

90.7 WMFE

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2017 ANNUAL IMPACT REPORT



LETTER

FROM THE 90.7 WMFE PRESIDENT & CHAIR

Dear friends,

Happy New Year and welcome to the 2017 annual report for 90.7 WMFE. We're excited to bring you up to date on the station's activities and highlight a few of our accomplishments from our fiscal year, October 1, 2016 – September 30, 2017.



OLIVER



BARR

We're excited to see that the year 2017 saw a four-year high in listenership. We also completed a full year of what we call "silent" fundraising – brief messages between the news asking for financial support, in order to bring uninterrupted news and information. It's a viable model that we plan to continue in the future. In September, we announced that our family would be growing, with the addition of a sister station in The Villages, northwest of Orlando.

Please read all about these accomplishments and more inside. We hope you find this report informative and compelling, and let us know what you think.

As always, thanks for listening.

LaFontaine E. Oliver
President & General Manager

Peter C. Barr, Jr.
Chair FY2017, Board of Trustees
Immediate Past Chair FY2018

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90.7 WMFE

90.7 WMFE IS PUBLIC RADIO FOR ALL OF CENTRAL FLORIDA. ON AIR, ONLINE AND IN THE COMMUNITY.

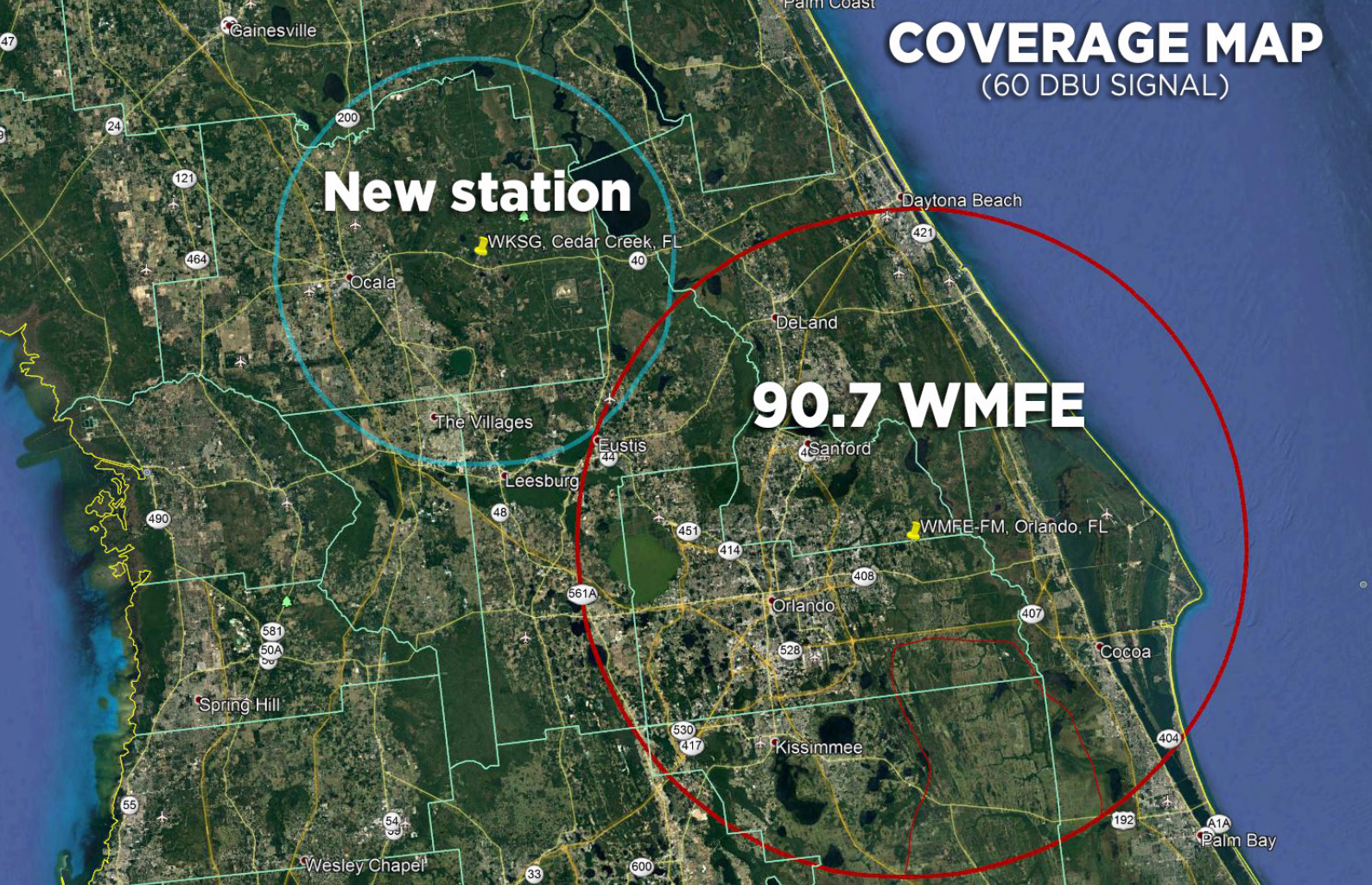
90.7 WMFE IS PUBLIC SERVICE MEDIA FOR ALL OF CENTRAL FLORIDA. WE EXIST TO ENLIGHTEN, EDUCATE AND INSPIRE YOU. WE STRIVE TO MEET THE NEEDS OF SHARED COMMUNITIES THROUGH OUR PROGRAMMING AND INITIATIVES.

