

**April 1, 2019 - March 31, 2020 Annual EEO Public File Report
WFPL, WFPK and WUOL**

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WUOL-FM, WFPK-FM, and WFPL-FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning to and including April 1, 2019 to March 31, 2020 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the State Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancies during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080.(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by email.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2019 to March 31, 2020

Station(s) Comprising Station Employment Unit: WUOL-FM, WFPK-FM, and WFPL-FM

Section 1: Vacancy Information

<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from all sources for this Position</u>
1. Development Associate	CPB Jobline	3
2. Education Reporter	Education Writers Association	2
3. Investigate Reporter	Investigative Reporters & Editors	3
4. Reporter, KyCIR	CPB Jobline	3
5. People Operations Manager	LPM Website	4
6. Arts Reporter, WFPL	CPB Jobline	4
7. Managing Editor, WFPL	CPB Jobline	2

Total Number of Persons Interviewed During Applicable Period: 21

Appendix 1 to

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Covering the Period from April 1, 2019 to March 31, 2020

Station(s) Comprising Station Employment Unit: WUOL-FM, WFPK-FM, and WFPL-FM

Section 1: Vacancy Information

Full-time Positions <u>Filled By Job Title</u>	<u>Recruitment Source of Interviewee</u>	Number of Interviewees <u>from each source</u>
1. Development Associate	CPB Jobline	1
	Kentucky Association of Broadcasters	1
	Indeed	1
2. Education Reporter	Education Writers Association	1
	LPM Website	1
3. Investigate Reporter	Investigative Reporters & Editors	1
	LPM Website	1
	Journalism Jobs	1
4. Reporter, KyCIR	CPB Jobline	1
	Journalism Jobs	2
5. People Operations Manager	LPM Website	1
	Indeed	2
	LinkedIn	1
6. Arts Reporter, WFPL	CPB Jobline	1
	National Association of Black Journalists	2
	LinkedIn	1
7. Managing Editor, WFPL	CPB Jobline	2

Total Number of Persons Interviewed During Applicable Period: 21

Appendix 2 to

Annual EEO Public File Report Form

Covering the period from April 1, 2019 to March 31, 2020

Station(s) Comprising Station Employment Unit: WUOL-FM, WFPK-FM, and WFPL-FM

Section 2: Recruitment Source Information

Recruitment Source:

A. **Louisville Public Media websites:**

<http://louisvillepublicmedia.org/employment.htm>

This is the website for stations WUOL-FM, WFPK-FM, and WFPL-FM

619 S. Fourth Street

Louisville, KY 40202

Telephone Number, Contact Person: (502) 814-6510, Contact: Lia Murphy

Full-time Positions for Which This Source Was Utilized: #1, 2, 3, 4, 5, 6, 7

Total Number of Interviewees This Source Has Provided During This Period: 3

B. **Kentucky Association of Broadcasters:**

<http://www.kba.org>

101 Enterprise Drive

Frankfort KY 40601

Telephone Number, Contact Person: Patti L. Pullen, 888-843-5221

Full-time Positions for Which This Source Was Utilized: #1

Total Number of Interviewees This Source Has Provided During This Period: 1

C. **National Association of Black Journalists**

1100 Knight Hall, Suite 3100

College Park, Maryland 20742

Telephone Number, 301-405-0248

Full-time Positions for Which This Source Was Utilized: #6

Total Number of Interviewees This Source Has Provided During This Period: 2

D. **Current Newspaper & Website:**

<http://www.current.org/jobs>

Telephone Number 877-745-8776 ext. 1

Full Time Positions for Which This Source Was Utilized: 0

Total Number of Interviewees This Source Has Provided During This Period: 0

E. **CPB Jobline:**

<http://www.CPBJobline.org/jobline>

Full Time Positions for Which This Source Was Utilized: #1, 4, 6, 7

Total Number of Interviewees This Source Has Provided During This Period: 5

- F. **Journalismjobs.com:**
<http://www.journalismjobs.com>
Full Time Positions for Which This Source Was Utilized: #3, 4
Total Number of Interviewees This Source Has Provided During This Period: 3
- G. **LPM Membership Newsletter**
Newsletter to Louisville Public Media members
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- H. **Personal Contact**
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- I. **National Association of Hispanic Journalist**
<http://www.nahjcareercenter.com/recruiters/products>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- J. **Center for Non-Profit Excellence**
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- K. **American Asian Journalist Association:**
<http://www.aaja.org/category/jobs-opportunities/>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- L. **Online News Association:**
<http://journalists.org/>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- M. **Investigative Reporters & Editors:**
<http://ire.org/jobs/post-job/>
Full Time Positions for Which This Source Was Utilized: #3
Total Number of Interviewees This Source Has Provided During This Period: 1
- N. **Indeed.com:**
<http://indeed.com>
Full Time Positions for Which This Source Was Utilized: #1, 5
Total Number of Interviewees This Source Has Provided During This Period: 3
- O. **AdFed of Louisville:**
<http://aaflouisville.org>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- P. **LinkedIn:**
<http://linkedin.com>
Full Time Positions for Which This Source Was Utilized: #5, 6
Total Number of Interviewees This Source Has Provided During This Period: 2

- Q. **Public Radio Association of Development Officers - PRADO:**
prado@listserv.syr.edu
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- R. **Young Professionals Association of Louisville:**
<https://www.ypal.org/>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- S. **Society of Broadcast Engineers:**
<https://www.sbe.org/>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- T. **Development Resources** (recruiting service)
1820 N. Fort Myer Drive, Suite 702
Arlington, Virginia 22209
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- U. **Ashley Roundtree & Associates** (recruiting service)
2525 Nelson Miller Parkway, Suite 106
Louisville, Kentucky 40223
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- V. **Louisville Urban League Website:**
CSanchez@lul.org
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- W. **Education Writers Association:**
leason@ewa.org
Full Time Positions for Which This Source Was Utilized: #2
Total Number of Interviewees This Source Has Provided During This Period: 1
- X. **AD. Chronicle of Philanthropy:**
<https://www.philanthropy.com/jobs>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- Y. **National Association of Broadcasters:** <https://www.nab.org>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0
- Z. **Association of Fundraising Professionals**
17437 **Carey** Road #265
Westfield, Indiana 46074
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0

Appendix 3 to

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WUOL FM, WFPK-FM, WFPL-FM

To ensure non-discrimination and foster full consideration of all qualified candidates whenever full-time job vacancies occur, we utilize the following recruitment procedures:

Participation in other activities designed by the station to further the goal of disseminating employment opportunity information to job candidates who might otherwise be unaware of such opportunities: We work with employment services, including state employment agencies, which refer job candidates without regard to their race, color, religion, national origin, sex, age or disability. Some of these employment referral services are:

- Kentucky Department of Employment Services
- Louisville Urban League
- Greater Louisville Works, Inc.

Internship Program: When we recruit prospective employees from educational institutions, such recruitment efforts include schools and colleges with minority and female enrollments. Some educational institutions we contact for recruitment purposes include:

- Bellermine University
- University of Louisville
- Spalding University
- Sullivan University

We provide internships or other assistance to individuals, schools, or colleges in programs designed to enable qualified minorities and women to learn about various facets of the business and to compete in the broadcast employment market on an equitable basis.

We provide internships in 5 areas of study, actively seeking minority involvement by referral, contact with a wide variety of higher education institutions such as Jefferson County Technical College, Western Kentucky University, University of Cincinnati, University of Louisville, Manual High School and Community Montessori school and contact with university organizations that emphasize ethnic and gender diversity. If the opportunity presents itself we hire qualified interns for paid positions. We offer classroom presentations on intern and volunteer opportunities throughout the community, affording a wide audience for this information.

Participation in educational institutional programs/events relating to broadcasting careers:

We provide high school apprenticeships in our newsroom drawing from schools that are located in Louisville. Four participants took part in a job shadowing program at LPM during this reporting period. The participants were from local elementary and high schools and universities. The internship program is also offered in marketing and membership services.