EEO PUBLIC FILE REPORT
BOARD OF TRUSTEES, UNIVERSITY OF KENTUCKY

STATION EMPLOYMENT UNIT (List all stations in unit)

<table>
<thead>
<tr>
<th>STATION CALL LETTERS</th>
<th>COMMUNITY OF LICENSE</th>
<th>FCC FACILITY ID NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>WUKY</td>
<td>Lexington, KY</td>
<td>4303</td>
</tr>
</tbody>
</table>

PERIOD COVERED
FROM: April 1, 2020
TO: March 31, 2021
DATE COMPLETED
March 30, 2021

FULL TIME VACANCIES FILLED AND RECRUITMENT SOURCES USED. Note: Because there were no full time vacancies at WUKY during the reporting period, this list is presented only to demonstrate that WUKY has a robust and growing list of recruiting sources for any potential job opening and that we have included both community referral sources (NAACP, local churches, etc.) as well as regular recruitment sources. In addition, we have incorporated the achievement of the station’s EEO/DEI goals into the evaluation of all staff involved in the hiring process.

Total number of full-time job vacancies filled: 0
Total number of persons interviewed for all full-time job vacancies: 0

<table>
<thead>
<tr>
<th>JOB TITLE</th>
<th>RECRUITMENT SOURCES (Contact/Address/Tel. Number)</th>
</tr>
</thead>
</table>
| There were no fulltime vacancies at WUKY during the reporting period. Total # persons interviewed: | UK Online Employment System
  □ Check if source referred interviewee(s). Total: ____
  □ Check if source referred person hired |
|                                                | WUKY, WUKY.org & staff referrals
  □ Check if source referred interviewee(s). Total: ____
  □ Check if source referred person(s) hired |
|                                                | Kentucky Broadcasters Association
  □ Check if source referred interviewee(s). Total: ____
  □ Check if source referred person hired |
|                                                | Black Church Coalition
  □ Check if source referred interviewee(s). Total: ____
  □ Check if source referred person hired |

Contact: Jeremy McKinley
Address: 107 Scovell Hall, UK, Lexington, KY 40506
Tel. No. (859) 257-7812

Contact: Josh James & John Lumagui
Address: 2640 Spurr Road, UK, Lexington, KY 40511
Tel. No. (859) 257-3221

Contact: Karen Mucci
Address: 101 Enterprise Drive · Frankfort · Kentucky 40601
Tel. No. (502) 848-0426

Contact: Anna Johnson
Address: 961 St. Martin Avenue
Lexington, KY 40511
Tel. No. (859) 252-4864
<table>
<thead>
<tr>
<th>Organization</th>
<th>Contact</th>
<th>Address</th>
<th>Tel. No.</th>
<th>Web</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Commerce Lexington Minority Affairs Office</strong></td>
<td>Tyrone Tyra</td>
<td>330 East Main Street, Suite 100, Lexington, KY 40507</td>
<td>(859) 225-5005</td>
<td></td>
</tr>
<tr>
<td><strong>Higher Education Recruitment Consortium</strong></td>
<td>Web: <a href="https://www.hercjobs.org">https://www.hercjobs.org</a></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>American Women in Radio &amp; Television Lexington Chapter</strong></td>
<td>Jennifer Royalty</td>
<td>2851 Winchester Rd., Lexington, KY 40509</td>
<td>(859) 566-1234</td>
<td></td>
</tr>
<tr>
<td><strong>Urban League Lexington Office</strong></td>
<td>Porter G. Peeples</td>
<td>148 DeWeese St, Lexington, 40507</td>
<td>(859) 233-1561</td>
<td></td>
</tr>
<tr>
<td><strong>Insight Into Diversity</strong></td>
<td><a href="mailto:info@insightintodiversity.com">info@insightintodiversity.com</a></td>
<td>50 Crestwood Executive Center Suite 526 St. Louis, MO 63126</td>
<td>(314) 200-9955</td>
<td><a href="http://www.insightintodiversity.com">http://www.insightintodiversity.com</a></td>
</tr>
<tr>
<td><strong>Kentucky State University</strong></td>
<td>Ron Banks</td>
<td>400 E Main St, Frankfort, KY 40601</td>
<td>(502) 597-5948</td>
<td></td>
</tr>
<tr>
<td><strong>National Hispanic Media Association</strong></td>
<td>Alex Nogales</td>
<td>55 S Grand Avenue Pasadena, CA 91105</td>
<td>(626) 792-6462</td>
<td></td>
</tr>
<tr>
<td><strong>Lexington African American Forum</strong></td>
<td>Debbie A. Cole</td>
<td>P.O. Box 2118 Lexington KY 40588-2118</td>
<td>(859) 255-2653</td>
<td></td>
</tr>
<tr>
<td><strong>Western Kentucky University</strong></td>
<td></td>
<td>1906 College Heights Blvd. Bowling Green, KY 42101</td>
<td>(270) 745-0111</td>
<td><a href="https://www.wku.edu">https://www.wku.edu</a></td>
</tr>
</tbody>
</table>
| **Morehead State University** | Address: 150 University Boulevard  
Morehead, KY 40351  
Tel. No: (800) 585-6781  
Web: https://moreheadstate.edu |
| □ Check if source referred interviewee(s). Total: ____  
□ Check if source referred person hired |
| **Key News Journal** | Contact: Patrice Muhammad  
Address: PO Box 2332-1  
Lexington, KY 40523  
Tel. No: 859-373-9428  
Email: Patricem@keynewsjournal.com |
| □ Check if source referred interviewee(s). Total: ____  
□ Check if source referred person hired |
| **NAACP Lexington** | Address: 1510 Newtown Pike  
Suite 132  
Lexington, KY 40511  
Tel. No: (859) 252-7336  
Web: https://www.facebook.com/NAACPLexington |
| □ Check if source referred interviewee(s). Total: ____  
□ Check if source referred person hired |
| **CPB.Org** | Address: Corporation for Public Broadcasting  
401 9th Street, NW  
Washington, DC 20004-2129  
Tel. No: (202) 879-9600  
Web: http://www.cpb.org/jobline |
| □ Check if source referred interviewee(s). Total: ____  
□ Check if source referred person hired |
| **University of Kentucky Minority Student Affairs Office** | 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 |
| □ Check if source referred interviewee(s). Total: ____  
□ Check if source referred person hired |
| **Lexington Human Rights Commission** | Address: 342 Waller Ave.  
Suite 1A  
Lexington, KY 40504  
Tel. No (859) 252-4931  
Web: http://www.lfuchrc.org |
| □ Check if source referred interviewee(s). Total: ____  
□ Check if source referred person hired |
| **Lexington Community Action Council** | Address: 710 West High Street  
Lexington, KY 40508  
Tel. No: (859) 233-4600  
Web: http://www.commaction.org |
| □ Check if source referred interviewee(s). Total: ____  
□ Check if source referred person hired |
| **Lexington Community Radio** | Contact: Debra Hensley  
Address: Lexington Community Radio  
c/o Lexington STEAM Academy  
123 E. Sixth Street  
Lexington, KY 40508  
Tel. No: (859) 721-5688  
Email: debra@debrahensley.com  
Web: http://www.lexingtoncommunityradio.org/en_US |
| □ Check if source referred interviewee(s). Total: ____  
□ Check if source referred person hired |
### LIST AND BRIEF DESCRIPTION OF OUTREACH ACTIVITIES

