



WMFE-FM
Annual EEO Public File Report
for the period of:
September 22, 2017 – September 21, 2018

Full-Time Vacancies Filled
Health Reporter
Account Executive
Operations Manager

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

RECRUITMENT SOURCE	NUMBER INTERVIEWED
Corporation for Public Broadcasting (CPB)	3
Employee Referral	1
LinkedIn Notice of opening posted by employee to a personal LinkedIn account.	1
On-Air Radio Ad	1
Word of Mouth	2
WMFE Website	3



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	HEALTH REPORTER
Station Unit	WMFE-FM
Date Filled	2/19/2018
Recruitment Source Referring Person Hired	Corporation for Public Broadcasting (CPB)
Total # of Interviewees	5
Referral Sources for Interviewees	Corporation for Public Broadcasting (CPB) - 2 Employee Referral - 1 On-Air Radio Ad - 1 WMFE Website - 1

Recruitment Sources Used

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

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



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	ACCOUNT EXECUTIVE
Station Unit	WMFE-FM
Date Filled	4/30/2018
Recruitment Source Referring Person Hired	WMFE Website
Total # of Interviewees	2
Referral Sources for Interviewees	WMFE Website – 1 LinkedIn – 1 Notice of opening posted by employee to a personal LinkedIn account.

Recruitment Sources Used

Appleone	Joy Sabol, former WMFE Board Member
Asian American Chamber of Commerce***	Linda Landman Gonzalez, former WMFE Board Member
Areej Zufari, former WMFE Board Member	Mayra Uribe, former WMFE Board Member
Arthur N. Litowitz, DMD, former WMFE Board Member	Metro Orlando Urban League
Central Florida Assn. of Black Journalists & Broadcasters	Minnesota Public Radio
Central Florida Employment Council***	NAACP, Orange County Branch***
Corporation for Public Broadcasting (CPB)	NAACP, Seminole County Branch
CSB School of Broadcasting***	Ned Allen
David A. Auerbach, MD, former WMFE Board Member	NPR Southern Bureau
David Okeowo, Ph.D. Alabama University***	Orlando Employment Resource Services
Derek Blakeslee, former WMFE Board Member	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 Break room (in-house posting)
Hispanic Chamber of Commerce	WMFE Facebook
Human Services Outcomes***	WMFE News (in-house email system)
Indeed	WMFE Twitter
J. Clifford Curley, former WMFE Board Member	WMFE Website

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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	OPERATIONS MANAGER
Station Unit	WMFE-FM
Date Filled	9/10/2018
Recruitment Source Referring Person Hired	Corporation for Public Broadcasting (CPB)
Total # of Interviewees	4
Referral Sources for Interviewees	Corporation for Public Broadcasting (CPB) – 1 Word of Mouth – 2 WMFE Website - 1

Recruitment Sources Used

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

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Master Recruitment Source Contact Information

Internet Websites

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

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E-mail

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

RECRUITMENT SOURCE

Appleone
4700 Millennia Boulevard, Ste 185
Orlando, FL 32839
Contact: Gina Rosa
407-248-8129
E-mail: grosa@appleone.com

***Human Services Outcomes
(Hire A Veteran)
2206 Westchester Way
Lady Lake, FL 32162
Phone: 352-751-6014
Contact: Lynn E. Shields
E-mail: dickandlynnes@comcast.net

***Goodwill Self Sufficiency Job Center
112 S. Sanford Avenue
Sanford, FL 32771
Contact: Belinda Newkirk
Phone: 407-936-0469
E-mail: bnewkirk@goodwillcfl.org
407-936-0469

J. Clifford Curley
1262 Lake Willisara Circle
Orlando, FL 32806
Contact Person: J. Clifford Curley
407-425-4947
E-mail: jccurley1@earthlink.net

Arthur N. Litowitz, DMD
5300 South Atlantic Avenue #5601
New Smyrna Beach, FL 32169
Phone: 386-428-2142
Fax: 386-424-1767
E-mail: arthur.litowitz@gmail.com

Everest University North Orlando Campus
5421 Diplomat Circle
Orlando, FL 32810
Contact: Rafael Manzano
E-mail: rmanzano@cci.edu

Ms. Joy Sabol
9549 Lavill Lane
Windermere, FL 34786
Phone: 407-909-1572
E-mail: joy.sabol@lmco.com

Ms. Areej Zufari
1840 Laurel Road
Winter park, FL 32789
Phone/Fax: 407-645-4243
E-mail: AreejZufari@aol.com

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: intern@fab.org

NAACP
Seminole County Branch
P. O. Box 4113
Sanford, FL 32772-4113
Contact Person:
407-328-7496
E-mail: naacp-seminole@prodigy.net

***Goodwill Industries of Central Florida, Inc.
112 S. Sanford Avenue
Sanford, FL 32771
E-mail: sssc@goodwillcfl.org

Rollins College
Career Services
1000 Holt Avenue – 2587
Winter Park, FL 32789
E-mail: careerservices@rollins.edu

