



WMFE-FM
Annual EEO Public File Report
for the period
 September 22, 2012 – September 21, 2013

Full-Time Vacancies Filled
Sr. Reporter/Editor
Reporter
Corporate Support Manager
Healthcare Reporter
General Manager
Account Executive (2)

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

RECRUITMENT SOURCE	NUMBER INTERVIEWED
Corporation for Public Broadcasting Website	4
WMFE Website	4
Indeed.com	3
Word of Mouth	4
Linked In	4
Internet (unspecified)	1
WMFE staff	1
Journalism Jobs	1
Website (unspecified)	1
Tom Livingston & Assoc.	8
NPR	1



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	SENIOR REPORTER/EDITOR
Station Unit	WMFE-FM
Date Filled	02/01/2013
Recruitment Source Referring Person Hired	WMFE Staff
Total # of Interviewees	3
Referral Sources for Interviewees	CPB Website – 2 WMFE Staff – 1

Recruitment Sources Used:

WMFE Website
 Journalismjobs.com
 Corporation for Public Broadcasting (CPB)
 NPR Southern Bureau
 CareerBuilder.com
 Minnesota Public Radio
 Orlando Sentinel
 ***Central Florida Employment Council
 ***Human Services Outcomes
 ***Goodwill Self Sufficiency Job Center
 ***Asian American Chamber of Commerce
 ***NAACP-Orange County Branch
 J. Clifford Curley/former WMFE Board member
 Arthur N. Litowitz, DMD, former WMFE Board member
 Joy Sabol, former WMFE Board member
 Areej Zufari, former WMFE Board member
 Judy Duda, former WMFE Board member
 Gary Williams, former WMFE Board member
 Florida Association of Broadcasters
 NAACP – Seminole County Branch
 Florida Metropolitan University
 ***Goodwill Industries of Central Florida
 Rollins College
 Valencia Community College
 Orlando Employment Resource Services
 Helen Von Dolteren-Vournier, former WMFE Board Member
 David A. Auerbach, M.D., former WMFE Board Member
 Mayra Uribe
 Ana Tangel-Rodriguez, former WMFE Board member
 Bill Sublette, former WMFE Board Member
 David Smuckler, M.D., former WMFE Board Member
 Linda Landman Gonzalez, WMFE Board Member
 Stacey Kelley Gonzalez, former WMFE Board Member
 Derek Blakeslee, WMFE Board Member
 Ned Allen
 ***CSB School of Broadcasting
 Appleone

WUCF-FM
Rafael Manzano, Everest University
Central Florida Assn. Of Black Journalists & Broadcasters
***Carla Page, Job Specialists
Metro Orlando Urban League
Hispanic Chamber of Commerce
The Gay, Lesbian & Bisexual Community Center of Central
Florida
***A. David Okeowo, Alabama State University/Dept. of
Communications
***Morian Russo, Voices for Women, Rollins College
Danielle Thornton, Everest University
WMFE In-House Posting
WMFE Job Line (automated attendant greeting menu item)
WMFE News (in-house e-mail system)

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



REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	FM REPORTER
Station Unit	WMFE-FM
Date Filled	03/01/2013
Recruitment Source Referring Person Hired	WMFE Website
Total # of Interviewees	3
Referral Sources for Interviewees	CPB Website – 1 WMFE Website – 1 Indeed.com - 1

Recruitment Sources Used:

WMFE Website
 Journalismjobs.com
 Corporation for Public Broadcasting (CPB)
 NPR Southern Bureau
 CareerBuilder.com
 Minnesota Public Radio
 Orlando Sentinel
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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	UNDERWRITING MANAGER
Station Unit	WMFE-FM
Date Filled	04/09/2013
Recruitment Source Referring Person Hired	Word of Mouth
Total # of Interviewees	8
Referral Sources for Interviewees	Indeed - 2 Linked In - 2 WMFE Website – 1 Word of Mouth - 3

Recruitment Sources Used:

WMFE Website
 Corporation for Public Broadcasting (CPB)
 Indeed.com
 LinkedIn.com
 CareerBuilder.com
 ***Central Florida Employment Council
 ***Human Services Outcomes
 ***Goodwill Self Sufficiency Job Center
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***Broadway Music Academy

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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	HEALTHCARE REPORTER
Station Unit	WMFE-FM
Date Filled	04/15/2013
Recruitment Source Referring Person Hired	NPR
Total # of Interviewees	5
Referral Sources for Interviewees	Journalism Jobs – 1 WMFE Website – 2 Website (unspecified) - 1 NPR - 1

Recruitment Sources Used:

