



## Annual EEO Public File Report

WUFT(TV), WUFT-(FM), WJUF(FM),  
WUFQ(FM), WRUF(AM), WRUF-(FM)

October 1, 2021—September 30, 2022

This Report was updated on January 31, 2024, in response to feedback received from FCC staff.

2022-2021

| Title                    | Requisition # | Position # | Recruitment Sources  | Number of interviews | Interviewee Recruitment Source                      | Date Filled | Hire Recruitment Source |
|--------------------------|---------------|------------|--|----------------------|---|-------------|-------------------------|
| Multimedia Specialist    | 518766        | 00015775   | UF, Chronicle, Insider Higher Education, National Association of Broadcasters, National Association of Black Journalists, National Association of Hispanic Journalists, Great Public, Zip Recruiter, National Nonprofit, National Federation of Community Broadcasters, Public Media Business Association, Alliance for Women in Media, Asian American Journalists Association, Broadcasting and Cable, Journalism Jobs, Native American Journalists Association, Radio Business Report/TV Business Report, RTNDA, Society of Professional Journalists, TV and Radio Jobs, Current | 5                    | Word of Mouth (1), Indeed (3), Facebook (1)         | 1/21/2022   | Word of Mouth           |
| Broadcasting Coordinator | 519306        | 00037455   | UF, Chronicle, Insider Higher Education, National Association of Broadcasters, National Association of Black Journalists, National Association of Hispanic Journalists, Great Public, Zip Recruiter, National Nonprofit, National Federation of Community Broadcasters, Public Media Business Association, Alliance for Women in Media, Asian American Journalists Association, Broadcasting and Cable, Journalism Jobs, Native American Journalists Association, Radio Business Report/TV Business Report, RTNDA, Society of Professional Journalists, TV and Radio Jobs, Current | 3                    | Indeed (1), Referral (1), Professional Website (1)  | 5/9/2022    | Professional Website    |
| Broadcasting Coordinator | 519311        | 00018960   | UF, Chronicle, Insider Higher Education, National Association of Broadcasters, National Association of Black Journalists, National Association of Hispanic Journalists, Great Public, Zip Recruiter, National Nonprofit, National Federation of Community Broadcasters, Public Media Business Association, Alliance for Women in Media, Asian American Journalists Association, Broadcasting and Cable, Journalism Jobs, Native American Journalists Association, Radio Business Report/TV Business Report, RTNDA, Society of Professional Journalists, TV and Radio Jobs, Current | 3                    | Indeed (1), Referral (1), Professional Website (1)  | 5/24/2022   | Referral                |
| Chief Meteorologist      | 519129        | 00026469   | UF, Chronicle, Insider Higher Education, National Association of Broadcasters, National Association of Black Journalists, National Association of Hispanic Journalists, Great Public, Alliance for Women in Media, Asian American Journalists Association, National Hispanic Media Coalition, Public Media Business Association, TV and Radio Jobs, Current, American Meteorological Society, National Weather Association   | 3                    | Careers at UF (1), Indeed (1), Invited to Apply (1) | 5/31/2022   | Invited to apply        |



## List of Recruitment Sources For Job Openings

2021-2022

| Recruitment Source                              | Address                   | City, State, Zip        | Contact Name    | Email  | Phone        | Type           | Website   |
|---|---------------------------|-------------------------|-----------------|--|--------------|----------------|---|
| Asian American Journalists Association          | 1182 Market ST, Ste 320   | San Francisco, CA 94102 |                 | <a href="mailto:national@aaja.org">national@aaja.org</a>             | 415-346-2051 | Web            | <a href="http://www.aaja.org/">http://www.aaja.org/</a>                         |
| Broadcasting & Cable Journalism Jobs            | 360 Park Ave S            | New York, NY 10010      | Katie Ross      |  | 800-551-5729 | Web/Periodical | <a href="http://www.broadcastingcable.com">http://www.broadcastingcable.com</a> |
| indeed*   |                           |                         |                 | <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a> | 510-653-1521 | Web            | <a href="http://www.journalismjobs.com/">http://www.journalismjobs.com/</a>     |
| National Association of Hispanic Journalists    | 1000 National Press Bldg  | Washington, DC 20045    |                 | <a href="mailto:nahj@nahj.org">nahj@nahj.org</a>                     | 202-662-7145 | Web            | <a href="http://www.nahj.org/">http://www.nahj.org/</a>                         |
| National Association of Black Journalists       | 1100 Knight Hall Ste 3100 | College Park, MD 20742  |                 | <a href="mailto:nabj@nabj.org">nabj@nabj.org</a>                     | 301-405-0248 | Web            | <a href="http://www.nabj.org/">http://www.nabj.org/</a>                         |
| Native American Journalists Association         | 395 W Lindsey             | Norman, OK 73019-4201   |                 | <a href="mailto:info@naja.com">info@naja.com</a>                     | 405-325-9008 | Web            | <a href="http://www.naja.com/">http://www.naja.com/</a>                         |
| RTNDA   | 529 14th ST NW Ste 425    | Washington, DC 20045    |                 |  | 202-659-6510 | Web            | <a href="http://www.rtdna.org/">http://www.rtdna.org/</a>                       |
| Society of Professional Journalist              | 3909 N Meridian ST        | Indianapolis, IN 46208  |                 |  | 317-927-8000 | Web            | <a href="http://www.spj.org/">http://www.spj.org/</a>                           |
| University of Florida Human Resources           | PO Box 155002             | Gainesville, FL 32611   | Kimberly Abbott | <a href="mailto:kimabbott@ufl.edu">kimabbott@ufl.edu</a>             | 352-273-1707 | Web            | <a href="http://www.hr.ufl.edu/">http://www.hr.ufl.edu/</a>                     |
| Current.org/American University School of Comm. |                           | Washington, DC          |                 |  |              | Web            | <a href="http://jobs.current.org/">http://jobs.current.org/</a>                 |
| University of Florida Jobs website              |                           | Gainesville, FL 32611   |                 | <a href="mailto:kereynolds@ufl.edu">kereynolds@ufl.edu</a>           | 352-273-1093 | Web            | <a href="http://jobs.ufl.edu">jobs.ufl.edu</a>                                  |
| Radio Ink *                                     |                           |                         |                 |  |              | Web            |   |
| Facebook *                                      |                           |                         |                 |  |              | Web            |   |
| LinkedIn*                                       |                           |                         |                 |  |              | Web            |   |
| Alliance for Women in Media *                   |                           |                         |                 |  |              | Web            |   |
| Career Builder *                                |                           |                         |                 |  |              | Web            |   |
| Monster.com *                                   |                           |                         |                 |  |              | Web            |   |
| nationalnonprofits.org                          |                           |                         |                 |  |              | Web            |   |
| allaccess.com                                   |                           |                         |                 |  |              | Web            |   |
| PRPD.org  |                           |                         |                 |  |              | Web            |   |
| ziprecruiter.com                                |                           |                         |                 |  |              | Web            |   |
| Greater Public.org                              |                           |                         |                 |  |              | Web            |   |
| local NAACP                                     |                           |                         |                 |  |              | Web            |   |
|   |                           |                         |                 |  |              | Web            |   |

