

**April 1, 2023 - March 31, 2024, 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 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, 2023, to March 31, 2024 (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 vacancy 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 in 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 in Appendix 1.

For purposes of this Report, a vacancy is deemed “filled” not when the offer was extended but when the hire 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

Annual EEO Public File Report Form

Covering the Period from April 1, 2023, to March 31, 2024

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. Breaking News Reporter	Corporation for Public Broadcasting	3
2. Host/Producer	LPM Website	3
3. Office Manager	LPM Website	6
4. KPR Capitol Reporter	LPM Website	4
5. Breaking News Reporter	National Association of Black Journalists	5
6. Enterprise Statehouse Reporter	LPM Website	4
7. LPM News Host	Corporation for Public Broadcasting	5
8. KPR Managing Editor	LPM Website	4

Total Number of Persons Interviewed During Applicable Period: 34

Appendix 1

Annual EEO Public File Report Form

Covering the Period from April 1, 2023, to March 31, 2024

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 Interviewee</u>	<u>Number of Interviewees from each source</u>
1. Breaking News Reporter	CPB	1
	LPM	1
	Journalism Jobs	1
2. Host/Producer	CPB	1
	LPM	1
	NABJ	1
3. Office Manager	LPM	4
	CPB	1
	LinkedIn	1
4. KPR Capitol Reporter	LPM	1
	CPB	1
	ONA	1
	Journalism Jobs	1
5. Breaking News Reporter	LPM	2
	CPB	1
	NABJ	2

Appendix 1 (cont.)

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Covering the Period from April 1, 2023, to March 31, 2024

6. Enterprise Statehouse Reporter	ONA	1
	CPB	1
	LPM	2
7. LPM News Host	NAHJ	1
	LPM	2
	CPB	1
	NABJ	1
8. KPR Managing Editor	CPB	2
	LPM	1
	LinkedIn	1

Total Number of Persons Interviewed During Applicable Period: 34

Appendix 2

Annual EEO Public File Report Form

Covering the period from April 1, 2023, to March 31, 2024

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 (LPM):**
<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, 8
Total Number of Interviewees This Source Has Provided During This Period: 14
- B. **National Association of Black Journalists (NABJ):**
1100 Knight Hall, Suite 3100
College Park, Maryland 20742
Telephone Number, 301-405-0248
Full-time Positions for Which This Source Was Utilized: #1, 2, 3, 4, 5, 6, 7, 8
Total Number of Interviewees This Source Has Provided During This Period: 4
- C. **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
- D. **CPB Jobline:**
<http://www.CPB Jobline.org/jobline>
Full Time Positions for Which This Source Was Utilized: #1, 2, 3, 4, 5, 6, 7, 8
Total Number of Interviewees This Source Has Provided During This Period: 9
- E. **Journalismjobs.com:**
<http://www.journalismjobs.com>
Full Time Positions for Which This Source Was Utilized:#1, 2, 3, 4, 5, 6, 7, 8
Total Number of Interviewees This Source Has Provided During This Period: 2
- F. **LPM Membership Newsletter**
Newsletter to Louisville Public Media members
Full Time Positions for Which This Source Was Utilized: #1, 2, 3, 4, 5, 6, 7, 8
Total Number of Interviewees This Source Has Provided During This Period: 0

- G. **National Association of Hispanic Journalist (NAHJ):**
<http://www.nahjcareercenter.com/recruiters/products>
Full Time Positions for Which This Source Was Utilized: #1, 2, 3, 4, 5, 6, 7, 8
Total Number of Interviewees This Source Has Provided During This Period: 1
- H. **American Asian Journalist Association (AAJA):**
<http://www.aja.org/category/jobs-opportunities/>
Full Time Positions for Which This Source Was Utilized: #1, 2, 3, 4, 5, 6, 7, 8
Total Number of Interviewees This Source Has Provided During This Period: 0
- I. **Online News Association (ONA):**
<http://journalists.org/>
Full Time Positions for Which This Source Was Utilized: #4, 6
Total Number of Interviewees This Source Has Provided During This Period: 2
- J. **LinkedIn:**
<http://linkedin.com>
Full Time Positions for Which This Source Was Utilized: #1, 2, 3, 4, 5, 6, 7, 8
Total Number of Interviewees This Source Has Provided During This Period: 2
- K.. **Association of Fundraising Professionals (AFP):**
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
- L. **Public Media Journalists Association (PMJA):**
<https://pmja.org/>
Full Time Positions for Which This Source Was Utilized: 0
Total Number of Interviewees This Source Has Provided During This Period: 0

Appendix 3

Annual EEO Public File Report Form

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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:

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for high-level position:

In July 2021, LPM introduced its new professional development policy to all staff. It states the following:

LPM prioritizes continued learning and professional development for our employees. This benefit provides for one full professional development exercise for each employee annually;

LPM will cover all costs associated, including registration, travel and lodging, and meals. These can be conferences, training, or other formats. Professional development should be aligned with the employee's current job or with their future goals at LPM. Managers will coordinate so that everyone in a department doesn't attend the same training. Employees who use this benefit are strongly encouraged to share what they learned with their teams.

