

EEO PUBLIC FILE REPORT
BOARD OF TRUSTEES, UNIVERSITY OF KENTUCKY

STATION EMPLOYMENT UNIT (List all stations in unit)			PERIOD COVERED
STATION CALL LETTERS	COMMUNITY OF LICENSE	FCC FACILITY ID NUMBER	FROM: April 1, 2025
WUKY	Lexington, KY	4303	TO: March 31, 2026
			DATE COMPLETED
			March 31, 2025

FULL TIME VACANCIES FILLED AND RECRUITMENT SOURCES USED

Total number of full-time job vacancies filled: 1

Total number of persons interviewed for all full-time job vacancies: 2

JOB TITLE	RECRUITMENT SOURCES (Contact/Address/Tel. Number)	
Underwriting Sales Associate Total # persons interviewed: <div style="border: 1px solid black; padding: 2px; display: inline-block;">2</div>	<u>UK Online Employment System</u> <input checked="" type="checkbox"/> Check if source referred interviewee(s). Total: 2 <input checked="" type="checkbox"/> Check if source referred person hired	Contact: Tamara Anding Address: 107 Scovell Hall, UK, Lexington, KY 40506 Tel. No. (859) 257-7812
	<u>WUKY, WUKY.org, Facebook, Twitter, LinkedIn & staff referrals</u> <input checked="" type="checkbox"/> Check if source referred interviewee(s). Total: 1 <input type="checkbox"/> Check if source referred person(s) hired	Contact: Josh James & John Lumagui Address: 2640 Spurr Road, UK, Lexington, KY 40511 Tel. No. (859) 257-3221
	<u>Kentucky Broadcasters Association</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Karen Mucci Address: 101 Enterprise Drive · Frankfort · Kentucky 40601 Tel. No. (502) 848-0426
	<u>Black Church Coalition</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Anna Johnson Address: 961 St. Martin Avenue Lexington, KY 40511 Tel. No. (859) 252-4864
	<u>Commerce Lexington Minority Affairs Office</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired	Contact: Tyrone Tyra Address: 330 East Main Street, Suite 100, Lexington, KY 40507 Tel. No. (859) 225-5005

	<p><u>Higher Education Recruitment Consortium</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: https://www.hercjobs.org</p>
	<p><u>Black Faith Leaders of Lexington</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Clark Williams Address: shilohtransformation@gmail.com</p>
	<p><u>Urban League Lexington Office</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Porter G. Peoples Address: 148 DeWeese St, Lexington, 40507 Tel. No. (859) 233-1561</p>
	<p><u>Insight Into Diversity</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: info@insightintodiversity.com Address: 50 Crestwood Executive Center Suite 526 St. Louis, MO 63126 Tel. No. (314) 200-9955 Web: http://www.insightintodiversity.com</p>
	<p><u>Central Kentucky Job Club</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: LinkedIn</p>
	<p><u>Handshake</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: employers@g.joinhandshake.com Handshake posted opening at Asbury College, Berea College, University of Louisville, Kentucky State University, Western KY University, Murray State University & Eastern KY University</p>
	<p><u>Headway Jobs on Slack</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Celeste Headlee Address: celeste@headwaytraining.org</p>
	<p><u>Independence Place</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Megan Coleman Address: 2358 Nicholasville Rd. Lexington, KY 40503 megan@ipky.org</p>
	<p><u>Lexington Herald-Leader Newspaper</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: _____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: https://business.mcclatchy.com/lexington</p>

	<p><u>Lexington Public Library Workforce Development</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Lori Davis Address: ldavis@lexpublib.org</p>
	<p><u>NAACP Lexington</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Address: 1510 Newtown Pike Suite 132 Lexington, KY 40511 Tel. No: (859) 252-7336 Web: https://www.facebook.com/NAACPLexington</p>
	<p><u>CPB.Org</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Address: Corporation for Public Broadcasting 401 9th Street, NW Washington, DC 20004-2129 Tel. No: (202) 879-9600 Web: http://www.cpb.org/jobline</p>
	<p><u>University of Kentucky Minority Student Affairs Office</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Asia Payne, Director Address: 128 W. D. Funkhouser Building, UK Lexington, KY 40506-0054 Tel. No: (859) 323-5334 Email: asia.payne@uky.edu Web: http://www.uky.edu/financialaid/content/william-c-parker-diversity-scholarship-program</p>
	<p><u>Lexington Lyric Theatre</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Whit Whitaker Address: whit@lexingtonlyric.com</p>
	<p><u>Lexington Community Action Council</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Address: 710 West High Street Lexington, KY 40508 Tel. No: (859) 233-4600 Web: http://www.commaction.org</p>
	<p><u>Radio Lex</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Mark Royse Address: mark@radiolex.us</p>
	<p><u>UK Alumni Career Services</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: UkAlumniCareer@uky.edu</p>

	<p><u>HigherEdJobs.com</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: 328 Innovation Boulevard Suite 235 State College, PA 16803 Tel. No: (814) 861-3080 Email: Jobseeker@higheredjobs.com Web: https://www.higheredjobs.com/company/contact.cfm</p>
	<p><u>UK Institutional Advancement</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Lisa Higgins-Hord Address: lisa.hhl@uky.edu</p>
	<p><u>Latinos in Higher Education</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: https://www.latinosinhighered.com</p>
	<p><u>Indeed.com</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: https://www.indeed.com/</p>
	<p><u>Morehead/Rowan County Chamber of Commerce</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: info@moreheadchamber.com</p>
	<p><u>Morehead State Public Radio</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Paul Hitchcock Address: phitchc@moreheadstate.edu</p>
	<p><u>UK Job Club</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Caroline Francis Address: cfrancis@uky.edu</p>
	<p><u>Women Leading Kentucky</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Carol Siler Address: carol@womenleadingky.com</p>