WMFE Website
 Journalismjobs.com
 Public Radio Program Directors
 NPR Southern Bureau
 CareerBuilder.com
 Minnesota Public Radio
 Orlando Sentinel
 ***Central Florida Employment Council
 ***Human Services Outcomes
 ***Goodwill Self Sufficiency Job Center
 ***Asian American Chamber of Commerce
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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	ACCOUNT EXECUTIVES (2)
Station Unit	WMFE-FM
Date Filled	06/17/2013 and 8/5/13
Recruitment Source	CPB - 6/17/13
Referring Person Hired	Linked In - 9/5/13
Total # of Interviewees	5
Referral Sources for Interviewees	CPB Website – 1 Internet - 1 Word of Mouth - 1 Linked In - 2

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WMFE Website
 Corporation for Public Broadcasting (CPB)
 Indeed.com
 LinkedIn.com
 ***Central Florida Employment Council
 ***Human Services Outcomes
 ***Goodwill Self Sufficiency Job Center
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REPORT OF FULL-TIME JOB VACANCY FILLED

JOB TITLE	GENERAL MANAGER
Station Unit	WMFE-FM
Date Filled	05/20/2013
Recruitment Source Referring Person Hired	Tom Livingston & Associates
Total # of Interviewees	8
Referral Sources for Interviewees	Tom Livingston & Associates

Recruitment Sources Used:

WMFE Website
 Current.org
 Corporation for Public Broadcasting (CPB)
 Chronicle of Philanthropy
 Insideradio.com
 Radioink.com
 Livingstonassociates.net
 Netaonline.org
 Orlando Business Journal
 PMBA.org
 Deiworksite.org
 CEOupdate.com
 Allaccess.com
 Triplearadio.com
 Radio and Production Magazine
 Theconclave.com
 Radio-online.com
 Radio & Television Business Report
 ***Central Florida Employment Council
 ***Human Services Outcomes
 ***Goodwill Self Sufficiency Job Center
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Danielle Thornton, Everest University

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Master Recruitment Source Contact Information

Internet Websites

RECRUITMENT SOURCE
WMFE Website www.wmfe.org Telephone: 407/273-2300 x118 Contact: Sherry Alexander
PBS Connect Job Postings http://connect.pbs.org/ Telephone: 703/739-5000
DEI (radio version of PBS on-line) <i>(Development/Management positions only)</i> Telephone: 888/454-2314 www.deiworksite.org
Corporation for Public Broadcasting Telephone: 202/879-9600 http://stations.cpb.org/jobline/
Employers Association of Central Florida Contact Person: Christine Crews Telephone: 407/260-6556 www.eafinc.org
Workforce Central Florida 707 Mendham Boulevard, Suite 250 Orlando, FL 32825 www.employflorida.com 407/531-1222 x2037 Contact: Raj Daswani
***ProductionHUB.com, Inc. (free) Tara Withrow 801 W. Fairbanks Avenue Winter Park, FL 32789 407/629-4122 www.productionhub.com/marketplace/
Public Radio Program Directors Telephone: 310/664-1591 www.prpd.org
Florida Southern College Contact: Xuchitl N. Coso, Director of Career Development Telephone: 863-680-4390 http://www.collegecentral.com/flsouthern
AM/FM Jobs amfmjobs.com
Craigslist www.craigslist.org
Journalism Jobs journalismjobs.com

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E-mail

RECRUITMENT SOURCE
<p>Orlando Sentinel Classified Ad Contact Person: Kitty Cooper Telephone: 407/420-6051 Fax: 407/420-6077 E-mail: kcooper@orlandosentinel.com</p>
<p>Newslink Digest (radio jobs) Minnesota Public Radio E-mail: ekerr@mpr.org</p>
<p>NPR Southern Bureau (radio jobs) Russell Lewis, Chief E-mail: RDLewis@npr.org</p>
<p>The Bottom Line (PBMA Publication) (financial/admin jobs) Telephone: 803/799-5517 x117 Contact: Chuck McConnell E-mail: BottomLine@PBMA.org</p>
<p>Full Sail (technical jobs only) Career Development 3300 University Boulevard Winter Park, FL 32792 407/679-0100 Karen Trudeau ktrudeau@fullsail.com</p>
<p>Florida Blue Sheet 7238 Hiwassee Oak Road Orlando, FL Deadlines: 28th for 10th of following month & 18th for 25th of month Phone: 407/292-7458 Fax: 407/290-6528 E-mail: Bluesheet@juno.com</p>
<p>Professional Recruitment Firm Livingston & Associates Contact Person: Tom Livingston Telephone: 410/243-1974 Fax: 703/698-8083 livingst@erols.com</p>
<p>Current 1612 K Street, N.W. Suite 704 Washington, DC 20006 Phone: 202/463-7055 Fax: 301-270-7241 E-mail: classifieds@current.org</p>