YOU GIVE US THE REASON TO BE WMFE.



COVERAGE MAP

(60 DBU SIGNAL)



90.7 WMFE

STRATEGY

90.7 WMFE continues to build out our Broader-Casting Strategic Plan with a focus on goals in the four areas of Community Engagement, Digital Growth, Local Programming Development, and Growing our Philanthropic Strength. Part of our strategic plan was to expand our public service reach, and we took a step toward that with the acquisition of the radio station license to serve The Villages. We also started work on a new strategic plan to encompass our growing coverage area.

1 | SISTER STATION

89.5 WMFV JOINS THE FAMILY

90.7 WMFE announced in September 2017 that it will expand its public service in central Florida with the acquisition of a new signal. WMFE reached an agreement with Daystar Public Radio Inc. to purchase the radio station license for WKSG-FM 89.5 (The Boulevard) in Cedar Creek, just north of The Villages.

90.7 WMFE has been serving central Florida with public service journalism for 37 years.

“The new station will expand the footprint of this public service,” said 90.7 WMFE President and General Manager LaFontaine E. Oliver. “Forming this network will also make us stronger and more sustainable, as we are able to spread our existing costs over two systems.”

It aligns with our strategic plan goals.

“90.7 WMFE made a commitment five years ago to reinvest in radio and broaden our footprint in order to better serve the broadcast needs of the central Florida community,” said Peter C. Barr, Jr., chair of the WMFE Board of Trustees. “This acquisition achieves this vision.”

2 | A WHOLE YEAR OF SILENT FUNDRAISING

THE REASONING BEHIND IT

In October 2016, our community was recovering from Hurricane Matthew and was in the midst of the contentious 2016 election season. That's when we decided to suspend our traditional on-air pledge drive to prevent program interruptions. It worked then, and again in the following spring and fall.



**NO LIVE PITCHING,
ONLY BRIEF MESSAGES**



We aired brief messages between the news asking for financial support. We haven't had a traditional fund drive since May 2016.



**FOCUS ON EMAIL AND
SOCIAL CAMPAIGNS**



We've utilized short messages between programs, and digital campaigns, including email and social media.



**MODEL HAS PROVEN VIABLE
OVER THE LAST YEAR**



We've had three successful silents drives in a row. We're committed to continuing this less aggressive style of fundraising.

3 | STRATEGIC STEPS IN THE NEWSROOM

Focusing on the community

We have made a commitment to go in-depth covering issues unique to these counties in our daily newscasts, long-form reporting, and news show.



COVERING SIX COUNTIES

There are six primary counties our station covers across central Florida (Orange, Seminole, Lake, Osceola, Volusia and Brevard). Four of them are in the Orlando metro area, but two of them are their own communities along the coast. We have made a commitment to go in-depth covering issues unique to these counties in our daily newscasts, long-form reporting, and news show.

SERIES COMMITMENT

The newsroom has made a commitment to air one long-form series each quarter. We have also ramped up our partnership with the other public radio stations in Florida to get our stories out across the state and also air stories produced in other parts of Florida. Finally, we have dramatically boosted our reporting for NPR, getting central Florida stories out to the nation.

SOURCING ON SOCIAL MEDIA

Newsroom reporters are using Twitter, Facebook and Instagram to engage community members through on-scene reporting and requests for interviews, creating a two-way street where we can get vital information out to the public but also connect with listeners/followers who become sources for stories. We are also asking listeners through ascertainment forums and our participation in community events what they want to hear the station cover. The newsroom has now made it policy to comb neighborhoods before reporting on them, asking residents what's going on before the editorial process begins on any of our series.

