

EEO PUBLIC FILE REPORT  
BOARD OF TRUSTEES, UNIVERSITY OF KENTUCKY

STATION EMPLOYMENT UNIT (List all stations in unit)			PERIOD COVERED
STATION CALL LETTERS	COMMUNITY OF LICENSE	FCC FACILITY ID NUMBER	FROM: April 1, 2023
<b>WUKY</b>	<b>Lexington, KY</b>	<b>4303</b>	TO: March 31, 2024
			DATE COMPLETED
			March 31, 2024

FULL TIME VACANCIES FILLED AND RECRUITMENT SOURCES USED

**Total number of full-time job vacancies filled: 1**

**Total number of persons interviewed for all full-time job vacancies: 3**

JOB TITLE	RECRUITMENT SOURCES (Contact/Address/Tel. Number)	
<b>Radio Station General Manager</b>  Total # persons interviewed:  <div style="border: 1px solid black; padding: 5px; display: inline-block; width: 30px; text-align: center;">3</div>	<b><u>UK Online Employment System</u></b> <input checked="" type="checkbox"/> Check if source referred interviewee(s). Total: 2 <input type="checkbox"/> Check if source referred person hired	Contact: Ashley Hays Address: 107 Scovell Hall, UK, Lexington, KY 40506 Tel. No. (859) 562-0571
	<b><u>Diverse Issues in Higher Education</u></b> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person(s) hired	Web: <a href="http://www.diverseeducation.com">www.diverseeducation.com</a>
	<b><u>African American Hires</u></b> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Web: <a href="http://www.africanamericanhires.com">www.africanamericanhires.com</a>
	<b><u>All Bilingual Jobs</u></b> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Web: <a href="http://www.allbilingualjobs.com">www.allbilingualjobs.com</a>
	<b><u>All Hispanic Jobs</u></b> <input type="checkbox"/> Check if source referred interviewee(s). Total: ____ <input type="checkbox"/> Check if source referred person hired	Web: <a href="http://www.allhispanicjobs.com">www.allhispanicjobs.com</a>

	<p><b><u>All LGBT Jobs</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.allgbtjobs.com">www.allgbtjobs.com</a></p>
	<p><b><u>Asian Hires</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.asianhires.com">www.asianhires.com</a></p>
	<p><b><u>Black Perspective</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.blackpersepective.com">www.blackpersepective.com</a></p>
	<p><b><u>Disability Jobs</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.disabilityjobs.net">www.disabilityjobs.net</a></p>
	<p><b><u>Disability Solutions</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.disabilitytalent.org">www.disabilitytalent.org</a></p>
	<p><b><u>disABLED Person</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.disabledperson.com">www.disabledperson.com</a></p>
	<p><b><u>Diversity Jobs</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.diversityjobs.com">www.diversityjobs.com</a></p>
	<p><b><u>EmployDIVERSITY</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.employdiversity.com">www.employdiversity.com</a></p>
	<p><b><u>Hire Our Heros</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: _____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.hireourheroes.com">www.hireourheroes.com</a></p>

	<p><b><u>Hispanic Today</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.hispanic-today.com">www.hispanic-today.com</a></p>
	<p><b><u>Job Opportunites for Disabled American Veterans</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.jofdav.com">www.jofdav.com</a></p>
	<p><b><u>Latino Jobs</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.latinajobs.org">www.latinajobs.org</a></p>
	<p><b><u>Military Vet Jobs</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.militaryvetjobs.com">www.militaryvetjobs.com</a></p>
	<p><b><u>Native Jobs</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.nativejobs.org">www.nativejobs.org</a></p>
	<p><b><u>Over Fifty Jobs</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.overfiftyjobs.com">www.overfiftyjobs.com</a></p>
	<p><b><u>Rally Point</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.rallypoint.com">www.rallypoint.com</a></p>
	<p><b><u>tapAbility</u></b></p> <p><input type="checkbox"/> Check if source referred interviewee(s). Total: ____</p> <p><input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.tapability.org">www.tapability.org</a></p>

