

EEO Regulations for Broadcasters Public File

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that WUCF TV and FM are in compliance with the Commission's current EEO rules, policies, and record-keeping requirements.

WUCF TV and FM are licensed to the University of Central Florida. Accordingly, UCF is responsible for the station's hiring and EEO activities. UCF is an equal opportunity employer. In compliance with UCF Human Resources guidelines, applicants are asked to provide referral sources on an optional/voluntary basis.

Updated as of September 2025

List of Full-Time Jobs Filled

Period October 1, 2024 through September 30, 2025

Job Title: Broadcast Production Specialist II	Date Filled: 12/13/2024
Job Title: Digital Communications Mgr	Date Filled: 02/12/2025
Job Title: Broadcast Engineer	Date Filled: Failed Search
Job Title: Community Education Manager	Date Filled: 07/04/2025
Job Title: Corp Partnership Coor	Date Filled: 07/18/2025
Job Title: Gift Admin Specialist	Date Filled: 08/15/2025
Job Title: Broadcast Engineer	Date Filled: In Process
Job Title: Corp Partnership Coor	Date Filled: In Process

Yearly Totals for Number of Interviewees by Referral Source

Recruitment Sources:

UCF Website: 10

Employee Referral: 14

Indeed: 8

LinkedIn: 8

Other Job Boards: 1

Current Worker: 4

Word of mouth: 4

Total Number of Interviewees: 42

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Broadcast Production Specialist II

Date Filled: 12/13/2024

Posting dates: 09/09/2024 -09/25/2024

Recruitment Source for Actual Hire: Employee Referral

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Recruitment Sources Utilized for Vacancies:

African American Chamber

Asian American Chamber

Broadcast Media

Career Builder

Corporation for Public Broadcasting-cpb.org

Current/Greater Public

Diversity

HigherEd Jobs

Hispanic American Chamber

Indeed

Monster Jobs

NETAonline.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF website

Number of candidates interviewed: 8

Recruitment Referral Sources:

UCF Career Website: 2

Employee Referral:2

LinkedIn: 1

Indeed: 2

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Digital Communications Manager

Date Filled: 02/12/2025

Posting dates: 10/25/2024 – 11/12/2024

Recruitment Source for Actual Hire: LinkedIn

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Recruitment Sources Utilized for Vacancies:

Asian American Chamber

African American Chamber

CareerBuilder

Current/Greater Public Media

Diversity Jobs

HigherEd Jobs

Hispanic Chamber

Indeed

NETAonline.org

Teal Digital

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF LinkedIn

WUCF Newsletter

WUCF website

Number of candidates interviewed: 11

Recruitment Sources:

UCF Website: 2

LinkedIn: 1

Word of Mouth: 3

Internal: 2

Indeed: 3

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Broadcast Engineer

Date Filled:

Posting dates: 03/14/2025 – 03/25/2025

Recruitment Source for Actual Hire:

Failed Search

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corp for Public Broadcasting -CPB.org

Current/Public Media

Diversity Jobs

HigherEd jobs

Hispanic American Chamber of Commerce

Indeed

Job2Job

Media Bistro

NETAonline.org

Society of Broadcast Engineers

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF website

Number of candidates interviewed: 4

Recruitment Referral Sources:

UCF Website: 1

LinkedIn: 1

Word of Mouth: 1

Employee Referral: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Community Education Manager

Date Filled: 07/04/2025

Posting dates: 04/09/2025 – 05/01/2025

Recruitment Source for Actual Hire: Internal Candidate

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

CareerBuilder

Corporation for Public Broadcasting– cpb.org

Diversity Jobs

Glassdoor

HigherEd jobs

Hispanic Chamber of Commerce

Indeed

NETAOnline.org

ScholarshipDB.net

SimplyHired

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF LinkedIn

WUCF Newsletter

WUCF website

Ziprecruiter

Number of candidates interviewed: 9

Recruitment Referral Sources:

Indeed: 2

UCF Career Website: 2

LinkedIn: 1

Word of Mouth: 2

Internal: 2

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Corp Partnership Coord

Date Filled: 07/18/2025

Posting dates: 05/05/2025 – 05/10/2025

Recruitment Source for Actual Hire: LinkedIn

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Recruitment Sources Utilized for Vacancies:

Asian Chamber

African American Chamber

CareerBuilder

Corporation for Public Broadcasting -CPB.org

Diversity Jobs

Glassdoor

HigherEd jobs

Hispanic Chamber

Indeed

Monster Jobs

NETAonling.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Internal Announcement (Newsletter)

