

2019 ANNUAL EEO PUBLIC FILE REPORT

The Nathan B. Stubblefield Foundation

Station:	WMNF
Community of License:	Tampa, FL
Reporting Period:	September 21, 2018-September 20, 2019
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

3/14/19 Participated at St. Pete College-Media Career Day showcasing advances in broadcasting, and talking about career opportunities at WMNF Radio and public broadcasting in general. The Volunteer Coordinator participated in the event. The station promoted the event on the air.

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

10/17/18 Disability Mentoring Day a collaboration with The Able Trust, a nonprofit in Florida, where high school students with disabilities come to WMNF to learn about careers in broadcasting. Students were tasked with creating a photobank for newsroom and website content use. Students also worked in the music library, alphabetizing and categorizing new music releases.

10/20/18 – St. Petersburg Science Festival – WMNF collaborated with the USF St. Pete campus in presenting Science Fest. WMNF hosted a stage, with help from USFSP interns; interviewed scientists about their careers focusing on women and what careers are available for women at WMNF.

11/16/18 Great American Teach in – Several WMNF employees participated in the schools telling about their jobs in radio and opportunities available to students at WMNF and other public media.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

WMNF has established relationships with several local colleges and universities. We continue to work with Eckerd College to create 10 intense news related internships: students fact-check news on air, research stories for reporters, create content for broadcast and online and are able to work with professionals as mentors. WMNF has an ongoing partnership with the MIRA Program at St. Pete College. Interns work on our live music broadcast learning

camera operation, sound board operation and all other facets of booking, promoting and producing live music programs. WMNF also works with USF and Hillsborough Community College interns with our news and public affairs programming, in the air studio and in operations.

*Participated in **job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).***

WMNF Community Radio continues our relationship with VuHaus, the public radio video streaming service. This allows us to reach new audiences, and also provide new ways for people to get involved with the station.

WMNF remains very digitally active. We use Instagram, Facebook, Twitter and other social media to interact with our community and build relationships online. WMNF's app downloads have steadily increased since its release.

WMNF actively programs our HD channels, developing programming which can further connect with various groups in the community, such as Latin, Jazz, Hip Hop, local and national public affairs programming.

WMNF continues to sponsor and do outreach at a wide range of events in our listening area. We also provide a forum for non-profit organizations to record free PSAs for broadcast, to reflect the best of the community back to listeners.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

Operations Manager offers programmers and staff continuous training classes on board and studio operations.

Programming Director provides programmers and staff continuous classes on How to Pitch on the radio and Have a Successful Fund Drive.

WMNF provides a wide range of training to our staff and volunteers. We continue to have training classes on using social media (Facebook, cross-platform posting, creating IG stories). We also have training on podcasting, public speaking, announcing, putting music sets together and creating digital content.

*Participated in at least 4 **events or programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

September – December 2018 General Manager WMNF taught a podcast class at University of South Florida to media students. Also, discussed opportunities in jobs in radio media and at WMNF.

November 2018 General Manager WMNF taught a class at the Poynter Institute to media professionals how to create and produce effective podcasting.

January – mid-April 2019 General Manager WMNF taught media students at USF the Art of the Interview. Also, discussed opportunities in jobs in radio media and at WMNF.

Monthly, the Communications Relations Manager works in collaboration with SPC MIRA program with students involved with the campus radio station. They learn how to interview, mic techniques, programming, clock, and other training sessions.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

Monthly volunteer training classes are offered for the community to learn about WMNF and opportunities that exist.

6/18/19 Juneteenth – WMNF invited in the community for potluck, poetry and music. The event gives the community the opportunity to learn every facet of the station and what opportunities exist in radio broadcasting.

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

5/10/19 Director of Finance & Administration attended Labor and Employment Law seminar sponsored by Stearns, Weaver & Miller.

8/1/2019 Director of Finance & Administration attended Be Informed Seminar to include EEO, Diversity, Labor Laws and workplace best practices sponsored by Bouchard Insurance.

August 2019 All staff and management took an online webinar on Workplace Harassment.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

In January of 2019, WMNF participated in the Tampa Bay Black Heritage Festival, including a live remote broadcast, stage booking, management, and internship opportunities for their young volunteers.

November 16-18, 2018 Standing Ovarions Treasure Island

January 21, 2019 Martin Luther King Jr. Parade, Tampa

April 13, 2019 Eco Fest, Julian B Lane Riverfront Park, Tampa

July 25, 2019 Get in the Mix, University Area Community Development Center, Tampa

August 10, 2019 Back to School Skate Bash, Curtis Hixon Park, Tampa

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
9/16/19	Bookkeeper	WMNF

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 8

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Craigslist	0
Monster	4
NonProfit Leadership Tampa Bay	0
WMNF website	3
American Institute of Professional Bookkeepers (AIPB)	1

RECRUITING SOURCES USED

Job Title of Position: Bookkeeper Date of Hire: 9/16/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craiglist	N	POB 438 , San Francisco, CA		www.craigslist.com
Monster.com	N	5 Clock Tower Pl Maynard, MA 01754		www.monster.com
Non Profit Leadership Tampa Bay	N	1111 N Westshore Blvd Tampa, FL 33607		813-287-8779
WMNF website	N	1210 E MLK Jr. Blvd Tampa, FL	hr@wmnf.org	813-238-8001
AIPB	N			www.aipb.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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