

## 2022 ANNUAL EEO PUBLIC FILE REPORT

The Nathan B. Stubblefield Foundation

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

Reporting Period: September 21, 2021-  
September 20, 2022

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.*

9-21-2022 - Participated in-person at internship fair sponsored by University of Tampa - Office of Career Services, to promote and highlight internships and career opportunities at WMNF Radio and public broadcasting.

*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 2 high school and 10 college intern students. They performed fact checks for news on air, researched stories for reporters, created content for broadcast and online, and worked with mentors. Interns also worked on our live music broadcast, learning camera operation, sound board operation and all other facets of booking, promoting and producing live music programs. We also had social media interns, creating content for FaceBook, Instagram and web postings.

*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.

	<p>WMNF continues to sponsor and have outreach at a wide range of events in our listening area. This year has been a limited return to some 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.</p>
<p><i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>	<p>Operations Manager offers programmers and staff continuous training classes on board and studio operations.</p> <p>Programmer Director provides programmers and staff continuous classes on How to Pitch on the radio and Have a Successful Fund Drive.</p> <p>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.</p> <p>All staff completed training on Preventing Harassment and Discrimination.</p>
<p><i>Participated in at least 4 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.</i></p>	<p>Due to COVID, we were only able to participate 3 in events. This includes the 9/21/2022 Internship Fair at University of Tampa and the Bull Market at University of South Florida's Tampa Campus on 8/31/2022. We participated in the Great American Teach-In with a hands-on presentation about script writing for radio and radio announcing on 11/17/2022.</p>
<p><i>Sponsored at least 2 <b>events</b> in the <b>community</b> designed to inform and educate the public as to employment opportunities in broadcasting.</i></p>	<p>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 group trainings, rather one-on-one sessions. We hope to resume a full schedule in next year, on a limited basis.</p>
<p><i>Provided <b>training</b> to <b>management level personnel</b> on methods of ensuring equal employment opportunity and prevent discrimination.</i></p>	<p>7/29/22 Director of Finance &amp; Administration attended Embracing our Changing Community Annual Diversity Conference, sponsored by The Hispanic Leadership Council in partnership with St. Petersburg College Foundation.</p> <p>6/1 – 6/4/21 Randi Zimmerman, General Manager attended live, and Cindy Reichard, Director of Finance &amp; Laura Taylor, Development Director attended virtually PMBA All Access Annual Conference to include, Finance, HR, Grant compliance, Diversity and Fund Development.</p>

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

*Participated in other activities:*

10/2 & 10/3/21 - Participated in Gasparilla Music Fest 2021

11/13/21 – Dunedin Wines the Blues

11/19 -21/21 - Sanding Ovations Treasure Island

1/15 & 16/22 - Tampa Bay Black Heritage Music Festival  
Curtis Hixon Park

1/17/2022 - Walked in the Tampa MLK Jr Parade

2/25 – 2/27/22 - Participated in Gasparilla Music Fest 2022

3/19/22 - Karibbyan Kruze Fest Skipper's, Tampa

3/26/22 - Tampa Pride Parade Ybor City

4/8 – 4/10/22 – Tampa Bay Blues Fest, St Pete

4/23/22 - EcoFest MOSI, Tampa

4/23/22 – The District Uke Fest, Clearwater

4/30/22 - Black Business Bus Tour Tampa

5/5/22 – The Clean Air Fair, Downtown Tampa

5/14/22 - Uptown Music Festival UACDC, Tampa

6/4/22 - Caribbean Cruise Festival UACDC, Tampa

6/18/22 - Juneteenth Business Expo, St Petersburg

6/18/22 - WMNF Juneteenth Celebration, The Pallidum

6/18/22 - St Pete Pride Youth & Family Day

6/26/22 – St Pete Pride Parade, walked and had vehicle

7/30/22 - Black Billionaires Institute Back To School Event  
Tampa

9/10/22 - WMNF 43<sup>rd</sup> Birthday Bash, The Pallidum

9/16/22 - Hispanic Heritage Month Recipe Showcase,  
UACDC

9/17/22 - Hands of Hope Sickle Cell Awareness Walk  
Rowlett Park, Tampa

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
12/26/21	Reporter	WMNF Web Site
2/28/22	General Manager	WMNF Web Site
3/21/22	Reporter	Referral from former programmer
4/14/22	Operations Assistant	On air request for applications
6/4/22	Director of Finance & Admin.	Indeed Web Site

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### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 12

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Current	1
Monster	0
Indeed	7
CPB	1
WMNF website/on air	4
Prado	0
Referral	2

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### RECRUITING SOURCES USED

Job Title of Position: Reporter      Date of Hire: 12/26/21

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.

Job Title of Position: General Manager      Date of Hire: 2/22/22

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.

Job Title of Position: Reporter      Date of Hire: 3/21/22

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current	N			www.jobs.current.org
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
Florida Sentinel	N			813-248-1923 https://flsentinel.com/

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

Job Title of Position: Operations Assistant      Date of Hire: 4/14/22

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current	N			www.jobs.current.org
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
Florida Sentinel	N			813-248-1923 https://flsentinel.com/

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

Job Title of Position: Director of Finance      Date of Hire: 6/4/22

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current	N			<a href="http://www.jobs.current.org">www.jobs.current.org</a>
Monster.com	N	5 Clock Tower Pl Maynard, MA 01754		<a href="http://www.monster.com">www.monster.com</a>
CPB	N			<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>
WMNF	N	1210 E MLK Jr. Blvd Tampa, FL	hr@wmnf.org	813-238-8001wmnf.org
Indeed	N			<a href="http://www.indeed.com">www.indeed.com</a>
Florida Sentinel	N			813-248-1923 <a href="https://flsentinel.com/">https://flsentinel.com/</a>

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