

2008 ANNUAL EEO PUBLIC FILE REPORT

THE NATHAN B. STUBBLEFIELD FOUNDATION

Station:	WMNF (FM-ED)
Community of License:	Tampa, FL
Reporting Period:	September 21, 2007 – September 20, 2008
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

During the Reporting Period, no 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):

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

Co-sponsored a Job Fair 04/09/08 with Tampa Broadcasters. Event was held at Hillsborough Community College. The president of the organization is a minority and a substantial number of the organization's participants are women. The station provided information about community radio and opportunities for employment training. The Interim Station Manager and the Volunteer Coordinator attended the fair.

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

WMNF News Reporter Training:

In April of 08 WMNF offered a seven -week course designed to train volunteer reporter producers to participate in WMNF news acquisition and broadcast. Training includes research and writing, digital editing and production, voice training and hands-on experience covering, reporting and producing news for and by outside trainers brought in for specific classes. There is a small (\$20) materials fee, which can be waived for based on a showing of financial hardship. Our Assistant News Director is also tutors several people every other week on work in the newsroom. During the

reporting period, 10 students attended. We recruit for the training sessions using on-air and website advertisements.

*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 participates in a website called Second Life, an online virtual world with millions of residents from all over the world. WMNF has a virtual office in the Non-Profit Commons, home to over 30 non-profit organizations, to provide outreach and information about WMNF.

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

In March of 2008, station staff attended NFCB conference in Atlanta, GA where workshops were held in technology, human resources, radio broadcasting, fundraising and much more. The station's Development Director, Business Manager, Web Manager, Operations Manager, Program Director, Finance Assistant and Receptionist were all in attendance.

*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.*

Brewster Technical College brought fifty Hispanic speaking students who are interested in broadcasting to the station. For some it was their first experience of speaking English outside of the classroom. After a tour of the facilities, the station's Volunteer Coordinator to the Board presented an overview of community radio. The station's Program Director discussed the volunteer opportunities at the station and highlighted how community radio differs from commercial radio. Our Membership Coordinator discussed the demographics of the station's members.

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