WUCF Facebook

WUCF LinkedIn

WUCF website

Ziprecruiter

Number of candidates interviewed: 5

Recruitment Referral Sources:

UCF Website: 1

LinkedIn: 3

Indeed: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section,
Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Gift Admin Specialist

Date Filled: 08/15/2025

Posting dates: 5/19/2025 - 06/09/2025

Recruitment Source for Actual Hire: UCF Jobs

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Recruitment Sources Utilized for Vacancies:

Adzuna

Asian American Chamber

African American Chamber

CareerBuilder

Corporation for Public Broadcasting-CPB.org

Diversity Jobs

HigherEd jobs

Hispanic American Chamber

Indeed

Learn for Good

NETAonline.org

PMBA.org

Snag a Job

Teal

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Website

Ziprecruiter

Number of candidates interviewed: 4

Recruitment Referral Sources:

UCF Website: 2

Glassdoor: 1

LinkedIn: 1

List of Recruitment Sources Used to Fill Each Vacancy

Job Title for Vacancy: Broadcast Engineer

Date Filled:

Posting Dates: 08/13/25 - 08/27/25

Recruitment Source for Actual Hire: IN PROGRESS

Recruitment Sources Utilized for Vacancies:

African American Chamber

Asian American Chamber

Career Builder

Corporation for Public Broadcasting - CPB.org

Current-Public Media

Diversity Jobs

Dr. Job

Glassdoor

HigherEd Jobs

Hispanic Chamber

Indeed

NETAonline.org

Simply Hired

Society of Broadcast Engineers

University of Central Florida Human Resources Employment Opportunities Website:
www.jobswithucf.com

WUCF LinkedIn

WUCF Newsletter

WUCF Website

Ziprecruiter

Number of candidates interviewed:

Recruitment Referral Sources:

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contract Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job Title for Vacancy: Corp Partnership Coor

Date Filled:

Posting Dates: 08/18/25-8/28/25

Recruitment Source for Actual Hire: IN PROGRESS

Recruitment Sources Utilized for Vacancies:

American Fundraising Professionals

Corporation for Public Broadcasting - cpb.org

Diversity Jobs

Edyth Bush Institute

Glassdoor

HigherEd Jobs

NETAonline.org

University of Central Florida Human Resources Employment

Opportunities Website: www.jobswithucf.com

WUCF Facebook

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Website

Ziprecruiter

Number of candidates interviewed:

Recruitment Referral Sources:

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contract Information.

