EEO Public File Report

WUKY
Lexington, KY
4303

PERIOD COVERED
FROM: April 1, 2011
TO: March 31, 2012

DATE COMPLETED
March 28, 2012

FULL TIME VACANCIES FILLED AND RECRUITMENT SOURCES USED:

Total number of full-time job vacancies filled: 0
Total number of persons interviewed for all full-time job vacancies: 0
This list is presented to demonstrate that WUKY maintains a strong list of recruiting sources which is regularly updated and will be used for the next open position at WUKY.

Total # persons interviewed: 0

<table>
<thead>
<tr>
<th>JOB TITLE</th>
<th>RECRUITMENT SOURCES (Contact/Address/Tel. Number)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NONE</strong></td>
<td>This list is presented to demonstrate that WUKY maintains a strong list of recruiting sources which is regularly updated and will be used for the next open position at WUKY.</td>
</tr>
<tr>
<td></td>
<td>Total # persons interviewed: 0</td>
</tr>
</tbody>
</table>
| **UK Online Employment System** | Contact: Crystal Gabbard  
Address: 107 Scovell Hall, UK, Lexington, KY 40506  
Tel. No. (859) 257-9632 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
| **WUKY**  | Contact: Tom Godell  
Address: 340 McVey Hall, UK, Lexington, KY 40506  
Tel. No. (859) 257-3221 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
| **Kentucky Broadcasters Association** | Contact: Gary White  
Address: 101 Enterprise Drive · Frankfort · Kentucky 40601  
Tel. No. (502) 848-0426 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
| **Black Church Coalition** | Contact: Anna Johnson  
Address: 961 St. Martin Avenue  
Lexington, KY 40511  
Tel. No. (859) 252-4864 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
| **Commerce Lexington Minority Affairs Office** | Contact: Tyrone Tyra  
Address: 330 East Main Street, Suite 100, Lexington, KY 40507  
Tel. No. (859) 225-5005 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
| **Leadership Lexington** | Contact: Linda Stampf  
Address: 330 East Main Street, Suite 100, Lexington, KY 40507  
Tel. No. (859) 226-1610 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
| **Kentucky Coalition for Community Justice** | Contact: Jill Hanna  
Address: 112 North Upper Street  
Lexington, KY 40507  
Tel. No. (859) 255-6999 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
| **Urban League Lexington Office** | Contact: Porter G. Peeples  
Address: 148 DeWeese St, Lexington, 40507  
Tel. No. (859) 233-1561 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
| **Lexington Herald-Leader** | Contact: Heather Gray  
Address: 902 Broadway  
New York, NY 10010  
Tel. No. (877) BAYARD1 |
|           | Check if source referred interviewee(s).  
Total: ____  
Check if source referred person hired: |
<table>
<thead>
<tr>
<th>OUTREACH ACTIVITIES</th>
<th>BRIEF DESCRIPTION OF ACTIVITY</th>
</tr>
</thead>
<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’s licensee (University of Kentucky) continues to offer a wide array of free professional development workshops to all staff. These range from &quot;The Basics of Leadership&quot; to &quot;Mediation Skills&quot; to &quot;Time Management&quot;. WUKY staff were notified of these opportunities quarterly and encouraged to attend. New courses are offered each semester, and thus staff members have many opportunities to hone or improve their skills in a variety of areas.</td>
</tr>
<tr>
<td>DATE CONDUCTED: Ongoing</td>
<td>STAFF INVOLVED: Tom Godell (GM) and the University of Kentucky Office of Human Resource Development</td>
</tr>
<tr>
<td>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</td>
<td>The University of Kentucky makes available to all WUKY staff ongoing training courses designed to foster equal opportunity and diversity. Courses taught include &quot;Basics of Diversity&quot;, &quot;Gender Styles in Communication&quot;, &quot;Gender Styles in Leadership&quot;, and &quot;Preventing Sexual Harassment&quot;. Some of these training opportunities are available on-line as well as through traditional classroom training.</td>
</tr>
<tr>
<td>DATE CONDUCTED: Ongoing</td>
<td>STAFF INVOLVED: Tom Godell (GM) and the University of Kentucky Office of Human Resource Development</td>
</tr>
<tr>
<td>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</td>
<td>WUKY continued its well-established internship program during the year. Our newsroom hosted seven high-school &amp; college interns, including four women and one African-American. These interns covered news events, wrote copy for web and broadcast, and produced feature reports. One news intern also works with our Membership Manager. Finally, an African-American high school intern worked in our business office.</td>
</tr>
<tr>
<td>DATE CONDUCTED: Ongoing</td>
<td>STAFF INVOLVED: Tom Godell (General Manager), Alan Lytle (News Director), Kathy Hight (Accountant Principal)</td>
</tr>
<tr>
<td>Station-developed outreach initiative: LPFM and the minority communities of Lexington</td>
<td>WUKY learned in August 2011 of the FCC’s intention to open a filing window for LPFM stations in our market next summer. We convened a series of meetings with representatives of Lexington’s minority communities to make them aware of LPFM and to offer assistance with procuring equipment, identifying technical consultants, and preparing future FCC applications. Our goals for this unique outreach effort are to encourage opportunities for minorities to have access to the air to present diverse points of view within the community and, ultimately, to create a pool of talent that could some day qualify for employment at WUKY.</td>
</tr>
<tr>
<td>DATE CONDUCTED: August 2011-present</td>
<td>STAFF INVOLVED: Tom Godell (General Manager) &amp; Lisa Higgins-Hord (University of Kentucky Assistant Vice President for Community Engagement)</td>
</tr>
</tbody>
</table>