

2023-2024 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, 2023 to March 21, 2024

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.*

- 8-24-23 – Membership Director and Corporate Support Manager participated in MSU Hire a Racer Career Fair soliciting resumes and explaining part-time position and internship availability.
- 3-12-24 – 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 eight interns.

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

June 12, 2023 WKMS Station Manager and Podcast Producer talk with Commonwealth Honors Academy students about podcasting basics and careers in audio.

July 5, 2023 WKMS Station Manager, News Director & Asst. News Director host Governor's Scholars students focused on politics and the media to talk about audio's role and careers.

July 12, 2023 WKMS Station Manager, News Director & Asst. News Director host Governor's Scholars journalism students to have a conversation on audio's role and careers.

October 20, 2023 WKMS News Director speaks to students looking for potential journalism careers at "Meet the Pros" event

Feb 28, 2024 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.*

September 16, 2023 WKMS Staff (including Station Manager) attended the Murray Pride event and disseminated information about WKMS and its role in the region along with publicizing job openings.

June 19, 2023 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

March 16, 2024 WKMS Corporate Support Manager attended NAACP Rosa Parks Power of One banquet to engage community members and publicize new open part-time features reporter position focused on income inequality

Date of Hire	Job Title	Recruitment Source Referring
October 2, 2023	Morning Edition Host/Operations Mgr	Hiree: Murray State Jobs website

LIST OF POSITIONS FILLED

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 2

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

RECRUITING SOURCES USED

Job Title of Position: Reporter/Assistant News Director

Date of Hire: October 2, 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		
LinkedIn	N	Online Public Posting		
WKMS newsletter	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.