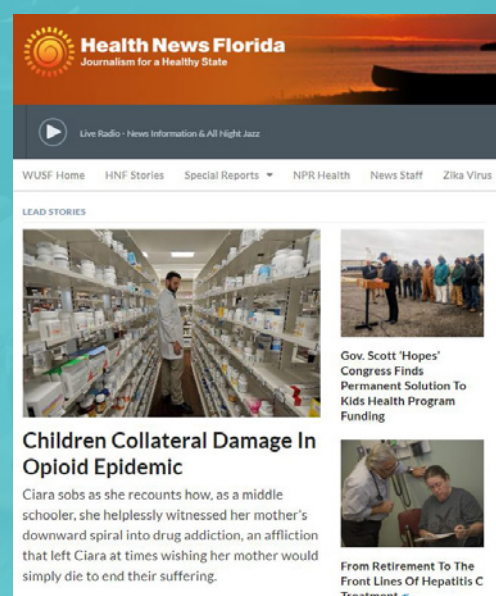


KEY INITIATIVES & PARTNERS

OUR PARTNERSHIPS INCLUDE
HEALTH REPORTING & STATEWIDE
COLLABORATIONS WITH OTHER
NEWSROOMS

1 | HEALTH NEWS FLORIDA

In FY 2017 we continued our partnership with Health News Florida, the statewide multimedia and broadcast collaboration project. “WMFE is very proud to partner with WUSF and WLRN,” WMFE President and General Manager LaFontaine Oliver said. “The Health News Florida project has multiplied the reporting power of our individual stations resulting in an incredible health news resource and service to all of Florida.”



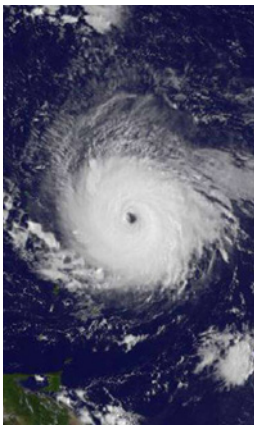
KEY INITIATIVES & PARTNERS

2 | NEWSROOM OUTREACH

We partnered with Orlando Health for a taping of Intersection in front of a live audience in March 2017. Our reporters took part in panels and community events and meetings throughout 2017. In January, Brendan Byrne introduced former actor and activist George Takei at Rollins College to an audience of 700. In April, Matthew Peddie participated in a roundtable at the Florida Political Science Association annual conference with about 60 people in the audience. On June 19, Abe Aboraya talked to a group of about 35 PR and media reps for national organ procurement organizations. We gave a tour of the station to a UCF journalism class. News Director Catherine Welch meets with prospective interns at UCF twice a year.



3 | PUBLIC MEDIA COLLABORATION



90.7 WMFE continues to partner with the other public radio stations in the state through our association and membership with the Association of Public Media in Florida (FPBS). In FY17 90.7 WMFE, in association with FPBS, continued its collaboration known as the Florida Public Radio Emergency Network (FPREN). Florida public radio stations tracked Hurricanes Irma and Maria from the Caribbean to north Florida providing local updates to residents who remained in the storm path and to evacuees that moved across the state. Reports from leading experts were delivered statewide from the FPREN Storm Center to Florida public radio stations throughout the storm. WMFE was one of several Florida stations airing live content from the FPREN Storm Center during Hurricane Irma. Social media posts reached hundreds of thousands of Floridians via Facebook, Twitter and its app.

4 | COMMUNITY CALENDAR

90.7 WMFE continues to use our reach to amplify the work of other nonprofits in our region through the expansion of our free online community calendar. We have had an on-air component since 2015 that gives even more reach and frequency to the events of community organizations. Learn more at wmfe.org/calendar.

September 2017						
S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

5 | YOUNG FRIENDS OF 90.7 WMFE



In 2016, the station launched the Young Friends of 90.7 WMFE, an initiative to connect and engage with young (and young-at-heart) public radio listeners. We exchange ideas and have smart conversations online, over the air and at events. In 2017, Young Friends hosted their second annual ZipOdes poetry slam, held a T-shirt design contest, volunteered at a local furniture/clothing bank and collaborated on the Hold on to Summer Playlist full of local music. The group also partnered with A Gift For Teaching to collect and distribute school supplies to schools year-round. Learn more at wmfe.org/youngfriends.

6 | 37-YEAR-OLD ANTENNA REPLACED

+

700 ft

BIRD'S EYE VIEW FOR TOWER CREW

For a week, a tower crew worked 700 feet above the ground to carefully take the old antenna off the tower and put up the new one.

+

10 pcs

MADE OF COPPER, BRASS & TEFLON

Then they hoisted each of the 10 sections of the new antenna, made of copper and brass with Teflon insulation, into place.

+

776 lbs

FUNCTIONAL JUST IN TIME FOR IRMA

Assembled, the new antenna is 90 feet long and weighs 776 pounds.

