

2021 ANNUAL EEO PUBLIC FILE REPORT

The Nathan B. Stubblefield Foundation

Station: WMNF
Community(ies) of License: Tampa, FL

Reporting Period: September 21, 2020-
September 20, 2021

No. of Full-time Employees: More than 10 X
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.*

10/9/20 & 9/17/21 Participated virtual sponsored by USF service fair showcasing better futures of tomorrow talking about career opportunities at WMNF Radio and public broadcasting in general.

*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, universities and high schools. This year we had 10 interns student's fact checks news on air, research stories for reporters, create content for broadcast and online and are able to work with mentors. Interns also work on our live music broadcast learning camera operation, sound board operation and all other facets of booking, promoting and producing live music programs.

*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 remains very digitally active. We use Instagram, Facebook, Twitter, Spotify, 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. This year has been somewhat limited with outreach activities due to COVID19. 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.

Programmer 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.

All staff completed training on Preventing Harassment and Discrimination.

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

Due to COVID we were not able to participate in events.

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

Usually volunteer training classes are offered for the community to learn about WMNF and opportunities that exist on a monthly basis. Due to COVID and limiting the number to 10 staff or volunteers at a time we haven't been offering trainings. We hope to resume in October 2021 on a limited basis.

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Due to COVID no public events.

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

Monthly Director of Finance & Administration attends Virtual HR Tampa events regarding current trends in HR and Employment Laws.

6/1 – 6/4/21 Cindy Reichard, Director of Finance & Laura Taylor, Development Director attended virtually PMBA All Access Annual Conference to include, Finance, HR, Grant compliance, Diversity and Fund Development.

9/7/21 Laura Taylor, Development Director received Veritus Group Academy certification in fund development.

Participated in other activities:

12/12 & 12/13 2021 Participated in the 13th Annual Tour de Clay

2/2/2021 Rick Fernandes, General Manager spoke to Rotary Club of Tampa

7/2/21 Summer of Soul Block Party at the Tampa Theatre-Live Remote.

7/22/21 Get Connected event – UACDC, Tampa

9/11/21 Outreach table Palladium WMNF Birthday Bash

9/18/21 Outreach Table Glazer Children’s Museum , 11th Annual Birthday Bash

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
2/15/21	Programmer Director	WMNF

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 11

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Current	3
Monster	0
Indeed	1
CPB	2
WMNF website	5
Prado	0

RECRUITING SOURCES USED

Job Title of Position: Programmer Director Date of Hire: 2/15/21

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current	N			www.jobs.current.org
Monster.com	N	5 Clock Tower Pl Maynard, MA 01754		www.monster.com
CPB	N			www.cpb.org/jobline
WMNF	N	1210 E MLK Jr. Blvd Tampa, FL	hr@wmnf.org	813-238-8001wmnf.org
Indeed	N			www.indeed.com
Prado	N			prado@listserv.SYR.EDU

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