

FCC Schedule 396 Employment Program Report
Kentucky Public Radio, Inc.
Stations WUOL-FM, WFPK(FM), and WFPL(FM), Louisville, KY

Narrative Statement

Kentucky Public Radio, Inc. (“Louisville Public Media” or “LPM”), licensee of noncommercial educational radio stations WUOL-FM, WFPK(FM), and WFPL(FM) in Louisville, Kentucky, is committed to providing equal employment opportunities, and has achieved broad and inclusive outreach during the past two years in connection with its EEO program, including the recruitment of full-time job vacancies and its completion of supplemental employment initiatives and activities.

As full-time vacancies occur at its stations, LPM utilizes a variety of recruitment sources (such as the LPM website, the Kentucky Association of Broadcasters, the National Association of Black Journalists, Current Newspaper, the CPB Jobline, Journalism Jobs, the National Association of Hispanic Journalists, the American Asian Journalist Association, Indeed, LinkedIn, the Society of Broadcast Engineers, and several others and identified in its annual reports) to widely disseminate information as appropriate for a given opening and to seek qualified candidates for interviews.

In addition to its recruitment procedures, LPM regularly undertakes various non-vacancy-specific employment activities to supplement its EEO outreach efforts. During the past two years, such efforts have included: a student internship program; participation in university job fairs, participation in other activities to disseminate job information to candidate who might otherwise be unaware of such opportunities, such as by working with various employment agencies; training programs for station personnel; and various events with educational institutions and with community groups.

LPM is an equal opportunity employer, dedicated to racial, ethnic, LGBTQ, religious, economic and educational diversity. LPM strives to hire and retain highly qualified employees and prioritizes diversity and inclusion in our search and hiring process. Moreover, LPM is fully committed to the maximum utilization of human resources and the goals of equal employment opportunity. These objectives are reflected in all aspects of LPM’s daily operations, and LPM recruits, hires, and promotes without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, age, physical or mental disability, veteran status, genetic information or any other legally protected status. LPM also works to review and analyze its EEO practices and results on a regular basis to ensure that its efforts positively impact the organization.

In sum, through its adherence to its EEO policies, its use of various recruitment sources to advertise positions when vacancies occur, and its completion of a variety of long-term employment activities, LPM has achieved broad outreach on employment matters in the past two years.