 407-273-2300 x168 Contact: Becky Hutton
Corporation for Public Broadcasting Telephone: 202-879-9600 <a href="http://stations.cpb.org/jobline/">http://stations.cpb.org/jobline/</a>
Public Radio Program Directors Association (PRPD) <a href="http://www.prpd.org">www.prpd.org</a>
Indeed <a href="http://www.indeed.com">www.indeed.com</a>
WMFE/WMFV Twitter <a href="https://twitter.com/wmfeorlando">https://twitter.com/wmfeorlando</a>
WMFE/WMFV Facebook <a href="https://www.facebook.com/907news">https://www.facebook.com/907news</a>

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### E-mail

RECRUITMENT SOURCE
Newslink Digest (radio jobs) Minnesota Public Radio E-mail: <a href="mailto:ekerr@mpr.org">ekerr@mpr.org</a>
NPR Southern Bureau (radio jobs) Russell Lewis, Chief E-mail: <a href="mailto:RDLewis@npr.org">RDLewis@npr.org</a>
Current 1612 K Street, N.W. Suite 704 Washington, DC 20006 Phone: 202-463-7055 Fax: 301-270-7241 E-mail: <a href="mailto:classifieds@current.org">classifieds@current.org</a>

RECRUITMENT SOURCE
<p>Appleone  4700 Millennia Boulevard, Ste 185  Orlando, FL 32839  Contact: Gina Rosa  407-248-8129  E-mail: <a href="mailto:grosa@appleone.com">grosa@appleone.com</a></p>
<p>***Human Services Outcomes  (Hire A Veteran)  2206 Westchester Way  Lady Lake, FL 32162  Phone: 352-751-6014  Contact: Lynn E. Shields  E-mail: <a href="mailto:dickandlynn@comcast.net">dickandlynn@comcast.net</a></p>
<p>***Goodwill Self Sufficiency Job Center  112 S. Sanford Avenue  Sanford, FL 32771  Contact: Belinda Newkirk  Phone: 407-936-0469  E-mail: <a href="mailto:bnewkirk@goodwillcfl.org">bnewkirk@goodwillcfl.org</a>  407-936-0469</p>
<p>J. Clifford Curley  1262 Lake Willisara Circle  Orlando, FL 32806  Contact Person: J. Clifford Curley  407-425-4947  E-mail: <a href="mailto:jccurley1@earthlink.net">jccurley1@earthlink.net</a></p>
<p>Arthur N. Litowitz, DMD  5300 South Atlantic Avenue #5601  New Smyrna Beach, FL 32169  Phone: 386-428-2142  Fax: 386-424-1767  E-mail: <a href="mailto:arthur.litowitz@gmail.com">arthur.litowitz@gmail.com</a></p>
<p>Everest University North Orlando Campus  5421 Diplomat Circle  Orlando, FL 32810  Contact: Rafael Manzano  E-mail: <a href="mailto:rmanzano@cci.edu">rmanzano@cci.edu</a></p>
<p>Ms. Joy Sabol  9549 Lavill Lane  Windermere, FL 34786  Phone: 407-909-1572  E-mail: <a href="mailto:joy.sabol@lmco.com">joy.sabol@lmco.com</a></p>
<p>Ms. Areej Zufari  1840 Laurel Road  Winter park, FL 32789  Phone/Fax: 407-645-4243  E-mail: <a href="mailto:AreejZufari@aol.com">AreejZufari@aol.com</a></p>

