

2006 ANNUAL EEO PUBLIC FILE REPORT

THE NATHAN B. STUBBLEFIELD FOUNDATION

WMNF (FM-ED)
Tampa, FL

Station:	WMNF
Community of License:	Tampa, FL
Reporting Period:	September 21, 2005-September 20, 2006
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

During the Reporting Period, a total of 3 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):

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

WMNF News Reporter Training:

Two 7-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 hardship. The dates were January 7th to February 18th. And August 5 – September 16. **14 people participated.**

Participants are sought through the following methods:

- On-air announcements of openings, by recorded promotional announcement and by live-read announcements, throughout the broadcast schedule, for one month prior to startup.
- Local newspaper coverage (3 daily, two weekly as news item and as announcements in community bulletin board sections of newspapers.
- Announcement and application on WMNF website.
- Live announcements at WMNF community events.
- Flyers at local community colleges and universities.
- Notification to local college-level journalism departments.

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

Voice Training: As part of the News Training WMNF brought in a voice trainer to improve vocal skills of WMNF on-air news and public affairs personnel. There were 14 People trained.

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

Purchased E-training modules. Email & E-Communications: Legal Risks & Prevention Strategies. (BLR) Hr Legal training for supervisors. Avoiding Workplace Discrimination – Dealing with Conflict. Continue to subscribe to several Human Resource subscriptions dealing with employment issues. Held a Diversity Workshop for Staff and Board on August 19th 2006.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
05/15/2006	Development Director	WMNF-Web-site posting
07/03/2006	Finance Assistant	WMNF-Web-site posting
07/24/2006	News Reporter	WMNF – In House posting

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 15

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
WMNF web site www.wmnf.org	7
Internet postings various	8
All other sources listed in following charts	0

RECRUITING SOURCES USED

Job Title of Position: Development Director Date of Hire: 05/15/2006

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Tampa Tribune	N	P.O. Box 85000 Tampa, FL 33601	Classified Department	813-259-7339
Florida Sentinel (Minority owned paper)	N	2207 21 st Ave E Tampa, FL 336	Classified Department	813-248-1921
La Gaceta (Minority owned paper)	N	P.O. Box 5536 Tampa, FL 3367	Classified Department	813-247-5357
St. Petersburg Times	N	P.O. Box 175 St Petersburg,	Classified Department	727-893-8111

		FL 33731		
Weekly Challenger (Minority owned paper)	N	2500 MLK St. South, Suite F, St Petersburg, FL 33705	Classified Department	727-896-2922
Weekly Planet	N	810 Howard Ave., Tampa, FL 33606	Classified Department	813-739-4888
WMNF.org	N	www.wmnf.org	n/a	
Carerbuilder.com	N	www.careerbuilder.com	n/a	
WMNF In House	N	1210 E. MLK Jr. Blvd., Tampa, FL 33602	Mercedes Skelton	(813) 238-8001
Current	N	6930 Carroll Ave Suite 350, Takoma Park, MD 20912	Classified Department	301-270-7240

* 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: Finance Assistant Date of Hire: 07/03/2006

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Tampa Tribune	N	P.O. Box 85000 Tampa, FL 33601	Classified Department	813-259-7339
Florida Sentinel (Minority owned paper)	N	2207 21 st Ave E Tampa, FL 336	Classified Department	813-248-1921
La Gaceta (Minority owned paper)	N	P.O. Box 5536 Tampa, FL 3367	Classified Department	813-247-5357
St. Petersburg Times	N	P.O. Box 175 St Petersburg, FL 33731	Classified Department	727-893-8111
Weekly Challenger (Minority owned paper)	N	2500 MLK St. South, Suite F, St Petersburg, FL 33705	Classified Department	727-896-2922
Weekly Planet	N	810 Howard Ave., Tampa, FL 33606	Classified Department	813-739-4888
WMNF.org	N	www.wmnf.org	n/a	
WMNF In House Posting	N	1210 E. MLK Jr. Blvd., Tampa, FL 33602	Mercedes Skelton	(813) 238-8001

* 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: News Reporter

Date of Hire: 07/24/2006

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Tampa Tribune	N	P.O. Box 85000 Tampa, FL 33601	Classified Department	813-259-7339
Florida Sentinel (Minority owned paper)	N	2207 21 st Ave E Tampa, FL 336	Classified Department	813-248-1921
La Gaceta (Minority owned paper)	N	P.O. Box 5536 Tampa, FL 3367	Classified Department	813-247-5357
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Weekly Planet	N	810 Howard Ave., Tampa, FL 33606	Classified Department	813-739-4888
WMNF.org	N	www.wmnf.org	n/a	
WMNF In House Posting	N	1210 E. MLK Jr. Blvd., Tampa, FL 33602	Mercedes Skelton	(813) 238-8001
Journalism Jobs Minority recruitment site	N	Journalismjobs.com	n/a	

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