	<p><b><u>HigherEdJobs.com</u></b>  <input checked="" type="checkbox"/> Check if source referred interviewee(s). Total: <u>1</u>  <input type="checkbox"/> Check if source referred person hired</p>	<p>Address: 328 Innovation Boulevard  Suite 235  State College, PA 16803  Tel. No: (814) 861-3080  Email: <a href="mailto:Jobseeker@higheredjobs.com">Jobseeker@higheredjobs.com</a>  Web: <a href="http://www.higheredjobs.com">www.higheredjobs.com</a></p>
	<p><b><u>Us Military Pipeline</u></b>  <input type="checkbox"/> Check if source referred interviewee(s). Total: ____  <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.usmilitarypipeline.com">www.usmilitarypipeline.com</a></p>
	<p><b><u>Latinos in Higher Education</u></b>  <input type="checkbox"/> Check if source referred interviewee(s). Total: ____  <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="https://www.latinosinhighered.com">https://www.latinosinhighered.com</a></p>
	<p><b><u>Veterans Jobs</u></b>  <input type="checkbox"/> Check if source referred interviewee(s). Total: ____  <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.veteranjobs.net">www.veteranjobs.net</a></p>
	<p><b><u>Veterans Enterprise</u></b>  <input type="checkbox"/> Check if source referred interviewee(s). Total: ____  <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.veteransenterprise.com">www.veteransenterprise.com</a></p>
	<p><b><u>We Hire Women</u></b>  <input type="checkbox"/> Check if source referred interviewee(s). Total: ____  <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.wehirewomen.com">www.wehirewomen.com</a></p>
	<p><b><u>Women for Hire</u></b>  <input type="checkbox"/> Check if source referred interviewee(s). Total: ____  <input type="checkbox"/> Check if source referred person hired</p>	<p>Web: <a href="http://www.womenforhire.com">www.womenforhire.com</a></p>
	<p><b><u>Women in Business and Industry</u></b>  <input type="checkbox"/> Check if source referred interviewee(s). Total: ____  <input type="checkbox"/> Check if source referred person hired</p>	<p>Contact: <a href="http://www.wib-i.com">www.wib-i.com</a></p>

## EEOC: WUKY Community and Workforce Engagement (2023 – 2024)



Date	Location	County	Event	Description
03/23/23	The Campbell House Lexington, Curio Collection by Hilton 1375 S Broadway, Lexington, KY 40504	Fayette	WUKY - Commerce Lex Opportunity Exchange	Commerce Lexington's Spring Opportunity Exchange event featured networking, exchange of ideas, and interaction for minority-owned and small businesses in the Lexington region. The event also connects minority business owners with procurement representatives from some of the largest companies in the region. WUKY representatives, Dr. Abeni El-Amin and Angie Dennis advertised for a fund drive position.
04/08/23	UK Gatton Student Center Harris Ballroom 160 Avenue of Champions Lexington, KY 40508	Fayette	Fayette County Urban Government – Career Fair: Summer Youth Program	WUKY attended the Fayette County Urban Government – Career Fair: Summer Youth Program WUKY was part of the 6 Week Summer 2023 Youth Program with onsite work training for one intern between June 1 - July 31, 2024. Contact: Shanreka Shackelford, Interim Executive Director, Partners for Youth, Dept. of Social Services, 859-280-8003. WUKY representative, Angie Dennis was present and provided administration of this program.
05/17/23	DV8 at the 594 E Third Street, Lexington, KY	Fayette	What's Brewing at WUKY	WUKY representatives, Dr. Abeni El-Amin and Angie Dennis advertised for a Membership Development position.
06/12/23	Lyric Theater 300 E. 3rd Street Lexington, KY 40508	Fayette	WUKY CAB Meeting	WUKY representatives, Dr. Abeni El-Amin and DeBraun Thomas advertised for a Membership Development position.
07/19/23	WUKY 2640 Spurr Rd University of Kentucky Lexington, KY 40511	Fayette	WUKY - Commerce Lexington: Staff and Ambassadors	Several Commerce Lexington businesses visited WUKY on Spur Road to Spring Opportunity Exchange event featured networking, exchange of ideas, and interaction for minority-owned and small businesses in the Lexington region. The event also connects minority business owners with procurement representatives from some of the largest companies in the region. WUKY representatives, Dr. Abeni El-Amin and Angie Dennis were present.
09/14/23	Lyric Theater 300 E. 3rd Street Lexington, KY 40508	Fayette	Commerce Lex Opportunity Exchange	Commerce Lexington's Spring Opportunity Exchange event featured networking, exchange of ideas, and interaction for minority-owned and small businesses in the Lexington region. The event also connects minority business owners with procurement representatives from some of the largest companies in the region. WUKY representatives, Dr. Abeni El-Amin and Angie Dennis were present.
9/2/23	Bucktown Festival 35 7th St, Winchester, KY 40391	Clark	Bucktown Festival	WUKY provided towels and water bottles. Dr. Abeni El-Amin promoted WUKY by discussing careers in media.
9/1/23	Julietta Market 101 W Loudon Ave, Lexington, KY 40508	Fayette	Juliet Market Block party	WUKY provided towels and water bottles. Dr. Abeni El-Amin promoted WUKY by discussing careers in media.
9/9/23	512 Georgetown Street	Fayette	Senior Application Day	WUKY provided towels and water bottles. WUKY representative, Dr. Abeni El-Amin was present.
9/29/23	Kentucky State University 400 E Main St Frankfort,	Franklin	Homecoming Weekend (KSU Football)	The purpose of the table was to promote health awareness and WUKY by distributing T-shirts, water bottles, and towels to students and alumni in the Student Center. The event took place during Homecoming Weekend, ensuring a substantial student and alumni presence. The table attracted a significant number of visitors throughout the Homecoming Weekend to encourage support of WUKY moving forward. WUKY representative, Dr. Abeni El-Amin was present.

