

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, 2017
WUKY	Lexington, KY	4303	TO: March 31, 2018
			DATE COMPLETED
			March 30, 2018

FULL TIME VACANCIES FILLED AND RECRUITMENT SOURCES USED

Total number of full-time job vacancies filled: NONE

Total number of persons interviewed for all full-time job vacancies: NONE

JOB TITLE	RECRUITMENT SOURCES (Contact/Address/Tel. Number)	
<p><u>NO JOB VACANCIES</u> 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 full-time position at WUKY. WUKY continues to actively seek other new sources of diverse applicants.</p> <p>Total # persons interviewed:</p> <div style="border: 1px solid black; width: 40px; text-align: center; margin: 0 auto;">0</div>	<p><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</p>	<p>Contact: Louie Bosworth Address: 107 Scovell Hall, UK, Lexington, KY 40506 Tel. No. (859) 257-8733</p>
	<p><u>WUKY</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Josh James Address: 340 McVey Hall, UK, Lexington, KY 40506 Tel. No. (859) 257-1610</p>
	<p><u>Kentucky Broadcasters Association</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Karen Mucci Address: 101 Enterprise Drive · Frankfort · Kentucky 40601 Tel. No. (502) 848-0426</p>
	<p><u>Black Church Coalition</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Anna Johnson Address: 961 St. Martin Avenue Lexington, KY 40511 Tel. No. (859) 252-4864</p>
	<p><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</p>	<p>Contact: Tyrone Tyra Address: 330 East Main Street, Suite 100, Lexington, KY 40507 Tel. No. (859) 225-5005</p>

	<p><u>HigherEdJobs</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Kevin Varner Address: 715 Lake Street, Suite 400 Oak Park, IL 60301 Tel. No. (814) 861-3080 x204</p>
	<p><u>American Women in Radio & Television Lexington Chapter</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Porter G. Peeples Address: 148 DeWeese St, Lexington, 40507 Tel. No. (859) 233-1561</p>
	<p><u>Lexington Herald-Leader</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: Emily Smookler Address: 902 Broadway New York, NY 10010 Tel. No. (770) 280-4597</p>
	<p><u>Kentucky State University</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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>Contact: Patrice Muhammad Address: PO Box 2332-1 Lexington, KY 40523 Tel. No: 859-373-9428 Email: Patricem@keynewsjournal.com</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>Contact: 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>
	<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</p>	<p>Contact: Recruitment and Jobs Services Tel. No: (202) 448-5106 Email: recruit@insidehighered.com Web: https://www.insidehighered.com</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>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</p>	<p>Address: 10520 Warwick Avenue Suite B-8 Fairfax, VA 22030-3136 Tel. No: (800) 783-3199 Web: http://diverseeducation.com/</p>
	<p><u>Academic Keys</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: P.O.Box 162 Storrs, CT 06268 Tel. No: (800) 429-0218 Web: http://www.academickeys.com/</p>
	<p><u>America's Job Exchange</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: 200 Minuteman Road Andover, MA 01810 Tel. No: (866) 926-6284 Email: sales@americasjobexchange.com Web: http://www.americasjobexchange.com</p>
	<p><u>Other</u> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <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: Ongoing</p> <p>STAFF INVOLVED: Tom Godell (GM) and the University of Kentucky Office of Human Resource Development</p>	<p>WUKY's licensee (University of Kentucky) continues to offer a wide array of free professional development workshops to all staff. These range from "The Basics of Leadership" to "Mediation Skills" to "Time Management". WUKY staff are 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.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>DATE CONDUCTED: Ongoing</p>	<p>The University of Kentucky makes available to all WUKY staff ongoing training courses designed to foster equal opportunity and diversity. Courses taught include "Basics of Diversity", "Gender Styles in Communication", "Gender Styles in Leadership", and "Preventing Sexual Harassment". Some of these training opportunities are available</p>

<p>STAFF INVOLVED: Tom Godell (GM) and the University of Kentucky Office of Human Resource Development</p>	<p>on-line as well as through traditional classroom training.</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: Ongoing</p> <p>STAFF INVOLVED: Tom Godell (General Manager), Alan Lytle (News Director), Kathy Hight (Accountant Principal), Mike Graves (Music Director)</p>	<p>WUKY continued its well-established internship program. WUKY News hosted two interns: one African American male from Kentucky State University who assisted with coverage of the KY state legislature. His duties included gathering audio and writing scripts. The other, a Caucasian female served as a general assignment news reporter. WUKY Music hosted three college interns. Two assisted with production, and a female intern handled all of the station's social media accounts, particularly during critical fund drives.</p>
<p>Station-developed outreach initiative: Unconscious Bias training</p> <p>DATE CONDUCTED: May 5, 2017</p> <p>STAFF INVOLVED: Tom Godell (General Manager); University of Kentucky Human Resources Office; WUKY full-time staff.</p>	<p>General Manager Godell attended Unconscious Bias training provided by University of Kentucky HR in the first quarter of 2017. Following that session he instituted mandatory training for all full-time WUKY staff. A group session led by HR was held on May 5, 2017. Two staff members were absent that day, and they attended make-up sessions in June.</p>
<p>Station-developed outreach initiative: Production & broadcast of public affairs programs in conjunction with racial and ethnic minority groups in the Lexington community</p> <p>DATE CONDUCTED: February 2013-present</p> <p>STAFF INVOLVED: Tom Godell (General Manager) & John Lumagui (Operations Manager)</p>	<p>WUKY continued working with the Key News Journal (a minority-owned newspaper in Lexington) to support and broadcast the weekly Key Conversations radio series. The program airs weekly on WUKY and commercial radio.</p>