

2022-2023 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, 2022 to March 21, 2023
No. of Full-time Employees:	5 – 10
Small Market Exemption:	Yes

During the Reporting Period, there was one full-time position filled.

INITIATIVES

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

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

- 9-29-22 – Membership Director and Corporate Support Manager participated in MSU Career Fair soliciting resumes and explaining part-time position availability.
- 3-7-23 – Membership Director participated in MSU Career Fair 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 internship 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. During the current period WKMS employed seven interns.

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

Last week of March 2022 WKMS News Director speaks to JMC 305 & JMC 194 classes about job opportunities for student reporters

July 15, 2022 WKMS Station Manager & Membership Coordinator host TRIO students from disadvantaged backgrounds at the station and teach them about audio software

Oct 2022 WKMS News Director speaks to JMC 100T & JMC 194 classes about job opportunities for student reporters

Feb 27, 2023 FBLA Conference: WKMS Station Manager judges broadcast journalism competition and offers feedback

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

June 11 2022 WKMS Staff (including Interim Station Manager) attended the Murray Pride event and disseminated information about WKMS and its role in the region along with publicizing part-time job openings.

June 20, 2022 WKMS Staff attended Paducah Juneteenth Celebration at the Carson Center for the Performing Arts, sharing information about WKMS, its role in the region and broadcast employment

July 26, 2022 WKMS Corporate Support Manager was featured speaker at Minority Owned Small Business Training at West Kentucky Community & Technical College. Shared information about WKMS, outreach, employment and more

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring
March 1, 2023	Reporter/Assistant News Director	Hiree: Murray State Jobs website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Murray State HR/ https://www.murraystatejobs.com/	2
WKMS enewsletter	1

RECRUITING SOURCES USED

Job Title of Position: Reporter/Assistant News Director

Date of Hire: March 1, 2023

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
HigherEd Jobs	N	Online Public Posting		
Higher Education Recruitment Consortium	N	Online Public Posting		
Murray State Jobs	N	Online Public Posting		
Inside Higher Ed	N	Online Public Posting		
CPB Jobline	N	Online Public Posting		
Public Media Journalists Association	N	Online Public Posting		
Nat. Assoc. Black Journalists	N	Online Advertisement		
Nat. Assoc. Hispanic Journalists	N	Online Advertisement		
WKMS enewsletter	N	In-house online newsletter		

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