	<p><u>Foundation 47</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Dale Morgan Address: dale.morgan@foundation47llc.com</p>
	<p><u>Jewish Federation of Lexington</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Mindy Haas Address: mindy@jewishlexington.org</p>
	<p><u>Lexington Minority Business Expo</u></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	

LIST AND BRIEF DESCRIPTION OF OUTREACH ACTIVITIES

OUTREACH ACTIVITIES	BRIEF DESCRIPTION OF ACTIVITY
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.</p> <p>DATE CONDUCTED: (see column 2)</p> <p>STAFF INVOLVED: Bryan Lane</p>	<p>WUKY staff participated in professional development workshops offered by the University of Kentucky's Human Resources department during the year.</p> <p>Timothy Merlin – Effective Business Writing 1/31/2026</p>

<p>Provision of training to management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>DATE CONDUCTED: (see column 2)</p> <p>STAFF INVOLVED: Bryan Lane, Robert Hansel, Chuck Creacy, John Lumagui, Haley Gearhart and Alan Lytle.</p>	<p>WUKY provided CPB-sponsored training to management and all staff on Harassment and Bias Prevention. The program features modules on bias prevention and inclusion.</p> <p>The online training from CPB covers three key topics: what constitutes acceptable and unacceptable workplace behavior, how to recognize harassment and bias when they occur, and how to report and respond to violations. This training helps ensure that all WUKY employees work in a safe and respectful environment. April 2025-March 2026</p> <p>Various staff also participated in additional UK HR training as follows:</p> <p>Bryan Lane, Chuck Creacy, Timothy Merlin – Fundamentals of Diversity; Preventing Discrimination & Harassment; Personality Differences, Communicating Across Cultures</p>
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<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting:</p> <p>WUKY recording studio used to record student musicians of the College of Fine Arts at the University of Kentucky</p> <p>DATE CONDUCTED: April 1, 2025-March 31, 2026</p> <p>STAFF INVOLVED: Bryan Lane (General Manager), John Lumagui (Operations Manager)</p>	<p>WUKY's Studio 49 recording studio periodically hosts Students and Visiting Musicians for recording sessions, both for publishing and the creation of over-the-air broadcasting and podcasting episodes. Over 30 student musicians and more than 10 visiting musicians have been recorded and are scheduled for publication in June 2025.</p> <p>DATE CONDUCTED: July 1, 2025-Present</p>
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<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting: Say It Loud series in conjunction with LEXArts</p> <p>DATE CONDUCTED: 4/1/2025-12/31/2025</p> <p>STAFF INVOLVED: Bryan Lane (General Manager), Alan Lytle (News Director) Haley Gearhart</p>	<p>WUKY co-hosted and co-sponsored the Say It Loud performance series, which included performances at local venues, culminating in the Say It Loud Black Writers' Showcase at the Carnegie Center.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting: StoryCorps</p> <p>DATE CONDUCTED: 4/1/2025-12/31/2025</p> <p>STAFF INVOLVED: Bryan Lane (General Manager), Alan Lytle (News Director) Haley Gearhart (Business Manager) Chuck Creacy (Underwriting Manager)</p>	<p>WUKY recorded and aired StoryCorps, in conjunction with the Lexington History Museum to record stories in celebration of the 250th anniversary of Lexington as a city, as well as stories for the StoryCorps series "Brightness in Black". Stories aired in the Fall of 2025.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:</p> <p>DATE CONDUCTED: 4/14/2024-3/12/2025</p> <p>STAFF INVOLVED: Bryan Lane (General Manager), Alan Lytle (News Director) Haley Gearhart (Business Director) Robert Hansel (Membership), Chuck Creacy (Underwriting), John Lumagui (Operations).</p>	<p>WUKY hosted a Community Advisor Board meeting on July 23, 2025. Staff members of WUKY and Bryan Lane, were guest lecturers, as was WUKY podcaster Abeer Sikdar. The CAB has been dissolved in favor of Town Hall Meetings for 2026.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:</p> <p>DATE CONDUCTED: 4/1/2025-3/31/2026</p> <p>STAFF INVOLVED: Bryan Lane (General Manager), Alan Lytle (News Director) Haley Gearhart (Business Manager)</p>	<p>WUKY hosted the New Leader Council of Kentucky's (NLC-KY) Civic Supper on Saturday, July 7, 2025. The event was hosted by Abeer Sikdar and WUKY, with Abeer and Bryan Lane, General Manager, serving as guest speakers.</p>
<p>Sponsorship of at least two events in the A community designed to inform and educate the public about employment opportunities in broadcasting: The establishment of an internship program with the College of Fine Arts at the University of Kentucky, aimed at helping community members acquire the skills necessary for a career in broadcast employment.</p> <p>DATE CONDUCTED: January 13 - April 1, 2026</p> <p>STAFF INVOLVED: Bryan Lane (General Manager), Alan Lytle (News Director)</p>	<p>3 students from the UK CFA assisted in covering the University of Kentucky sports, gathering audio, conducting interviews with news makers, and producing local podcasts for broadcast.</p>