"" = It is the licensee's understanding that these recruitment sources automatically list all job postings included on the University of Florida website.

Invitation to request notifications of full-time position openings

We extend employment opportunities to our broadcast community through job postings on our website, as well as through various organizations and publications as appropriate for the position.

If your organization would like to be notified of vacancies open for application, you may contact:

Keisha Reynolds  
 Human Resources and Payroll Manager  
 College of Journalism and Communications  
 PO Box 118400 Gainesville, FL 32611-8400  
 352-273-1093

[kereynolds@ufl.edu](mailto:kereynolds@ufl.edu)



**UF CJC DIVISION OF MULTIMEDIA PROPERTIES**

**LONGER-TERM RECRUITMENT INITIATIVES**

October 1, 2021 through September 30, 2022

| Initiative   | Description  | Scope   | Station Personnel Involved               | Number of positions during this period |
|--|--|---|--|--|
| Station Internships/Experiences All 4 semesters<br>Prong 3 Initiative 5  | On Air and Production skill education  | Training in board operations and automation systems   | Glenn Richards                           | 2                                      |
| Student Internships Available all 4 semesters<br>Prong 3 Initiative 5  | Sales/Underwriting Department for student learning broadcasting sales and research   | Student is taught upfront selling process, how sales dept interacts with other station departments, gain experience in web related sales, learn sales related software, learn sales research methods/techniques | Sandy Wagner                             | 1                                      |
| Student Training through accredited college courses take through the University of Florida Journalism School<br>Prong 3 Initiative 5 | College Courses for Credit with practical experience on WUFT-TV/FM broadcasts Radio and TV classes only                                      | News Manager teach fundamentals of broadcast newsgathering and presentation   | Ryan Vasquez, Mark Leeps                 | 70                                     |
| Student Broadcasting training<br>Prong 3 Initiative 7  | Paid part time student employees in Radio News Fall 2020 and Spring 2021 Semesters   | Training in news gathering, presentation, and on air announcing skills  | Ryan Vasquez                             | 16                                     |
| Summer Journalism Institute July and August each Summer<br>Prong 3 Initiative 10   | Six week workshop designed toward High School Students interested in Journalism and Broadcasting Summer 2022                                 | Instruction in Writing, Editing, Photography, Broadcasting, and Web Publishing  | Harrison Hove                            | 112 attendees this year                |
| Noticias--Spanish language news programs written and presented by students All 4 semesters   | Under supervision of instructor students learn writing and reporting on news of local interest to the Latino population.                     | Prepares those interested for work in all media   | Dania Alexandrio Borges                  | 15                                     |
| Sports Reporting program All 4 semesters   | Under supervision of instructor students learn writing and reporting of sports news  | Prepares those interested in Radio and TV sports reporting for employment   | Steve Russell, Eric Esterline, Seth Harp | 160                                    |
| UF job fairs 2x per year usually in the Fall and Spring  | UF Career Showcase and UF Career Connection  | Attended by program and music managers  | Allison Faircloth                        | 1                                      |
| Station Internships/Experiences All 4 semesters<br>Prong 3 Initiative 5  | Commercial Radio training by professionals   | Live Radio operated by students for students  | Allison Faircloth                        | 16                                     |
| UF CJC Inclusion Diversity & Equity Committee  | Work to ensure CJC and Media Properties is a preeminent organization on matters of inclusion, diversity and equity at all levels of activity | The group works as advocates toward an inclusive and equitable environment in the service of living up to the stated goals of the Committee   | Ryan Vasquez                             | 1                                      |