RECRUITMENT SOURCE
Florida Association of Broadcasters (Job Bank) 201 South Monroe Street #201 Tallahassee, FL 32301 Phone: 850-681-6444 Fax: 850-222-3957 E-mail: <a href="mailto:intern@fab.org">intern@fab.org</a>
NAACP Seminole County Branch P. O. Box 4113 Sanford, FL 32772-4113 Contact Person: 407-328-7496 E-mail: <a href="mailto:naacp-seminole@prodigy.net">naacp-seminole@prodigy.net</a>
***Goodwill Industries of Central Florida, Inc. 112 S. Sanford Avenue Sanford, FL 32771 E-mail: <a href="mailto:sssc@goodwillcfl.org">sssc@goodwillcfl.org</a>
Rollins College Career Services 1000 Holt Avenue – 2587 Winter Park, FL 32789 E-mail: <a href="mailto:careerservices@rollins.edu">careerservices@rollins.edu</a>
Valencia Community College 1800 S. Kirkman Road Orlando, FL 32811 407-582-3353 Contact Person: Carmen Diaz, Placement Coordinator E-mail: <a href="mailto:cdiaz@valenciacollege.edu">cdiaz@valenciacollege.edu</a>
Orlando Employment Resource Services 10502 Satellite Boulevard, Suite C Orlando, FL 32837-8426 Contact Person: Gloria Purcell 407-826-9375 E-mail: <a href="mailto:purcellgj@ldsmail.net">purcellgj@ldsmail.net</a>
Central Florida Employment Council 450 Seminola Boulevard Casselberry, FL 32707 Contact Person: Paulette Weir 407-834-4223 E-mail: <a href="mailto:pjm@christianhelp.org">pjm@christianhelp.org</a>
Helen Von Dolteren-Fournier AEGIS Law Firm, P.L. 1936 Howell Branch Road Winter Park, FL 32792 407-539-3939 x223 E-mail: <a href="mailto:hvdf@cfl.rr.com">hvdf@cfl.rr.com</a>
David A. Auerbach, M.D. Corporate Medical Director Pediatrix Medical Group of Florida 92 West Miller Street Orlando, FL 32806 407-841-5218 E-mail: <a href="mailto:david.auerbach@orlandohealth.com">david.auerbach@orlandohealth.com</a>



RECRUITMENT SOURCE
Mayra Uribe USA Immigration Law Attorneys 2480 East Michigan Street Orlando, FL 32806 407-894-6333 E-mail: <a href="mailto:mayrau2000@aol.com">mayrau2000@aol.com</a>
Linda Landman Gonzalez Orlando Magic 8701 Maitland Summit Boulevard Orlando, FL 32810 407-916-2530 E-mail: <a href="mailto:lgonzalez@orlandomagic.com">lgonzalez@orlandomagic.com</a>
Derek Blakeslee Sines, Girvin, Blakeslee & Campbell, CPA's P.A. 800 South Dillard Street Winter Garden, FL 34787 407-656-6611 x114 E-mail: <a href="mailto:derek@sqbc.us">derek@sqbc.us</a>
Ned Allen 11124 Coniston Way Windermere, FL 34786 407-909-8951 E-mail: <a href="mailto:nedallen1@mac.com">nedallen1@mac.com</a>
***Rollins College Voices for Women Attn: Moriah Russo Winter Park, FL 407-435-1021 E-Mail: <a href="mailto:MRusso@Rollins.edu">MRusso@Rollins.edu</a>
WUCF-FM The University of Central Florida 4000 Central Florida Boulevard Building 75, Suite 130 Orlando, FL 32816 Contact: Kayonne Riley 407-823-5162 E-mail: <a href="mailto:WUCFHOST@mail.ucf.edu">WUCFHOST@mail.ucf.edu</a>
Everest University 5421 Diplomat Circle Orlando, FL 32810 Contact Person: Danielle Thornton 407-628-5870 x131 and x129 E-mail: <a href="mailto:dthornton@cci.edu">dthornton@cci.edu</a>
***CSB School of Broadcasting 5323 Millenia Lakes Boulevard Suite 120 Orlando, FL 32839 Contact: Monica Cesario 407-770-6777 E-mail: <a href="mailto:csborlando@gocsb.com">csborlando@gocsb.com</a>
Central Florida Assn. Of Black Journalists P. O. Box 745 Orlando, FL 32802 Contact Person: Kenya Woodard 407-251-3913 E-mail: <a href="mailto:woodardkenya@yahoo.com">woodardkenya@yahoo.com</a>

RECRUITMENT SOURCE
The CENTER - GLBCC 946 North Mills Avenue Orlando, FL 32803-3230 Contact Person: Michael Vance 407-228-8272 E-mail: <a href="mailto:info@thecenterorlando.org">info@thecenterorlando.org</a>
Metro Orlando Urban League 2804 Belco Drive Orlando, FL 32808 Contact Person: Shellie-Ann Minnis 407-841-7654 x331 E-mail: <a href="mailto:sminnis@cful.org">sminnis@cful.org</a>
***Mr. A. David Okeowo, Ph.D. Department of Communications Alabama State University P. O. Box 271 Montgomery, Alabama 36101-0271 334-229-4493 E-mail: <a href="mailto:dokeowo@alasu.edu">dokeowo@alasu.edu</a>
Hispanic Chamber of Commerce One Landmark Center 315 E. Robinson Street, Suite 365 Orlando, FL 32801 Contact: Elda Rivera 407-428-5870 E-mail: <a href="mailto:erivera@hispanicchamber.net">erivera@hispanicchamber.net</a>
Kara Killen - <a href="mailto:killen.kara@gmail.com">killen.kara@gmail.com</a>
Katrina Scales - <a href="mailto:katfxsh@gmail.com">katfxsh@gmail.com</a>
JournalismJobs - <a href="http://journalismjobs.com">journalismjobs.com</a>