RECRUITMENT SOURCE

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

Association of Fundraising Professionals
Central Florida Chapter
Ken D'Apice, Chapter Coordinator
Phone: 407-927-6318
E-mail: mail@afpcentralflorida.org

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

Ms. Judy Duda
1721 Rebel Run
Oviedo, FL 32765
Phone: 407-365-3613
Fax: 407-365-3212
E-mail: judyduda@msn.com

Gary Williams
Coldwell Banker Residential Real Estate, Inc.
211 E. Colonial Drive
Orlando, FL 32801
Phone: 407-841-6060 x300
Fax: 407-649-4353
E-mail: gary.williams@floridamoves.com

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

Florida Metropolitan University
2401 North Harbor City Boulevard
Melbourne, FL 32935
Contact Person: Catherine M. Mallozzi
321-253-2929 x41
E-mail: cmalozz@cci.edu

***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

RECRUITMENT SOURCE

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

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

Ana Tangel-Rodriguez
Tangel-Rodriguez & Associates
222 Weber Street
Orlando, FL 32803
407-849-1133
E-mail: tralawfirm@aol.com

Bill Sublette
Sublette Law Offices
250 N. Orange Avenue, Suite 1220
Orlando, FL 32801
407-426-8551
E-mail: bill@sublattelawoffices.com

David Smuckler, M.D.
ORHS Internal Medicine Faculty Practice
818 S. Main Lane
Orlando, FL 32801
321-841-6600
E-mail: innerdoc2782@mac.com

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

RECRUITMENT SOURCE

Stacey Kelley Gonzalez
SunTrust Banks, Inc.
Orlando Credit Resource Center
7455 Chancellor Drive
Orlando, FL 32809
407-762-7019
E-mail: stacey.gonzalez@SunTrust.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

***Ms. Carla Page
Job Specialists, Inc.
797 Douglas Avenue
Suite 151
Altamonte Springs, FL 32714
407/774-5627
E-mail: jobsinc1@earthlink.net

<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>Ramon Ojeda, President Hispanic Chamber of Commerce One Landmark Center 315 E. Robinson Street, Suite 365 Orlando, FL 32801 407/428-5870 E-mail: ramon@hispanicchamber.net</p>
<p>*** Mr.Daniel Erdahl Broadway Music Academy 1785 E Broadway St Oviedo, FL 32765 407/359-2828 Email: broadwaymusicacademy@gmail.com</p>

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Facsimile Transmission

RECRUITMENT SOURCE
Chronicle of Philanthropy 1255 – 23 rd Street, N.W. Washington, DC 20037 Phone: 202/466-1230 Fax: 202/296-2691
Jennifer Shafer Intertec/Broadcast Engineering Phone: 913/967-1732 Fax: 913/967-1735
Broadcasting 1705 DeSales Street, N.W. Washington, DC 20036 Phone: 202/659-2340 Fax: 202/293-3278
The Non Profit Times Len Blumstein 240 Cedar Knolls Road Suite 318 Cedar Knolls, NJ 07927 phone: 973/734-1700 fax: 973/734-1777



USPS Mail

RECRUITMENT SOURCE
Marlene Lasch 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: Sherry Alexander Telephone: 407/273-2300 x118
WMFE Job Line (automated attendant greeting menu item) Contact Person: Sherry Alexander Telephone: 407/273-2300 x118
WMFE News (in-house e-mail system) Contact Person: Sherry Alexander Telephone: 407-273-2300 x118



OUTREACH INITIATIVES
for
9/22/12 – 9/21/13

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 has utilized two interns in the Radio News Department, one of which was hired after the internship into a part-time, temporary position.

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

The CFO/VP for Administration and Finance participated in a series of training webinars presented by the Society for Human Resource Management, Biz Library, Public Media Business Association, and Employer's Association Forum covering the following topics designed to ensure equal employment and prevent discrimination:

- Performance Appraisals
- Inclusive Workplaces - Productivity and Innovation
- The Official Word on EEOC: An Overview of Important Laws & Regulations
- Human Resource Administration

The General Manager participated in a business leadership roundtable presented by *The Three Wise Guys* and the Orlando Regional Chamber of Commerce covering the following topic designed to ensure equal employment and prevent discrimination:

- Friends Talking Faith and Business

The General Manager, VP for Administration and Finance, Director for Programming, News Manager, Director for Membership, Chief Engineer and other employees participated in a discussion lead by Keith Woods, NPR Vice President for Diversity in News and Operations covering the topic of diversity in news and operations designed to ensure equal employment and prevent discrimination.