In addition, LPM will cover the cost of one professional membership per employee annually. This must align with their current job. For example, the company provided financial and hourly resources for Lia Murphy and Dennis Stovall to engage in professional memberships and education courses.

Russell Wells, our Technical Operations Manager, participated in SBE Training in 2023, and attended the Broadcast Engineering & IT Conference in April of 2023.

Justin Hicks, our Data Reporter, attended the IRE investigative journalism conference in June of 2023 and renewed his IRE membership.

John MacLean, our Business Sponsorship Manager, attended the PMDMC conference in July of 2023.

Dennis Stovall, our Vice President of Finance completed continuing education courses towards his CPA licensing requirement during the reporting period.

Gabrielle Jones, our VP of Content, Roberto Roldan, our City Politics and Government Reporter, and

Divya Karthikeyan, our Race & Equity Reporter, attended the ONA23 Conference in August 2023 and also renewed their ONA memberships.

Daniel Gilliam, our WUOL Program Director, and Gabrielle Jones, our VP of Content, attended the PRPD Conference in September of 2023.

Stacy Owen, our WFPK Program Manager, attended the AmericanFest in September of 2023.

Katherine Six, our Grants Manager, attended the Corporate Grant Seeking in the Current Climate webinar in October of 2023.

Brad Yost, our Senior Technical Producer, and Charles Spivey, our VP of Operations and Technology, renewed their Association of Public Radio Engineers memberships in December on 2023.

Establishment of a mentoring program for station personnel:

Mentorship Overview

What is a mentor?

A mentor is an experienced and engaged team member who has a good understanding of the work environment. They are willing to provide time, be accessible and partner/support the new employee during their first three (3) months on the job. The ideal mentor is a resource who is friendly, interpersonally effective, demonstrates patience, and is a positive role model with good communication skills. The estimated time commitment for the mentor varies but is approximately six to ten hours the first three months.

Who can be a mentor?

Departmental staff can volunteer to participate in the program and will be assigned to the new employee by their immediate supervisor/manager. In general, a mentor will be a peer of the new hire. The supervisor/manager is expected to review the program guidelines with the volunteering employee prior to them meeting the new hire. This will include a discussion on the program goals and expectations of them in their role prior to meeting with the new employee.

Goals of the Mentor Program

1. To assist in helping the new employee feel welcomed and connected during their first day, first week and throughout their first 3 months on the job.
2. To help the new employee adjust to LPM culture and their new work environment.

Manager's Responsibilities Pertaining to the Mentor

1. Select positive role models as a Mentor
2. Ensure that participation in the program is strictly voluntary
3. Ensure that the Mentor will have time to be accessible to the new employee
4. Check in with the Mentor and new employee regularly to assess if the "Mentor Role" is helpful

Role of the Mentor

1. Introduce yourself and welcome the new employee on their first day of work
2. Plan to follow up with them on a weekly basis for the first 3 months
3. Show the employee resources in the workplace
4. Provide them with information (as requested by the manager) to help them get acclimated, feel comfortable in their new job and as a part of their new team
5. Give the new employee an opportunity to connect with them and their peers
6. To always remain professional
7. To refer the new employee to their supervisor/manager for job specific questions

A Mentor Does Not:

1. Replace the supervisor/managers role or take on any supervisory or lead duties
2. Act as the “go-to” person re: assignments, business decisions, etc.
3. Provide training and/or assess performance
4. Act as a career mentor or job coach.

Colleen Wheelahan-Phelps mentored Laura Atkinson, our WUOL Host/Producer, from July 5, 2023, to October 5, 2023.

Cara Hicks mentored Victoria Long, our Office Manager, from September 5, 2023, to December 5, 2023.

Michelle Tyrene Johnson mentored Giselle Rhoden, our Breaking News Reporter from October 3, 2023, to January 3, 2024.

Justin Hicks mentored Joe Sonka, our Enterprise Statehouse Reporter, from October 23, 2023 to January 23, 2024.

Daniel Gilliam will mentor William Padmore, our LPM News Host, from January 8, 2024, to April 8, 2024.

Additional activities for the current two-year period: as listed in LPM’s 2022-2023 annual EEO public file report, note that LPM also completed additional supplemental recruitment activities **(Establishment of an internship program; and 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)** during the two-year period from April 2022 to March 2024.