

# 2021-2022 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, 2021 to March 21, 2022

No. of Full-time Employees: 5 – 10  
Small Market Exemption: Yes

During the Reporting Period, there was one full-time positions 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.*

- 9-28-21 – Membership Director and Corporate Support Manager participated in MSU Career Fair soliciting resumes and explaining part-time position availability.
- 3-1-22- 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 nine interns.

WKMS Partnered with the Journalism and Mass Communication Department at Murray State University to develop and institute an investigative reporting fellowship with top performing students in the major. This provided paid experience and mentorship from leading investigative journalists in the Commonwealth.

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

April. 7, 2021 WKMS Station Manager Presents to Paducah Rotary Club related to journalism efforts and roles in the industry.

December 7, 2021 WKMS Station Manager and Development Director discuss public media careers and the role of public media with Leadership Murray.

December 8, 2021 hosts Calloway County Speech team member(s) for job shadowing and career coaching related to broadcasting and journalism.

June 26, 2021 WKMS Staff attended the Murray Pride event and disseminated information about WKMS and its role in the region along with publicizing any part-time job openings.

*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.*

July 29, 2021- WKMS staff hosted a donor appreciation event where we also discussed the role of WKMS in the region and relevant opportunities at the station.

September 14, 2021– Station Manager Served on a panel discussion related to democracy in America and transparency in the media.

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### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
November 15, 2021	News Director	<a href="https://www.murraystatejobs.com/">https://www.murraystatejobs.com/</a>

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### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:   6

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Murray State HR/ <a href="https://www.murraystatejobs.com/">https://www.murraystatejobs.com/</a>	4
Public Job Posting/ Public Media Journalists Association	1
Advertisement/Publication Higher Ed Jobs	1

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**RECRUITING SOURCES USED**

Job Title of Position: News Director

Date of Hire: November 15, 2021

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		
RTDNA	N	Online Public Posting		

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