

EEO PUBLIC FILE REPORT

This report covers full and part time vacancy recruitment data for the period: **October 1, 2022-September 30, 2023**

For radio station: WBVM 90.5 FM Inc. Tampa

EEO Contact Information for WBVM:

WBVM Spirit FM 90.5

717 South Dale Mabry Highway

Tampa, Florida 33609

Telephone 813-289-8040

Contact: John Morris/Station Manager

Email: jmorris@myspiritfm.com

"In accordance with the Federal Communications Commission guidelines and streamlining policies WBVM, licensed to the Diocese of St. Petersburg, will afford equal opportunity without regard to race, color, national origin, and sex. For certain job requirements, WBVM claims religious exemption to the recruitment requirements as set forth by the Federal Communications Commission. In certain job situations, it is vital to the mission of the station to require religion as a job qualification."

When a position becomes vacant, WBVM, a religious institution, may use the following resources for notification: Pastoral Bulletin of the Diocese of St. Petersburg, parish bulletins within the Diocese of St. Petersburg, Tampa Bay Times, The Florida Catholic Newspaper. The notification may also appear in the following national or email distributed publications: Catholic Radio Update newsletter, Christian Radio Weekly. The notification may also appear on the following websites: myspiritfm.com, allaccess.com, dosp.org, indeed.org, SBE39.org (for broadcast engineers); hisair.net; fab.org;

WBVM welcomes all college students and high school graduates who have a desire to learn more about radio and communications. An internship with Spirit FM can lead to success in the radio and broadcasting business in a number of areas. Internships are open to students who are studying communications, marketing, radio and television, computer science, or electronic engineering. Internships are not paid positions; however, students earn college credit for the semester/quarter. Therefore, all applicants must be enrolled in college and have an interest in radio, journalism, telecommunication, marketing, and/or liberal arts programs that apply to communication. WBVM has relationships and may post job openings at the University of South Florida, Tampa; Hillsborough Community College; St. Petersburg College; Pasco/Hernando State College; Saint Leo University; Southeastern University among others. WBVM also accepts Full Sail and CSB students. WBVM will also accept interns and job applicants from professional trade schools. WBVM will also consider volunteers to train for possible careers in broadcasting.

For the period: October 1, 2022-September 30, 2023, WBVM has 4 full time employees (30+ hours per week) and 6 part time employees. One position was posted for Development and Fundraising Director, part time, and was filled. Applicant was recruited by job posting at www.dosp.org and word of mouth.

Advertising posting entities used to fill the position included:

Allaccess.com

DOSP.org

Indeed.com

Christianradioweekly.com

Hisair.net

Joinhandshake.com

CMBonline.com

WBVM Internship Program

Hire was made from the DOSP.org and Word of Mouth.

Entities WBVM 90.5 FM may use for posting or advertising vacancies:

<u>Name of Entities</u>	<u>Contact Person</u>	<u>Address</u>	<u>Phone</u>
Diocese of St Petersburg	Claudia Shoro	PO Box 40200 St Petersburg, FL 33743 Dosp.org	727-344-1611
Indeed.com	webmaster	indeed.com	
Florida Catholic Newspaper	Mike Carlock	PO Box 4993 Orlando, FL 32802 Thefloridacatholic.org	1800-275-9953
Tampa Bay Times	Classified Ads	tampabay.com/jobs	
Florida Assn. of Broadcasters	Lindsay Tidwell	101 East College Ave. Ste 101 Tallahassee FL 32301 Fab.org	850-681-6444
Christian Radio Weekly	Classifieds/Ad Dir.	1795 N Road Central City, NE 68826 Christianradioweekly.com	308-946-5550
Catholic Radio Update Newsletter	Mike Dorner	michaeldorner@q.com	
WBVM 90.5 FM Inc. Internship and Volunteers	John Morris	717 South Dale Mabry Highway Tampa, FL 33609	813-289-8040

		Myspiritfm.com	
Allaccess.com	webmaster	allaccess.com	
Society of Broadcasting Engineers/Tampa Bay Chapter	Roswell Clark	PO Box 21242 St Petersburg, FL 33742 Sbe39.org	
Inside Radio	Gene McKay	PO Box 567925 Atlanta, GA 31156 Insideradio.com	800-640-8852

(more)

Educational entities WBVM 90.5 FM may use for posting or advertising vacancies:

Name of Entities	Contact Person	Address	Phone
Saint Leo University	Omar Cosme	33701 State Road 52 St Leo, FL 33574 Saintleo.edu	352-588-8346
University of South Florida Tampa	Mike McCay	4202 E Fowler Ave. Tampa, FL 33620	813-974-7813
Catholic Student Center University of South Fl./Tampa	Rev. Kyle Bell	13005 N 50 th Street Tampa, FL 33617	813-988-3727
Hillsborough Community College	Lorraine Canalejo	2112 N 15 th Street PST134 Tampa, FL 33605	813-253-7978
Pasco Hernando State College	Eric Theodore	10230 Ridge Road New Port Richey, FL 34654 theodoe@phsc.edu	813-527-6725
Southeastern University/Lakeland	compass@seu.org	1000 Longfellow Blvd. Lakeland, FL 33801	863-667-5157
Full Sail University	Harmony Thompson	3300 University Boulevard Winter Park, FL 32792 Fullsail.edu	866-807-3140
Connecticut School of Broadcasting Tampa campus	Jennifer Perkins	3901 Coconut Palm Drive #105 Tampa, FL 33619 Gocsb.com	813-443-5307

Word of Mouth
Employee Referral

WBVM 90.5 FM
EEO PUBLIC FILE REPORT
RECRUITMENT INITIATIVES
October 1, 2022-September 30, 2023

Type of Recruitment Initiative

- 1. Participate in events sponsored by or on behalf of professional organizations interested in broadcast employment issues:**

Monthly participation in Tampa Bay Christian Chamber of Commerce, addressing audience on the role of our station and careers in the industry.

October 28, 2022 Participated at Saint Leo University Job Fair as a booth, speaking with students and applicants on job opportunities at WBVM and in the industry itself.

- 2. Participate in events or programs sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting:**

February 2, 2023 Addressed students at St. Stephen Catholic School in Riverview, Florida on the role of a station manager and various positions at a radio station. Discussed were educational requirements, opportunities during and after high school including internships and part time work.

- 3. Training program designed to provide skills for higher level positions:**

July 2023 Participated in Radio Fundraising conference VIDARE meeting prospective employees. Staff also had chance to discuss issues on fundraising and underwriting regulations for non-commercial radio stations.

- 4. Internship Initiative**

Spirit FM welcomes all college students or volunteers who have a desire to learn more about radio and communications. An internship with Spirit FM can lead to success in the radio and broadcasting business in several areas. Internships are open to students who are studying communications, marketing, radio and television, computer science, or electronic engineering. This reporting period, WBVM hosted seven (7) volunteers concentrating on producing programs, announcing, research, editing, promotions, fundraising, and live remote broadcasts.

WBVM 90.5 FM Inc.
Internship and Volunteer Program
Period October 1, 2022-September 30, 2023

Spirit FM, a religious broadcasting institution, welcomes all college students who have a desire to learn more about radio and communications. An internship with Spirit FM can lead to success in the radio and broadcasting business in several areas. Internships are open to students who are studying communications, marketing, radio and television, computer science, or electronic engineering. Internships are not paid positions; however, students earn college credit for the semester/quarter. Therefore, all applicants must be enrolled in college and have an interest in radio, journalism, telecommunication, marketing, and/or liberal arts programs that apply to communication.

Internships are limited in number, so you are encouraged to apply early. Typical duration of an internship is 4 months but is flexible to meet the course requirements. You are encouraged to discuss this opportunity with your guidance counselor, professor, or course instructor to ensure that it meets curriculum guidelines. Once accepted into the program, interns will work with Spirit FM staff and class schedules to work out a schedule that is agreeable to both parties and, at a minimum, match the college credits earned. Interns may also be subject to a mid-term evaluation.

If you are interested in becoming a Spirit FM intern, please email jmorris@spiritfm905.com. Include your name, email address, college you attend, your major, expected graduation date, field, or department of interest (engineering, production, promotions, etc.), fall or spring semester and goals. You should also provide a Letter of Introduction that outlines goals for the semester. Please include a resume and a recommendation from faculty or advisor.

During the year two interns applied and were accepted, but due to their personal reasons, back out of the opportunity.

The following volunteered at WBVM in some capacity:

Joe Brown, Roger Lowe, Katie Camario, Keishla Espinal

WBVM also recruits those in our Hispanic community to work, intern and volunteer. Volunteers during this period include:

Deacon Elix Castro, Craulio De La Cruz, Pedro Gonzalez