NEW ANTENNA PAID FOR BY GRANT FROM FLORIDA DEPARTMENT OF EDUCATION



In August 2017, WMFE Chief Engineer Mac Dula completed the project to replace 90.7 WMFE's broadcast antenna, which had been faithfully pumping our signal across central Florida since the

day we first went on the air 37 years ago. We were able to purchase a new antenna thanks to a grant from the Department of Education.

7 | DARE TO LISTEN CAMPAIGN RAMPS UP

Dare to Listen is 90.7 WMFE's community campaign designed to encourage active listening and civil discourse in the central Florida community, with 90.7 WMFE acting as the conduit. In 2016, the campaign launched with billboards around the Orlando area featuring dramatic black-and-white portraits of community leaders and activists

bearing the headline "From every side, I dare to listen" followed by the WMFE and NPR logos. In 2017, we started a Dare to Listen series of events, including the "Taking Your Pulse" town hall and "Pulse, One Year Later," hosted by the Three Wise Guys of Friends Talking Faith. Learn more about the campaign at wmfe.org/daretolisten.

PROGRAMMING HIGHLIGHTS



SETTING LISTENING RECORDS

The year 2017 saw a four-year high in listenership, demonstrating the appeal and importance of public radio in central Florida.



NPR MORNING EDITION IN STUDIO

In October 2016, we hosted Morning Edition, as Host David Greene broadcast live from our studios for NPR's Divided States series.



BBC NEWSHOUR IN THE HOUSE

In October 2016, BBC Newshour host Tim Franks dropped by for a breakfast event and taped a segment for Intersection.



LOCAL HOLIDAY MUSIC ON HD2

In December 2016, we carried local classical music on our HD-2 station. We have expanded that program again for 2017.



1A WITH JOSHUA JOHNSON DEBUTS

On Jan. 2, 2017, NPR/WAMU debuted 1A with host Joshua Johnson in Diane Rehm's former timeslot. Johnson will visit WMFE in January 2018.



THE TAKEAWAY VISIT & HOST CHANGE

On June 12, 2017, The Takeaway with host John Hockenberry broadcast from our studios. In August 2017, John Hockenberry departed The Takeaway.



1 | OUT IN THE COMMUNITY

The station's community engagement efforts in 2017 were designed to both promote community events and to participate in and partner with eight community organizations through events and festivals that had a strong impact on visibility of both the station and the organizations in the community.

Events such as the Asian American Cultural Festival, the Zora Neal Hurston Festival, MLK Day Parade and Festival and Caribbean

American Heritage Month Festival allowed the station to engage with and support diverse communities in a meaningful way.

Sometimes the impact was simply making communities aware that we existed and had valuable programming to offer. Other partnerships included a collaborative major giving effort resulting in funds donated not only to 90.7 WMFE but also to A Gift for Teaching.

2 | OUR SPECIAL SERIES STORIES

The 90.7 WMFE newsteam produced in-depth projects on the everglades, juvenile arrests & the Pulse shooting in 2017



RIVER OF GRASS, DYING OF THIRST

Environmental Reporter Amy Green teamed up with sister-station WLRN to produce a week-long series, River of Grass, Dying of Thirst, on the Everglades in March 2017. The Everglades is undergoing a massive restoration, and Amy explores efforts to preserve the River of Grass and the role it plays in Florida.

WMFE IN-DEPTH/ PULSE PROJECT

WMFE In-Depth is a new website that takes a deeper dive into the enlightening, educational and inspiring news coverage 90.7 WMFE is known for. The long-form stories and in-depth reporting on the site reflects the central Florida communities that have come to trust the high-quality news coverage that WMFE provides. The news team's first In-Depth project was on the one-year mark of the Pulse nightclub shooting. Visit wmfeindepth.org to learn more.



YOUNG AND ARRESTED

In a five-part series called Young and Arrested, Renata Sago documented the pathways into the system in Orange County through the lens of three young black men charged with felonies. The March 2017 series featured prominent and lesser known voices from within Orange County and across the state, including law enforcement, school officials and community leaders.





3 | EDUCATION DESK

WMFE launched its Education Desk in September 2017 as a way to dig into how Floridians from kindergarten to graduate school are learning and being taught. We've looked at topics such as the role of homework, the impact of thousands of students from Puerto Rico, and how children with ADHD learn. This desk is made possible in part by the Helios Education Foundation.



4 | SPONSORSHIPS & ENGAGEMENTS

The station's diversity and inclusion efforts remained strong in FY17 through both our programming and the participation in community events that specifically targeted minority and diverse communities. Media sponsorships and engagements including Orange County Library Services' African American Read-in are examples of the commitment to serving diverse audiences.

