

## 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, 2019 to March 21, 2020
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 Corporate Support Manager and Membership Director participated in MSU Career Fairs at Curris Center on 10/15/19 and 3/03/2019, 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.*

January 21, 2020 - The Station Manager served on a 1<sup>st</sup> amendment panel for a National Endowment for the Arts program discussing journalism practices and careers.

February 27, 2020 – Development and Membership Director presented to 60 Christian County Mayor’s Scholars (middle and high school student) about nonprofit media and journalism.

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
August 17, 2019	Corporate Support Manager	<a href="https://www.murraystatejobs.com/">https://www.murraystatejobs.com/</a>
February 17, 2020	News Director	<a href="https://www.murraystatejobs.com/">https://www.murraystatejobs.com/</a>

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:   9  

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Internal Job Posting	0
Murray State HR/ <a href="https://www.murraystatejobs.com/">https://www.murraystatejobs.com/</a>	2
Public Job Posting/ <a href="https://www.cpb.org/jobline">https://www.cpb.org/jobline</a>	2
Advertisement/Publication	0
Facebook	1
Friend	1
Indeed.com	1
No response	2

#### RECRUITING SOURCES USED

Job Title of Position: Corporate Support Manager      Date of Hire: August 17, 2019

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		<a href="https://www.cpb.org/jobline">https://www.cpb.org/jobline</a>
PRADO Listserv	N	Online Public Posting		Email list serv
HigherEdJobs.com	N	Online Advertisement		HigherEdJobs.com
Higher Education Recruitment Consortium	N	Online Advertisement		<a href="https://www.hercjobs.org/">https://www.hercjobs.org/</a>
Murray State Jobs	N	Online Advertisement		<a href="https://www.murraystatejobs.com/">https://www.murraystatejobs.com/</a>

\* 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: News Director

Date of Hire: February 17, 2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
The Paducah Sun Newspaper	N	Email Correspondence		270-575-8700 classifieds@paducahsun.com
CPB Jobline	N	Online Public Posting		<a href="https://www.cpb.org/jobline">https://www.cpb.org/jobline</a>
PRNDI.ORG	N	Online Public Posting		
Nat. Assoc. Black Journalists	N	Online Advertisement		<a href="https://www.nabjcareers.org/">https://www.nabjcareers.org/</a>
Nat. Assoc. Hispanic Journalists	N	Online Advertisement		<a href="https://www.nahjcareers.org/">https://www.nahjcareers.org/</a>
HigherEdJobs.com	N	Online Advertisement		HigherEdJobs.com
Higher Education Recruitment Consortium	N	Online Advertisement		<a href="https://www.hercjobs.org/">https://www.hercjobs.org/</a>
Murray State Jobs	N	Online Advertisement		<a href="https://www.murraystatejobs.com/">https://www.murraystatejobs.com/</a>

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