<table>
<thead>
<tr>
<th>OUTREACH ACTIVITIES</th>
<th>BRIEF DESCRIPTION OF ACTIVITY</th>
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<tbody>
<tr>
<td>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.</td>
<td>WUKY staff participated in several professional development workshops offered by UK HR during the year. These include Lori Horine (Fundamentals of Fraud Prevention; Kathy Hight (Fundamentals of Fraud Prevention, Internal Controls and Fiscal Responsibility, Account Reconciliation, Procurement Card, Cash Handling Basics); and Tom Godell (Fundamentals of Diversity).</td>
</tr>
</tbody>
</table>

**DATE CONDUCTED:** Ongoing

**STAFF INVOLVED:** Kathy Hight, Lori Horine, Tom Godell, and the University of Kentucky Office of Human Resource Development.
<table>
<thead>
<tr>
<th>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</th>
<th>WUKY management personnel (and all other station staff) completed required training in &quot;Discrimination, Harassment &amp; Sexual Misconduct&quot; provided by the Human Resources office of the University of Kentucky.</th>
</tr>
</thead>
<tbody>
<tr>
<td>DATE CONDUCTED: Summer 2020</td>
<td>STAFF INVOLVED: Tom Godell (GM), University of Kentucky’s Office of Institutional Equity and Equal Opportunity and the University of Kentucky Office of Human Resource Development</td>
</tr>
</tbody>
</table>

<table>
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<tr>
<th>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues.</th>
<th>Via Zoom (due to COVID restrictions) WUKY conducted an in-depth training session in podcasting, interviewing, writing, editing, and audio production for area Middle and High School students interested in entering NPR’s annual Student Podcast Challenge competition. Forty students from Frederick Douglass High School attended the live session. Students from Sayre School, Dunbar High School, and Woodford County Middle School were able to watch the video later.</th>
</tr>
</thead>
<tbody>
<tr>
<td>DATE CONDUCTED: February 2, 2021</td>
<td>STAFF INVOLVED: Tom Godell (General Manager), Alan Lytle (News Director), Arlo Barnette (News Reporter)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other programs designed to promote outreach generally.</th>
<th>WUKY was an active participant in the creation of the Anti-Racist Future of Public Media open letter and subsequently became one of the first stations to join Public Media for All (PMFA) by agreeing to initiate their 11 action items over the next three years. General Manager Godell was one of the authors of and a signatory to the open letter which was issued on Martin Luther King Jr. Day 2021. Godell was also an advocate to get other stations and NPR to sign the letter and participate in PMFA. WUKY incorporated elements of both activities into our new strategic plan.</th>
</tr>
</thead>
<tbody>
<tr>
<td>DATE CONDUCTED: July 2020 &amp; on-going</td>
<td>STAFF INVOLVED: Tom Godell (General Manager) and station staff</td>
</tr>
</tbody>
</table>