5 | CONTINUED SCHOOL SUPPLY DRIVE



Young Friends of 90.7 WMFE started a school supply drive to provide vital supplies to students in need throughout the school year. We have partnered with A Gift For Teaching. More than 65% (213,000) of students in Orange, Osceola and Seminole counties come from homes that cannot afford school supplies. And the need for supplies doesn't cease after the school year begins. That's why our drive didn't stop in August. We continued throughout the school year, collecting at WMFE's studio, at community events and through community partners throughout central Florida. Since July 2017, our community has donated 2,500 pencils, 1,000 6-inch rulers, 300 pens, 247 folders, 135 packs of loose leaf paper, 130 glue sticks, 100 packs of crayons, 75 packs of markers, and much more. Visit wmfe.org/supplydrive to learn more.

6 | INTERNSHIP PROGRAM

WMFE offers internship opportunities for college students, which includes the field of radio news research and reporting. This year, interns received valuable hands-on learning experience by providing assistance to WMFE staff before, during and after Hurricane Irma.

7 | SPACE INDUSTRY



Our re-vamped coverage on the space industry has elicited calls from major players in the space industry wanting to be a part of our reporting. In FY 2016, we launched Are We There Yet?, a space exploration podcast out of the WMFE studios. Host Brendan Byrne looks at what's being done to figure out how to get man to Mars. The podcast is being consistently downloaded in about 80 countries around the globe. The weekly podcast has had more than one million downloads and has been featured on lists of top space podcasts, including by Salon.com.

8 | GIVING A VOICE TO DIVERSE GROUPS

We plan to continue covering these groups, especially the Puerto Rican community and to provide audio for our stories on them in both English and Spanish. All Things Considered host Crystal Chavez is spearheading coverage of the migration of Puerto Ricans to central Florida in the wake of Hurricane Maria. "The Maria Migration" follows the lives of new arrivals and examines how their settling is changing the landscape in central Florida. The newsroom will continue to tell these stories throughout 2018.

9 | PULSE COVERAGE

The one-year mark of the Pulse shooting was June 12, 2017. Here's how our news team responded.

ONE-YEAR MARK PROJECT

90.7 WMFE marked the passing of one year since the tragic shooting at Pulse nightclub with special coverage including an in-depth website, two podcasts — one in Spanish and one in English — and a one-hour special program.

The reporters in the WMFE newsroom chose not simply to revisit the acknowledged horror of that night's events in their one-year coverage. Instead, they focused on the stories of people: people who survived and how they are moving forward; people who were lost and how they are remembered; and people — in the Orlando community and around the globe — who were moved to respond in the wake of the worst mass shooting in modern U.S. history.

WMFE was also involved in national coverage plans for WNYC's *The Takeaway*, NPR's *Morning Edition* and *All Things Considered*, and Dear World's #DearOrlando project.

TAKING YOUR PULSE & STORYCORPS

StoryCorps, the national project to instruct and inspire people to record each other's stories in sound, came to Orlando in March to preserve the stories of those affected by the Pulse Nightclub shooting. 90.7 WMFE collected stories about how Pulse has impacted our community and hosted a town hall-style event. It was part of our Dare to Listen initiative.



HOURLONG DOCUMENTARY

Later in the year, we produced a one-hour documentary looking at the medical response to Pulse. Health Reporter Abe Aboraya talked with the doctors and nurses who tended to the dozens of patients that flooded into the ER. The conversation produced frank and startling details about the challenges the medical staff faced.



AWARDS & RECOGNITIONS

90.7 WMFE won first place in all three nominated categories in the 2017 Florida AP Awards Contest, Radio I division



1ST HARD NEWS FEATURE
BRENDAN BYRNE
90.7 WMFE

“Dispatchers Answer The Call During The Pulse Shooting”
Judge’s comment: In depth and compelling content. Congratulations.



1ST ELECTION COVERAGE
90.7 WMFE AND WUSF
NEWSROOM STAFF

“Florida’s I-4 Corridor” series was the brainchild of 90.7 WMFE’s news director, Catherine Welch. Amy Green, Brendan Byrne & Renata Sago contributed.



1ST SPORTS FEATURE
ABE ABORAYA
90.7 WMFE

“Never Give Up: A Paralyzed Surfer Rides The Waves” features Matt Bellina’s friends taking him surfing again. A video accompanied the feature.

GOLDEN DRAGON AWARD – OCTOBER 1, 2016

The Asian American Chamber of Commerce of Central Florida awarded the prestigious 2016 Golden Dragon Award to 90.7 WMFE, acknowledging the Central Florida-based non-profit for its outstanding service, leadership and commitment to community.





