

2025 ANNUAL EEO PUBLIC FILE REPORT

The Nathan B. Stubblefield Foundation

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

Reporting Period: September 21, 2024-
September 20, 2025

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.*

2/13/25 - Participated at an in-person Internship Fair at the University of Tampa. This school has a large number of international and minority students.

6/6/25 – Participated in Career Source Tampa Bay Summer Hires event at the Skills Center, Tampa, to interview for a paid Summer intern. These are generally at risk youth, with a large number of female and minority background students participating.

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

WMNF has continued to expand relationships with local colleges, universities, and high schools. In this past year we had 23 college student and 2 high school and interns. They researched stories for reporters, created original content for broadcast and online, and worked with mentors. Four of these students learned audio production and editing, digitized and uploaded music to HD channels, produced promos, and public service announcements. Interns also worked on our live music broadcast, learned camera operation, sound board operation and all other facets of booking, promoting and producing live music programs. We also had several social media interns, creating content for FaceBook, Instagram and web postings.

Launched in the Fall of 2025 (September), WMNF has partnered with the USF Mellon Internship Program to pay Humanities students. Of the 23 college interns noted above, 5 of them are participants in this inaugural program. They are all gaining invaluable experience in production and broadcast news to utilize in the future. We have also hired an intern graduate from UT in the last year to produce stories for air and web posting.

*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).*

9/21/24 – 9/20/25 - The Manager - Volunteers, Outreach & Engagement uses SignUp Genius to notify volunteers within the organization and promote outreach opportunities in the community at large.

WMNF continues to use Handshake to communicate with students at multiple local schools, and universities. Our Volunteer database is another mechanism for notifying registrants of our station outreach opportunities.

WMNF remains digitally active on Instagram, Meta (FaceBook), X (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 has upgraded the programming our HD channels, developing content which can further connect with various groups in the community, such as Latin, Jazz, Hip Hop, local and national public affairs programming. WMNF continues to produce a show, "The Dorm Room", hosted by college student and high school students who play music of great appeal to people under 30 years old.

WMNF continues to sponsor and have outreach at a wide range of events in our listening area. The station provides a forum for non-profit organizations to record free Public Service Announcements for broadcast and posts upcoming events on our website, to publicize the best of the community to listeners and those seeking connections.

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

Technical Operations Chief, Operations Assistant, and key volunteers offer programmers and staff continuous individual and group training classes on board and studio operations. This includes education on new equipment and software. As the station uses the latest equipment and software, staff receives upgraded skills.

Programmer Director, News & Public Affairs Director, and Development Director provide programmers and staff regular meetings and workshops on "How to Pitch" on the radio and "Have a Successful Fund Drive", as well as Best Practices in general.

WMNF provides a wide range of training to our staff and volunteers. We continue to have training classes on using social media (Meta/Facebook, cross-platform posting, creating IG stories), as well as internet security. We have training on podcasting, public speaking, announcing, compiling music sets and creating digital content.

All staff annually complete CPB training on Preventing Harassment and Discrimination.

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

9/14/2024 - WMNF participated in Refugee Services Welcoming Week at the University Area Community Development Center. The station partakes in many events at this location, reaching a wide range of potential participants, and informing a diverse population of opportunities at WMNF and in radio broadcasting.

2/4/2025 - WMNF participated in the Hillsborough County School Career Day, discussing radio announcing and opportunities in broadcasting.

4/26/25 – Outreach at Learning Gate Community School’s ECOFest, Lutz, FL – Spoke with many teachers, parents and students.

7/10/15 – Volunteer Manager and a WMNF program host were guests on Hawk Radio at HCC, promoting volunteering and potential opportunities at 88.5FM Community Radio.

9/17/2025 - Participated at another in-person Internship Fair at the University of Tampa, speaking with at least 28 potential student interns.

*Sponsored at least 2 **events in the community** designed to inform and educate the public as to employment opportunities in broadcasting.*

2/7-2/8/25 – WMNF was a Media Sponsor and conducted outreach at The St. Pete Science Festival. Set up mini recording studio to demonstrate how to talk on the radio, and let students hear themselves back on an audio file.

4/8/25 - The station hosted a tour and info session with Gracepoint Wellness participants and their social workers. Attendees were invited to become volunteers, and many ways to help and learn were discussed.

5/13/25 - The Volunteer & Outreach Manager met with a representative from CareerSource Tampa Bay Summer Hires program in order to welcome a new paid Summer intern.

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

5/27-5/30/25 - Shane Linkous, Director of Finance & Administration virtually attended 2025 PMBA Annual Conference, held in-person at Loews Ventana Canyon Resort, Tuscon, AZ

7/7-7/10/25 Shari Akram, Development Director attended in person PMDMC Annual Conference, at Philadelphia Marriott Downtown, Philadelphia, PA.

6/9-6/11 – Randi M. Zimmerman, GM, attended conference with National Federation of Community Broadcasters that included attending workshops about community relations and human resources issues.

