

2012 ANNUAL EEO PUBLIC FILE REPORT

The Nathan B. Stubblefield Foundation

Station: WMNF
Community of License: Tampa, FL

Reporting Period: September 21, 2011 – September 20, 2012

No. of Full-time Employees: More than 10
Small Market Exemption: No

During the Reporting Period, a total of three full time positions were filled. 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):

*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*

Local non-profit and arts organizations post announcements on WMNF website and we invite members of those groups to come to the station and record PSA's in their own voice.

On 3/30/12, our News/PA Director spoke at the Civic Media Center. He spoke on Keeping Progressive, Non-corporate Media Relevant in the Modern Communications Landscape.

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

Programming and Operations Departments train DJs on an ongoing basis in production, technical and broadcast skills. Such courses are a requirement of maintaining a show on WMNF. WMNF provides training opportunities in radio production and on-air skills for both students and community volunteers. WMNF offers technical and broadcast training to present music, news and public affairs and other types of programming to community volunteers over the age of 16.

Business Manager, Development Director, News/PA Dir, Program Dir as well as Board members participated in the NFCB webinar on Political Broadcasting.

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

WMNF collaborates with the University of South Florida's student-run college station "Bulls Radio." WMNF began leasing our HD2 signal to "Bulls Radio" in 2009. Previously, "Bulls Radio" was only heard on an inter-campus system, on a low-power AM station within a few mile radius surrounding USF's Tampa campus and on-line. When "Bulls Radio" became "WMNF HD2 Bulls Radio", the student-run station was then able to be heard by anyone with an HD radio throughout the entire Tampa Bay Area, which is also the location of USF's four campuses. The stream continues to be available on-line to anyone in the world. WMNF professional staff and seasoned volunteers have been training and mentoring these USF students for a career in broadcasting in our state-of-the-art radio facility.

2/21/12 - Hillsborough Community College ("HCC") Hawk Radio Studios: Volunteer/Outreach Coordinator met with Ed Ericsson (program manager); spoke with a variety of students about broadcasting, internships, resources, and set up continuing contact. (at Hillsborough Community College).

3/20/12 - Eckerd College Career Day. Volunteer/Outreach Coordinator spoke with students about WMNF and other community/public radio stations.

4/19/2012 – ten students from Fanni Green's voice class at USF Theatre came for a tour and staff explained what Community Radio was. They were told about voiceover work and mic techniques. They recorded station promos.

5/3/2012 – WMNF Operations Manager led a graduate seminar at NYU over the phone. They talked about editing and mixing sound and writing for broadcast, and resources and opportunities for independent radio producers.

5/29/12 - HCC Media Studies Program: Volunteer/Outreach Coordinator met with the Head of Media Studies and met with students about public affairs and news broadcast opportunities and internships, and discussed ways that the students could participate in coverage for the Republican National Convention (held here in Tampa) for applicable experience.

7/5/12 - HCC Media Studies Program:
 Volunteer/Outreach Coordinator met with the Head of Media Studies and conducted a training for media studies students at WMNF Studios.

7/7/12 - HCC Media Studies Program:
 Volunteer/Outreach Coordinator conducted RNC opportunities, training for HCC news/public affairs broadcast students.

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

Business Manager attended NAB Webinar on 04/04/2012 – EEOC Updates: How To Prepare and Stay Compliant Webinar.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/07/2011	Volunteer/Outreach Coordinator	WMNF - Website
12/12/2011	Senior Reporter	WMNF - Website
06/18/2012	General Manager	Current

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 24

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
WMNF Website	17
Current magazine	1
CPB	3
NFCB	3

RECRUITING SOURCES USED

Job Title of Position: Senior Reporter

Date of Hire: 12/12/2011

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WMNF (Web site posting, on air announcements, in-house bulletin board posting, & station's email list to all volunteers, programmers, staff, and audience membership list.)	N	1210 E. MLK Jr Blvd Tampa, FL 33603	Mercedes Skelton	813-238-8001 mercedes@wmnf.org
<i>La Gaceta</i>	N	3210 E 7 th Ave. Tampa, Fl	Patrick Monteiga	813-248-3921
<i>Florida Sentinel</i>	N	2207 E. 21 st Ave, Tampa, Fl 33602	Advertising Dept.	813-248-1921 www.flsentinel.com
<i>Tampa Bay Times</i>	N	490 First Ave S. St Petersburg, Fl 33701	Classified	727-293-8111 www.tampabay.com
JournalismNext.com	N			703-629-0178 www.journalismnext.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: Volunteer/Outreach Coordinator

Date of Hire: 11/07/2011

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WMNF (Web site posting, on air announcements, in-house bulletin board posting, & station's email list to all volunteers, programmers, staff, and audience membership list.)	N	1210 E. MLK Jr Blvd Tampa, FL 33603	Mercedes Skelton	813-238-8001 mercedes@wmnf.org
National Federation of Community Broadcasters	N	1970 Broadway Suite 1000 Oakland, CA 94612	Ginny Berson	Www.nfcb.org 510-451-8200

*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: 06/18/2012

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WMNF (Web site posting, on air announcements, in-house bulletin board posting, & station's email list to all volunteers, programmers, staff, and audience membership list.)	N	1210 E. MLK Jr Blvd Tampa, FL 33603	Mercedes Skelton	813-238-8001 mercedes@wmnf.org
WMNF	N	1210 E. MLK Jr Blvd Tampa, FL	Mercedes Skelton	mercedes@wmnf.org
Tampa Bay Times	N	490 First Ave S. St Petersburg, FL 33701	Classified	727-293-8111 www.tampabay.com
<i>Florida Sentinel</i>	N	2207 E. 21 st Ave. Tampa, FL 33602	Adverting Dept.	813-248-1921 www.flsentinel.com
<i>La Gaceta</i>	N	3210 E. 7 th Ave. Tampa, FL 33605	Patrick Monteiga	813-248-3921 www.lagacetanewspaper.com
<i>The Non-profit times</i>	N	201 Littleton Rd-2 nd Floor Morris Plains, N.J. 07950	Stephanie Johnson	973-401-0202 www.nonprofittimes.com
<i>Current</i>	N		Kathleen Unwin	Unwin@current.org 877-745-8776
CPB	N	401-9 th St N.W. Washington, D.C. 20004		Www.CPB.org 202-879-9600
NFCB	N	1970 Broadway Suite 1000 Oakland, CA 94612	Ginny Berson	Www.nfcb.org 510-451-8200
Asian American Journalist	N	5-Third St. Suite 1108 San Francisco, CA 94103		415-346-2051 www.national@naja.org
NABJ	N	1100 Knight Hall, Suite 3100 College Park, MD 20742		301-314-1714 www.nabj.org
AM/FM jobs	N			Www.amfmjobs.com 800-374-0119
Ideal	N	302 Fifth Ave 11 th Fl New York, N.Y. 1001-3604		Www.idealists.com 1-646-786-6886
Prado	N		Carol Young	Www.pradoweb.org 607-729-0100

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