1 | SPEAKER SERIES

A public service, our free Speaker Series exposes our audience to important topics. This year's series explored financial planning, aging, space exploration and coping with tragedy. On March 9, at "Taking Your Pulse Town Hall", WMFE's Matthew Peddie spoke with survivors, first

responders, city officials and LGBT/Latinx community leaders at Orlando Regional Medical Center. On June 7, "Orlando, One Year Later" featured the Three Wise Guys of Friends Talking Faith with Orlando Commissioner Patty Sheehan and WMFE reporter Crystal Chavez.

2 | SCIENCE FRIDAY

Science Friday with host Ira Flatow was in Orlando for a special night focused on Engineering the Future. The live show was at the Bob Carr Theater on March 28. A portion of the show aired on radio stations across the country on March 31, and we hosted a listening party at World of Beer.





1



2



3



4



5



6



7

2017 EVENTS

1. NOV. 1, 2016: SPEAKER SERIES: FINANCIAL PLANNING IN AN ELECTION YEAR

2. NOV. 18, 2016: YOUNG FRIENDS' DAY OF CARING AT MUSTARD SEED

3. JAN. 31, 2017: SPEAKER SERIES: GROWING BOLDER

4. FEB. 23, 2017: 90.7 WMFE NIGHT AT SPOLETO

5. MARCH 9, 2017: DARE TO LISTEN: TAKING YOUR PULSE TOWN HALL

6. MARCH 28, 2017: SCIENCE FRIDAY *NATIONAL SHOW

7. MARCH 31, 2017: SCIENCE FRIDAY LISTENING PARTY

8. APRIL 27, 2017: YOUNG FRIENDS' ZIPODE THROWDOWN

9. MAY 10, 2017: SPEAKER SERIES: HOW TO SURVIVE ON MARS