Participated in other activities:

9/21/24 – Outreach at the Glazer’s Children’s Museum Birthday, Curtis Hixon Park, Tampa, FL

9/21/24 – Host the Living Mirror Playback Theater in Live Music Studio at WMNF, Tampa, FL – Focus on Latin Heritage

10/5/24 – Produced a Tribute to Tom Petty at Skipper’s Smokehouse, Tampa, FL

10/18/24 – Produced the Halloween Ball at New World Tampa

11/2/24 – Produced a Tribute to the Talking Heads at Skipper’s Smokehouse, Tampa, FL

11/9/24 – Host the Living Mirror Playback Theater in Live Music Studio at WMNF, Tampa, FL – Focus on Courage & Resilience in the face of Hurricane Helene

11/16/24 - Produced a Recycled Music/Record & CD Sale at WMNF Studios, Tampa, FL

12/6 & 12/7/24 – Media Sponsor and outreach at the Orange Blossom Revue, Lake Wales, FL

12/6/24 – Host Keller Williams at Skipper’s Smokehouse, Tampa, FL

12/14/24 – Host Caleb Caudle & Geri X at Bayboro Brewing, St. Petersburg, FL

1/18/25 – Host the Living Mirror Playback Theater in Live Music Studio at WMNF, Tampa, FL – Focus on Homelessness & Hunger

1/20/25 – Participate in the Tampa MLK Jr Parade

1/20/25 - Key staff and volunteers attended the TOBA MLK Breakfast, Tampa, FL

2/1/25 – Participated in the Raptor Fest at Boyd Hill Nature Park, St. Petersburg, FL

2/8/25 – The Shruti East West Music & Dance Festival, Tampa, FL

2/7 & 2/8/25 – Media Sponsor and outreach at the St. Petersburg Science Festival, St. Petersburg, FL

2/8/25 – Host The Fam Jam at Bayboro Brewing, St. Petersburg, FL

2/15/25 – Host the Living Mirror Playback Theater in Live Music Studio at WMNF, Tampa, FL – Focus on Black History

2/15 & 2/16/25 – Media Sponsor and outreach at the Dunedin Art Harvest at Our Lady of Lourdes Catholic Church, Dunedin, FL

3/1/25 – Produce the Waco Brothers at Skipper’s Smokehouse, Tampa, FL

3/3/25 – Host Drag Bingo at Cocktail St Pete, St. Petersburg, FL

3/5/25 – Produce the a Tribute to Elton John at Skipper’s Smokehouse, Tampa, FL

3/29/25 – Participate in the Tampa Pride Parade, Ybor City/Tampa, FL

3/29/25 – Host the Living Mirror Playback Theater in Live Music Studio at WMNF, Tampa, FL – Focus on Women’s History

4/5/25 – Participate in New World Tampa’s Eco event, Tampa, FL

4/11 - 4/13/25 – Media Sponsor and outreach at the Tampa Bay Blues Fest, Vinoy Park, St. Petersburg, FL

4/17/25 - Participated in a networking event at the Victor Crist Community Center Complex

4/19/25 – Host the Living Mirror Playback Theater in Live Music Studio at WMNF, Tampa, FL – Focus on Environmental Awareness

4/19/25 – Conduct outreach at the Black Business Bus Tour, Tampa, FL

4/26/25 – Conduct outreach at the EcoFest at Learning Gate Community School, Lutz, FL

4/26/25 – Conduct outreach at the Tampa Bay Black Heritage Music Festival, Tampa, FL

5/1/25 – Participate in the EPA Clean Air Fair, Downtown Tampa

5/6/25 – Movers for Moms Mother’s Day material aid collection ends at WMNF, Tampa, FL

5/10/25 – Produced Tropical Heatwave, Cuban Club, Ybor City/Tampa, FL

5/19/25 – Host Drag Bingo at Cocktail St Pete, St. Petersburg, FL

6/7/25 – Host the Living Mirror Playback Theater in Live Music Studio at WMNF, Tampa, FL – Focus on Pride

6/28/25 – Participate in the St Pete Pride Parade

6/28/25 – Media Sponsor and outreach at the Righteous Rockers Music Festival, Tampa, FL

7/3/25 - Media Sponsor, provided a DJ, and conducted outreach at the Women’s Health and Wellness Day at Community Stepping Stones, Tampa, FL

7/17/25 – Represent at the Victor Crist Community Center Complex Networking event, Tampa, FL

8/25/25 – Host Drag Bingo at Cocktail St Pete, St. Petersburg, FL

8/28/25 - Produced Save Our Soundwaves concert at the Crowbar, Ybor City/Tampa, FL

9/8/25 – OASIS Opportunities Clothing & Hygiene Drive and the Kind Mouse Food Drive for Back to School items picked up from WMNF Studios, Tampa, FL

9/14/25 – Celebrate the 46th Birthday with a RadioActivist Pot Luck at WMNF Studios, Tampa, FL

9/20/25 – Produce the WMNF 46th Birthday Bash, Bayboro Brewing, St. Petersburg, FL

9/20/25 – Host Living Mirror Playback Theater – Focus on Latin Heritage Month at WMNF Studio, Tampa, FL
 9/20/25 – Participate in World Car Free Day with outreach in downtown, Tampa, FL

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
10/7/24	Operations Assistant, Part time	Former Intern, volunteer, operations assistant

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 8

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Referral	1

RECRUITING SOURCES USED

Job Title of Position: Membership Coordinator Date of Hire: 1/22/24

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WMNF	N	1210 E MLK Jr. Blvd Tampa, FL	hr@wmnf.org	813-238-8001wmnf.org

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