Valencia Community College
1800 S. Kirkman Road
Orlando, FL 32811
407-582-3353
Contact Person: Carmen Diaz, Placement Coordinator
E-mail: cdiaz@valenciacc.edu

Orlando Employment Resource Services
10502 Satellite Boulevard, Suite C
Orlando, FL 32837-8426
Contact Person: Gloria Purcell
407-826-9375
E-mail: purcellgj@ldsmail.net

Central Florida Employment Council
450 Seminola Boulevard
Casselberry, FL 32707
Contact Person: Paulette Weir
407-834-4223
E-mail: pjm@christianhelp.org

Helen Von Dolteren-Fournier
AEGIS Law Firm, P.L.
1936 Howell Branch Road
Winter Park, FL 32792
407-539-3939 x223
E-mail: hvdf@cfl.rr.com

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: david.auerbach@orlandohealth.com

RECRUITMENT SOURCE

Mayra Uribe
USA Immigration Law Attorneys
2480 East Michigan Street
Orlando, FL 32806
407-894-6333
E-mail: mayrau2000@aol.com

Linda Landman Gonzalez
Orlando Magic
8701 Maitland Summit Boulevard
Orlando, FL 32810
407-916-2530
E-mail: lgonzalez@orlandomagic.com

Derek Blakeslee
Sines, Girvin, Blakeslee & Campbell, CPA's P.A.
800 South Dillard Street
Winter Garden, FL 34787
407-656-6611 x114
E-mail: derek@sgbc.us

Ned Allen
11124 Coniston Way
Windermere, FL 34786
407-909-8951
E-mail: nedallen1@mac.com

***Rollins College Voices for Women
Attn: Moriah Russo
Winter Park, FL
407-435-1021
E-Mail: MRusso@Rollins.edu

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: WUCFHOST@mail.ucf.edu

Everest University
5421 Diplomat Circle
Orlando, FL 32810
Contact Person: Danielle Thornton
407-628-5870 x131 and x129
E-mail: dthornton@cci.edu

***CSB School of Broadcasting
5323 Millenia Lakes Boulevard
Suite 120
Orlando, FL 32839
Contact: Monica Cesario
407-770-6777
E-mail: csborlando@gocsb.com

Central Florida Assn. Of Black Journalists
P. O. Box 745
Orlando, FL 32802
Contact Person: Kenya Woodard
407-251-3913
E-mail: woodardkenya@yahoo.com

RECRUITMENT SOURCE
<p>The CENTER - GLBCC 946 North Mills Avenue Orlando, FL 32803-3230 Contact Person: Michael Vance 407-228-8272 E-mail: info@thecenterorlando.org</p>
<p>Metro Orlando Urban League 2804 Belco Drive Orlando, FL 32808 Contact Person: Shellie-Ann Minnis 407-841-7654 x331 E-mail: sminnis@cful.org</p>
<p>***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: dokeowo@alasu.edu</p>
<p>Hispanic Chamber of Commerce One Landmark Center 315 E. Robinson Street, Suite 365 Orlando, FL 32801 Contact: Elda Rivera 407-428-5870 E-mail: erivera@hispanicchamber.net</p>

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



OUTREACH INITIATIVES
for
9/22/17 – 9/21/18

WMFE 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 news staff. This year WMFE 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:

- Leading Change
- The Science of Motivation: Why Workplace Motivation is So Hard and How to Overcome Resistance
- Preventing and Understanding Sexual Harassment
- Leadership Training
- Developing High Performing Employees
- Foley's Labor & Employment and Employee Benefits Summit
- The Art of Interviewing and Hiring
- Employment Law Compliance for the 2018 HR Department
- Recruiting Elusive Talent in the Age of Googlization
- Productive Work Environment
- A Path to Improve Performance & Engagement: 3 Pillars to Build a Coaching Culture in Your Company

The CFO/VP for Administration and Finance participated in a training webinar presented by Paycor covering the following topic designed to ensure equal employment and prevent discrimination:

- Building Trust
- Creating a Positive Workplace
- Anti-Harassment and Sexual Harassment Training
- Leadership Training

**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 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.

OTHER ACTIVITIES

WMFE held meetings at the station for the Central Florida Association of Black Journalists (CFABJ). WMFE's President is currently serving 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.

WMFE's President attended the NAHJ/NAJA (National Association of Hispanic Journalists/Native American Journalist Association) conference as a recruiter for Think Public Radio Media Village. As a sponsor; WMFE has a presence at NABJ (National Association for Black Journalists), NAHJ (National Association of Hispanic Journalists) and AAJA (Asian American Journalist Association) and has access to their recruitment database.

WMFE participated in the 9th Annual Florida Blue Florida Classic Career Expo and Diversity Job Fair November 2017.