

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 1st 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	https://www.murraystatejobs.com/
February 17, 2020	News Director	https://www.murraystatejobs.com/

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/ https://www.murraystatejobs.com/	2
Public Job Posting/ https://www.cpb.org/jobline	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		https://www.cpb.org/jobline
PRADO Listserv	N	Online Public Posting		Email list serv
HigherEdJobs.com	N	Online Advertisement		HigherEdJobs.com
Higher Education Recruitment Consortium	N	Online Advertisement		https://www.hercjobs.org/
Murray State Jobs	N	Online Advertisement		https://www.murraystatejobs.com/

* 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		https://www.cpb.org/jobline
PRNDI.ORG	N	Online Public Posting		
Nat. Assoc. Black Journalists	N	Online Advertisement		https://www.nabjcareers.org/
Nat. Assoc. Hispanic Journalists	N	Online Advertisement		https://www.nahjcareers.org/
HigherEdJobs.com	N	Online Advertisement		HigherEdJobs.com
Higher Education Recruitment Consortium	N	Online Advertisement		https://www.hercjobs.org/
Murray State Jobs	N	Online Advertisement		https://www.murraystatejobs.com/

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