Contact Information for Recruitment Sources

Organization/Department/Project	Contact Name	Email/Website	Website	Address	City / Zip	Phone	Fax	Entitled to Notification?
African American Chamber of Commerce		sullivan@blackcommerce.org or info@blackcommerce.cc.send.com	http://blackcommerce.org	3201 E. Colonial Drive, Suite A-20	Orlando, FL 32803	407-420-4870	407-420-4849	N
Asian American Chamber of Commerce	Vi Ma	vimastots@gmail.com or info@asianamericanchambercfl.org	http://asianamericanchambercfl.org	237 Isle of Sky Circle	Orlando, FL 32828	407-496-8321	N/A	N
Association of Fundraising Professionals Central Florida Chapter	None, self posted	http://afpcentralfloida.org/						
Career Source	UCF HR		http://www.careersourcecentralflorida.com	4360 E. Colonial Drive	Orlando, FL 32803	407-531-1227 x4400	N/A	N
CareerBuilder	UCF HR		http://www.careerbuilder.com					N
Corporation for Public Broadcasting	None, self posted	http://cpb.org/jobline	http://cpb.org	401 Ninth Street, NW	Washington, DC 20004	202-879-9600	N/A	N
Current for People in Public Media	None, self posted- for a fee	publicmediajobs.org	publicmediajobs.org					N
Diversity Jobs	UCF HR	Automatically gets picked up with HigherEd	https://www.diversityjobs.com					N
Florida Public Relations Association	Julie Hall	fpraorlando@gmail.com	http://www.fpra.org	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Greater Public	None, self posted-free	https://www.greaterpublic.org/submit-job/	https://www.greaterpublic.org/submit-job/					N
Higher Ed Jobs	UCF HR	Automatically gets picked up with HigherEd	https://www.higheredjobs.com					N
Hispanic Chamber of Commerce	Daniela Lopez	info@hispanicchamber.net or DLopez@hispanicchamber.net	http://www.hccmo.org	3201 East Colonial Drive, Suite A-20	Orlando, FL 32803	407-428-5870	407-428-5871	N
Indeed	UCF HR	Automatically gets picked up with HigherEd						
MyPBS	None, self posted	http://connect.pbs.org	http://www.pbs.org	2100 Crystal Drive	Arlington, VA 22202	703-739-5000	N/A	N
NETA Production Council List	Maryanne Schuessler	maryanne@netaonline.org	http://www.netaonline.org	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
NETAOnline.org	Maryanne Schuessler	maryanne@netaonline.org	http://www.netaonline.org	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
Orlando Women in Film Facebook page	Jen Cook	jennifer.cook@wucf.org	https://www.facebook.com/womeninfilml/	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Public Media Business Association	None, self posted-free	info@pmbaonline.org	https://www.pmbaonline.org/industry-jobs					
UCF Veterans Resource Center	Joshua Johnson	joshua.johnson@ucf.edu	http://varc.idcs.ucf.edu	12781 East Plaza Drive	Orlando, FL 32816	407-823-5877	407-823-5879	N
University of Central Florida Jobsite	UCF HR	Workday	https://www.jobswithucf.com	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Women in Film	FB Page	jennifer.cook@wucf.org						N
WUCF Facebook page	Jen or Sydney		https://www.facebook.com/WUCFTV	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF Internal Announcement (newsletter)	Jen or Sydney		Internal Email	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF LinkedIn Post	Jen or Sydney	Submit as post on WUCF LinkedIn Page						
WUCF website	Jen or Sydney		http://www.wucf.org	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Facebook Pages	Contact Name							
https://www.facebook.com/PubMediaWIL	Jen Cook	Public Media Women in Leadership						
https://www.facebook.com/NAHUCentralFL	Jen Cook	National Association of Hispanic Journalists						
https://www.facebook.com/CFABJOrlando	Jen Cook	Central Florida Association of Black Journalists						
https://www.facebook.com/PRSAOrlando	Jen Cook	The Public Relations Society of America/Orlando Chapter						
https://www.facebook.com/fpraorlando	Jen Cook	FL PR Association						

Prong 3 Longer-Term recruitment Initiatives

October 1, 2024 – September 30, 2025

Implemented During Previous Year

No.	Category	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	College Internship Program	Oct 2022 to Present	College Intern Program	Intern opportunities to expose students to careers in broadcasting, radio, IT, and production, to give them real-world experience in the field, and help build their portfolio of work.	Students work with staff on station projects, giving them experience in the broadcasting industry. All students receive direct supervision and training from experienced professionals.	Debbie Pease, Office Experience Concierge; Kyle Fuchs, Managing Producer; Michael Corripio, Broadcast Manager; Kayonne Riley, Director of Radio; Kristen Donnelly, Broadcast Production Specialist; Heather Bailey, Executive Producer; Stephen Mort, Executive Producer; Raychel Cesaro, Corp Partnership Mgr; Katrina Scales, Digital Communications Manager, Mark Lundstrom, IT Manager

2	Listing of each upper- level category opening in a job bank of trade group whose membership includes substantial participation of women and minorities	Oct 2022 to Present	Job Bank	Posting of each opening in a job bank whose membership includes substantial participation of women and minorities	WUCF posts job announcements on the African American, Asian and Hispanic Chambers of Commerce	Deborah Pease, Executive Assistant
3	Events with educational institutions related to broadcasting career opportunities	Fall 2024 and Spring 2025	Instructor	Instruct students on skills necessary in broadcasting careers.	Professor of RTV 4561, Radio Programming and Production	Kayonne Riley, Director of Radio
4	Events with educational institutions related to broadcasting career opportunities	Fall 2024 and Spring 2025	Practicum Class	Class requires students to have observations with professionals in editing, studio, field production, education outreach, promotions, and pledge.	Teach students about public media and television operations during the class.	Jennifer Cook, Executive Director; Bill Dotson, Director of Operations & Engineering; Kayonne Riley, Director of Radio; Melissa Brillard, Director of Development; Julie Sochay, Director of Content Michael Corripio, Broadcast Manager; Katrina Scales, Digital Communications Mgr, Kristin Donnelly, Senior Producer

5	Online CPB Harassment Prevention Training Program for interns and staff	May 2024 to Present	Inclusive Communication	To train personnel to recognize, avoid and report workplace discrimination including harassment.	All WUCF staff and interns were required to participate in the training.	All WUCF staff and interns
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