

2019 ANNUAL EEO PUBLIC FILE REPORT

Board of Regents, Murray State University

Stations: WKMS-FM, Murray, KY
WKMD(FM), Madisonville, KY
WKMT(FM), Fulton, KY

Reporting Period: March 22, 2018 to March 21, 2019

No. of Full-time Employees: 5 – 10
Small Market Exemption: Yes

During the Reporting Period, two full-time positions were filled.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

All WKMS full and part time staff and student interns participate in an annual university-mandated harassment and discrimination training via online modules on which the participant must score 100%

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

The Station Manager and Membership Director participated in MSU Career Fairs at Curris Center on 10/16/18 and 3/05/2019, soliciting resumes and explaining part-time position availability.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

WKMS has an ongoing paid intern program for MSU Students, working up to 20 hours a week. Some are trained to produce news meeting NPR standards. Others work in operations, promotions or administrative capacities with WKMS staff. WKMS also intakes volunteer producers who are trained as on-air presenters.

Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

October 17, 2018 –Station Manager presented a Leadership Tomorrow program for Juniors and Seniors from Murray and Calloway County High Schools.

March-April 2018 - The Station Manager taught a seminar on podcasting for Murray State University.

February 21, 2019 – The Station Manager presented to Christian County 8th Grade Students interested in Journalism careers.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
May 12, 2018	Host/Operations Director	https://www.murraystatejobs.com/
January 02, 2019	Reporter/Assistant News Director	https://www.cpb.org/jobline

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 6

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Internal Job Posting	0
Murray State HR/ https://www.murraystatejobs.com/	4
Public Job Posting/ https://www.cpb.org/jobline	2
Advertisement/Publication	0

RECRUITING SOURCES USED

Job Title of Position: Host/Operations Director

Date of Hire: May 12, 2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Paducah Sun	N	408 Kentucky, Ave Paducah, KY 42001		270-575-8700 classifieds@paducahsun.com
CPB Jobline	N	Online Public Posting		
PRNDI.ORG	N	Online Public Posting		
Nat. Assoc. Black Journalists	N	Online Advertisement		
Nat. Assoc. Hispanic Journalists	N	Online Advertisement		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Reporter/Asst. News Director

Date of Hire: January 2, 2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
The Paducah Sun Newspaper	N	Email Correspondence	Angela Mayes	(270)575-8700 amayes@messenger-inquirer.com
CPB Jobline	N	Online Public Posting		
PRNDI.ORG	N	Online Public Posting		
Nat. Assoc. Black Journalists	N	Online Advertisement		
Nat. Assoc. Hispanic Journalists	N	Online Advertisement		

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