\*\*\*Requested inclusion on the notification list of employment openings



## USPS Mail

RECRUITMENT SOURCE
Asian American Chamber of Commerce*** P. O. Box 1586 Orlando, FL 32802 407-649-2069
NAACP*** Orange County Branch 3249 Old Winter Garden Road Orlando, FL 32805 407-445-2055

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## Other Sources

RECRUITMENT SOURCE
WMFE/WMFV In-House Posting Contact Person: Becky Hutton Telephone: 407-273-2300 x168
WMFE/WMFV News (in-house e-mail system) Contact Person: Becky Hutton Telephone: 407-273-2300 x168
WMFE/WMFV On-Air Radio Ad Contact Person: Becky Hutton Telephone: 407-273-2300 x168



OUTREACH INITIATIVES  
for  
9/22/18 – 9/21/19

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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, 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.

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

All employees, including interns and management completed the online Anti-Harassment Training via the CPB Navex Training database.

The Human Resource Manager participated in training webinars presented by Progressive Woman's Leadership, Paycor and Employers Association Forum covering the following topics designed to ensure equal employment and prevent discrimination:

- Compensation & Benefits Best Practices
- Workplace Investigations
- Harassment in the Workplace: Practices for Leading a Healthy Culture
- Progressive Discipline, Coaching, and Documentation
- Seven Steps to Effective Conflict Resolution
- Harassment in the Workplace Managers: Practices for Leading a Healthy Culture

**LISTING OF EACH UPPER-LEVEL CATEGORY OPENING IN A JOB BANK  
OR NEWSLETTER OF MEDIA TRADE GROUPS WHOSE MEMBERSHIP  
INCLUDES SUBSTANTIAL PARTICIPATION OF WOMEN AND MINORITIES**

WMFE/WMFV during the reporting period listed each upper-level category opening in the job bank of the Florida Association of Broadcasters, a media trade group with membership including substantial participation of women and minorities.

**PARTICIPATION IN JOB RAIRS BY STATION PERSONNEL WHO HAVE  
SUBSTATIAL RESPONSIBILITY IN THE MAKING OF HIRING DECISIONS**

WMFE/WMFV'S Interim News Director represented the station during a job fair at the University of Central Florida.

**OTHER ACTIVITIES**

WMFE/WMFV hosted and participated in NextGenRadio. NextGenRadio is a week-long "pop-up" digital journalism training designed to give competitively selected participants interested in podcasting, audio storytelling, radio reporting and visual journalism the skills and opportunity to find and produce their own multimedia story. Each selected participant is paired with a professional journalist and together they find, report and produce a non-narrated story as well as use stills and video to fill out their story.

WMFE/WMFV's Space Reporter was a guest speaker at UCF's Journalism class about internships and news careers.

WMFE/WMFV provided voice training mentoring to news staff.

WMFE/WMFV's Interim News Director participated in Best Practices for Public Affairs Talk Shows at Public Radio News Directors Incorporated (PRINDI).

WMFE/WMFV held meetings at the station for the Central Florida Association of Black Journalists (CFABJ). During the reporting year WMFE/WMFV's President served as President of CFABJ. Its mission was to form a regional network of journalists that would serve as a forum in which they could improve skills and share ideas and experiences. Currently, CFABJ serves journalists, media and public relations professionals, and students and professors in the communications field in Orange, Osceola, Seminole, Brevard, Volusia, and Lake Counties.

Since its inception, CFABJ has been diligent in providing its members with opportunities for career growth. For example, the chapter has hosted three regional National Association of Black Journalists conferences, which included sessions on ethics, good writing, and upward mobility in management. Journalists from six states in the southeast region attended.