

EEO PUBLIC FILE REPORT
BOARD OF TRUSTEES, UNIVERSITY OF KENTUCKY

STATION EMPLOYMENT UNIT (List all stations in unit)			PERIOD COVERED FROM: April 1, 2021 TO: March 31, 2022
STATION CALL LETTERS	COMMUNITY OF LICENSE	FCC FACILITY ID NUMBER	DATE COMPLETED March 30, 2022
WUKY	Lexington, KY	4303	

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

JOB TITLE	RECRUITMENT SOURCES (Contact/Address/Tel. Number)	
There were no fulltime vacancies at WUKY during the reporting period. Total # persons interviewed: <div style="border: 1px solid black; width: 40px; text-align: center; margin: 0 auto; padding: 5px;">0</div>	<u>UK Online Employment System</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Jeremy McKinley Address: 107 Scovell Hall, UK, Lexington, KY 40506 Tel. No. (859) 257-7812
	<u>WUKY, WUKY.org & staff referrals</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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

	<p><u>Commerce Lexington Minority 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: Tyrone Tyra Address: 330 East Main Street, Suite 100, Lexington, KY 40507 Tel. No. (859) 225-5005</p>
	<p><u>Higher Education Recruitment Consortium</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>Web: https://www.hercjobs.org</p>
	<p><u>American Women in Radio & Television Lexington Chapter</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: Jennifer Royalty Address: 2851 Winchester Rd. Lexington, KY 40509 Tel. No. (859) 566-1234</p>
	<p><u>Urban League Lexington 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: Porter G. Peebles Address: 148 DeWeese St, Lexington, 40507 Tel. No. (859) 233-1561</p>
	<p><u>Insight Into Diversity</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: 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>Kentucky State University</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: Ron Banks Address: 400 E Main St, Frankfort, KY 40601 Tel. No. (502) 597-5948</p>
	<p><u>National Hispanic Media Association</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: Alex Nogales Address: 55 S Grand Avenue Pasadena, CA 91105 Tel. No. (626) 792-6462</p>
	<p><u>Lexington African American Forum</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: Debbie A. Cole Address: P.O. Box 2118 Lexington KY 40588-2118 Tel. No. (859) 255-2653</p>
	<p><u>Western Kentucky University</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: 1906 College Heights Blvd. Bowling Green, KY 42101 Tel. No: (270) 745-0111 Web: https://www.wku.edu</p>

	<p><u>Morehead State University</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: 150 University Boulevard Morehead, KY 40351 Tel. No: (800) 585-6781 Web: https://moreheadstate.edu</p>
	<p><u>Key News Journal</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Deleted from list 3/2/22. This newspaper is no longer being published. Their website has not been updated in two years. We will make use of this source if and when they resume production.</p>
	<p><u>NAACP Lexington</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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 Human Rights Commission</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: 342 Waller Ave. Suite 1A Lexington, KY 40504 Tel. No (859) 252-4931 Web: http://www.lfuchrc.org</p>
	<p><u>Lexington Community Action Council</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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>Lexington Community Radio</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>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</p>

	<u>Inside Higher Ed</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Contact: Recruitment and Jobs Services Tel. No: (202) 448-5106 Email: recruit@insidehighered.com Web: https://www.insidehighered.com
	<u>HigherEdJobs.com</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	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
	<u>Diverse Issues in Higher Education</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Address: 10520 Warwick Avenue Suite B-8 Fairfax, VA 22030-3136 Tel. No: (800) 783-3199 Web: http://diverseeducation.com/
	<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	Web: https://www.latinosinhighered.com
	<u>Indeed.com</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Web: https://www.indeed.com/
	<u>People of Color in Audio</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	https://pocinaudio.com/ . Note this is not a site for job postings. One must actively search the site for people with the necessary qualifications.

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: Tom Godell, Kathy Hight</p>	<p>WUKY staff participated in professional development workshops offered by University of Kentucky HR during the year.</p> <p>Tom Godell – COVID19 Hygiene Best Practices (5/26/21); Implementing a Hybrid Work Culture (6/30/21); Compensation (9/15/21); Discrimination, Harassment, & Sexual Misconduct: What You Need To Know (9/30/21)</p> <p>Kathy Hight – Statement of Accountability (4/2/21); Finance and Administration Financial Foundations Program (4/2/21); Public Budget Formulation Refresher Course (4/20/21 & 2/22/22)</p>
<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: July 13-23 2021</p> <p>STAFF INVOLVED: Tom Godell, Robert Hansel</p>	<p>WUKY paid for Hansel and Godell to attend the virtual Public Media Development & Marketing Conference, the premier national conference for fundraisers for public radio stations.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>DATE CONDUCTED: May-July 2021</p> <p>STAFF INVOLVED: Tom Godell, Gail Bennett, Robert Hansel, Kathy Hight, John Lumagui, and Alan Lytle.</p>	<p>WUKY provided CPB-sponsored training to management (and all staff) for Harassment and Bias Prevention. The program features modules on bias prevention and inclusion.</p> <p>The online training from CPB covers three important topics: what constitutes acceptable and unacceptable workplace behavior; how to recognize harassment and bias when it occurs; and how to report and respond to violations.</p> <p>This training helps ensure that all WUKY employees work in a safe and respectful environment.</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues: NPR Podcast Challenge Zoom Training</p> <p>DATE CONDUCTED: January 28, 2022</p> <p>STAFF INVOLVED: Tom Godell (General Manager), John Lumagui (Program/Operations Manager)</p>	<p>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. Students from Dunbar High School and Woodford County Middle School participated in the live session. Students at Sayre School and Frederick Douglass High School were able to watch the Zoom recording later.</p>

<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues: Experience Based Career Education at Fayette County Public Schools</p> <p>DATE CONDUCTED: (See column 2)</p> <p>STAFF INVOLVED: Tom Godell (General Manager), John Lumagui (Program/Operations Manager), Robert Hansel (Membership Manager), Fayette County Public School Interns</p>	<p>WUKY hosted EBCE students who worked in radio production and fundraising for the station, both mentored by full-time station staff.</p> <p>Student 1: 9/8/21-10/20/21 Student 2: 10/25/21-12/10/21 Student 3: 1/20/22-3/4/22</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> <p>DATE CONDUCTED: 9/10/21-12/23/21</p> <p>STAFF INVOLVED: Tom Godell (General Manager), Alan Lytle (News Director), Dan Collins (News Reporter); University of Kentucky student interns.</p>	<p>In April 2021, WUKY created a new paid internship program to mentor University of Kentucky students interested in broadcasting and audio production. Under the guidance of WUKY mentors, a cohort of 3 interns determine a central thesis for their reporting. Working with WUKY mentors, the students conducted interviews, collected audio samples, edited segments, and produced polished, professional podcast episodes. The episodes are published at WUKY.org and were broadcast as WUKY's Student Podcast Series.</p>