10. JUNE 7, 2017: SPEAKER SERIES/DARE TO LISTEN: ORLANDO, ONE YEAR LATER WITH THE THREE WISE GUYS



8

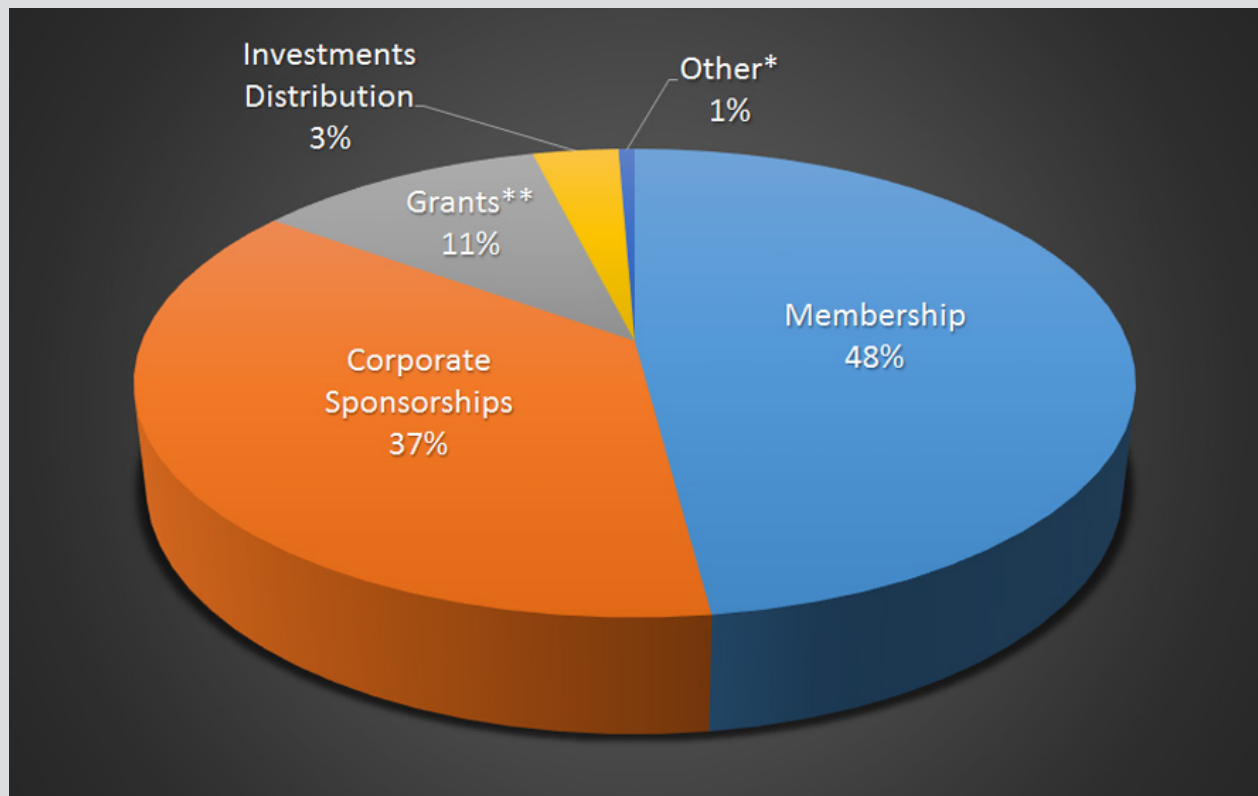


9



10

OPERATING REVENUES, FISCAL YEAR 2017



*Includes bequests and vehicle donation proceeds

**Includes CPB and state of Florida funding

Total Revenue: \$3.7M

OUR ORGANIZATION BY THE NUMBERS



NEWS TEAM



DEVELOPMENT:
MEMBERSHIP &
UNDERWRITING

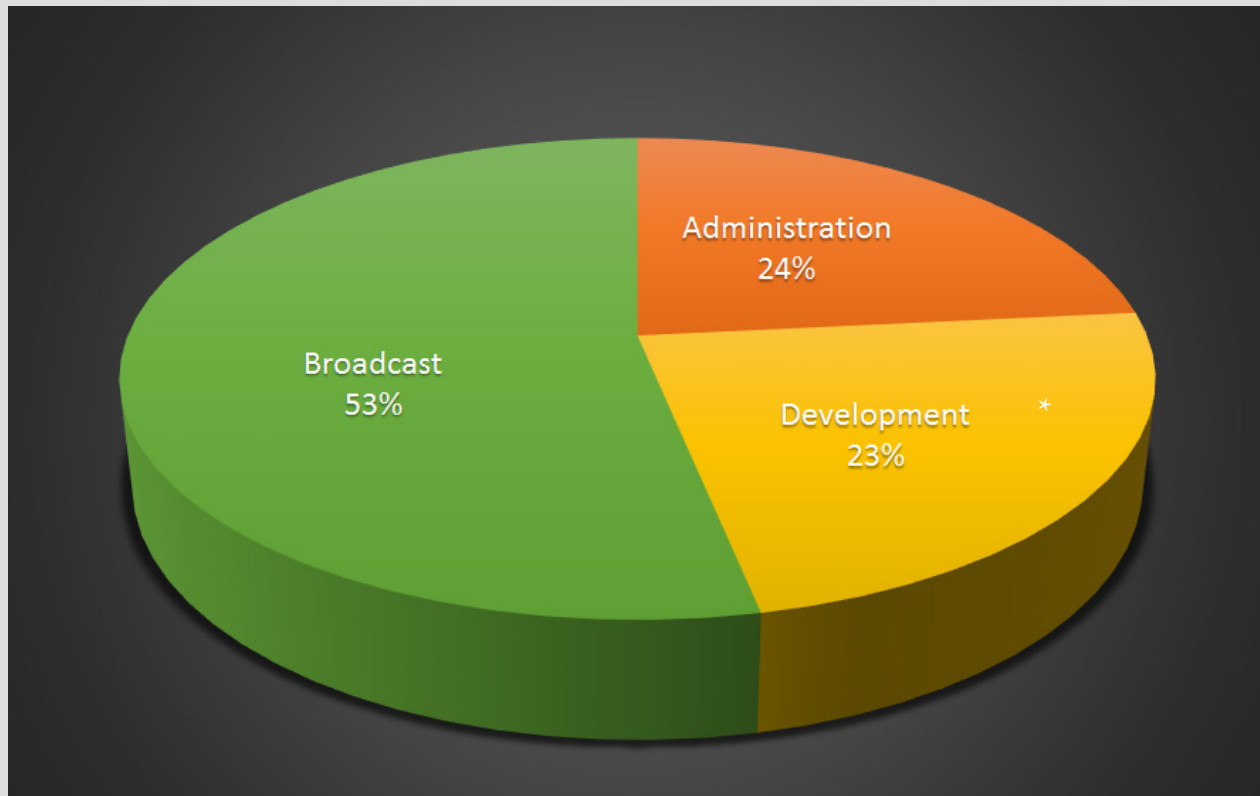


ADMINISTRATION



PROGRAMMING &
PROMOTION

EXPENSES, FISCAL YEAR 2017



*Includes Membership &
Corporate Sponsorships

Total Expenses: \$3.6M

HIGHLY RATED FINANCIAL REPORTING

WMFE has consistently received an Unmodified Opinion on its Audited Financial Statements, which is the best that you can receive. Its independent

auditors continue to report about the high quality of its financial records each year.

GRANT FUNDING BENEFIT

The Corporation for Public Broadcasting (CPB) funding has been vital to helping the station ramp up its local news coverage. 90.7 WMFE now has a seven person newsroom thanks in part to the funding provided by CPB. With so much audience fragmentation and increased competition from

nontraditional broadcast outlets, 90.7 WMFE would not be able to make the necessary investment in local content production without funding from CPB. CPB funding also makes it possible for the station to purchase some national programming that our audience would greatly miss.

VOICES



ABE ABORAYA
Health Reporter



BRENDAN BYRNE
Space Reporter
& 'Intersection'
Producer



CRYSTAL CHAVEZ
All Things
Considered Host
& Reporter



PATRICK DALTON
Director of Radio
Programming



NICOLE DARDEN-
CRESTON
Morning Edition
Host & Reporter



AMY GREEN
Environmental
Reporter
& Producer



BILL JOHNSON
Production
Manager
& Weekend Host



MATTHEW
PEDDIE
Intersection host
& Asst. News Dir.



CATHERINE
WELCH
News Director

LEADERSHIP



PETER C. BARR,
JR., Chair
Pres./Chief Exec.
Officer, & Barr



ROBERT B.
WHITE, JR.,
Vice Chair
Vice Pres. White &
Luczak, P.A.



JULIA L. FREY
Immediate Past
Chair, Shareholder/
Partner, Lowndes
Drosdick Doster
Kantor & Reed, P.A.

1 | WE SHARE NPR'S MISSION

The links between NPR and member stations like us are many and deep. At the core, we share a mission to inform the public, increase understanding of the world and enrich the experience of everyday life.

2 | WE ARE LOCALLY OWNED AND OPERATED

90.7 WMFE is an independent, locally owned and operated broadcasting organization. In an era of media consolidation and corporate ownership, local stations like us are becoming an increasingly rare and even more vital source of local news and information for the communities we serve. 90.7 WMFE is part of the local community and a distinctive and unique knowledge source and forum of idea exchange for Central Florida.

3 | WE'RE MOSTLY FUNDED BY OUR LISTENERS

What you hear every day on 90.7 WMFE grows out of a long-standing partnership between NPR and NPR Member Stations. It's programming and content that you make possible, by giving support to your local station. In order to pay our bills that come from NPR and various other program distributors, we ask for our listeners to make contributions to the station. These contributions make up more than 56 percent of our funding pie.

4 | WE'RE MORE THAN RADIO

Our news is distributed via wmfe.org and our mobile app for Android and Apple. We're also on the NPR One app, which uses an algorithm to customize the user's listening experience. We produce a wildly popular space podcast called Are We There Yet? that is on iTunes, Google Play, Stitcher or wherever you get your podcasts. We also offer a 24/7 classical HD station, available on 90.7-2 or online/on our app.

5 | WE'RE INVOLVED

We're out and about in the community, sponsoring and attending local festivals and events and hosting our own events. We have a Speaker Series that consistently fills venues. We bring public media figures into town to entertain and inform while raising money for the station. We hosted Science Friday in 2017. We also have a Young Friends of 90.7 WMFE group to connect with young public radio listeners.

6 | WE CHOOSE OUR PROGRAMMING

90.7 WMFE determines its own format and schedule. We carry NPR programs such as Morning Edition, All Things Considered and Wait Wait...Don't Tell Me!; pick up programs distributed by other public radio producers, stations or networks; and create our own local programming (Intersection and Spotlight). We have chosen to focus our programming on news, information and storytelling, content that is vital to our community, and increasingly harder to get from commercial media organizations.

7 | WE ARE LOCAL, WITH A NATIONAL REACH

90.7 WMFE has a team of seven reporters hitting the pavement every day to cover state and local news. We also partner with NPR in newsgathering and provide dozens of news pieces every year, putting NPR News on the scene wherever news happens. Station reporting like this makes up a key part of NPR's national newsmagazines and newscasts, and brings local flavor, relevance and perspective to NPR programs.

THANK YOU TO OUR MEMBERS & SPONSORS!

WE COULDN'T DO IT WITHOUT YOU.

Questions or Comments?

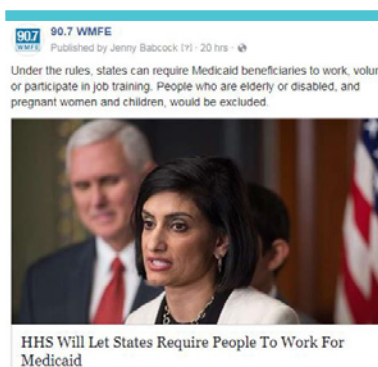
Call 407-273-2300

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CONNECT WITH US ON SOCIAL MEDIA:

FACEBOOK:
@907NEWS



TWITTER:
@WMFEORLANDO



INSTAGRAM:
@WMFEORLANDO



WAYS TO LISTEN:

- Tune your radio to 90.7-FM.
- Stream at wmfe.org.
- Get the 90.7 WMFE mobile app for Apple & Android.
- Tell your smart speaker to "play WMFE".