	Kentucky 40601			
10/4/23	Kentucky State University 400 E Main Street Frankfort, KY 40601	Franklin	KSU Job Fair	The Kentucky State University Job Fair, held on Wednesday, 10/4/23 at the Exum Center, provided an excellent platform to promote WUKY. This event not only allowed the team members to explore career opportunities but also served as an opportunity to promote WUKY. Dr. El-Amin promoted WUKY by discussing careers in media.
1/27/24	Voyage Movement 440 W 7th St, Paris, KY 40361	Bourbon	Community Free Meals	We set up a WUKY Table and which we were able to share our mission to the volunteers and workers. WUKY provided towels and water bottles. Over 75 participants attended. WUKY representative, Dr. Abeni El-Amin was present.
2/7/24	Whitney Young Community Center	Fayette	Senior Bingo Night with Blake	During the event, we successfully organized and showcased our outreach table featuring WKU water bottles and towels. The promotional materials, including flyers for upcoming events was provided. We effectively encouraged them to engage with WUKY on social media and via HD3, fostering a sense of community. WUKY representative, Dr. Abeni El-Amin was present.

## LIST AND BRIEF DESCRIPTION OF OUTREACH ACTIVITIES

OUTREACH ACTIVITIES BRIEF DESCRIPTION OF ACTIVITY	
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.</p> <p>DATE CONDUCTED: (see column 2)</p> <p>STAFF INVOLVED: Angela Dennis, Haley Gearhart, Dr. Abeni El-Amin</p>	<p>WUKY staff participated in professional development workshops offered by University of Kentucky HR during the year.</p> <p>Angela Dennis – Effective Business Writing 1/31/2023</p> <p>Haley Gearhart – ADA Act; Creating Effective Teams Managing a Safe Workplace; and Supervisor Toolkit 11/15/2022; Employee Coaching &amp; Development 12/7/2022; Hiring &amp; interviewing 12/20/2022</p> <p>Dr. Abeni El-Amin - Conducted Diversity and Inclusion Training Series with all WUKY staff to mitigate unconscious bias on 03/31/2023, 04/28/2023, 06/30/2023, 07/28/2023, 08/31/2023</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>DATE CONDUCTED: (see column 2)</p> <p>STAFF INVOLVED: Tom Godell, Robert Hansel, Kathy Hight, John Lumagui, Angela Dennis, Haley Gearhart, Alan Lytle, and Dr. Abeni El-Amin.</p>	<p>WUKY provided CPB-sponsored training to management (and all staff) for Harassment and Bias Prevention. The program features modules on bias prevention and inclusion. The online training from CPB covers three important topics: what constitutes acceptable and unacceptable workplace behavior; how to recognize harassment and bias when it occurs; and how to report and respond to violations. This training helps ensure that all WUKY employees work in a safe and respectful environment. May-July 2022</p> <p>WUKY provided CPB-sponsored training to management (and all staff) for Harassment and Bias Prevention. The program features modules on bias prevention and inclusion. The online training from CPB covers three important topics: what constitutes acceptable and unacceptable workplace behavior; how to recognize harassment and bias when it occurs; and how to report and respond to violations. This training helps ensure that all WUKY employees work in a safe and respectful environment. November 2022-October 2023.</p> <p>Various staff also participated in additional UK HR training as follows:</p> <p>Haley Gearhart – Fundamentals of Diversity 11/15/2022; Preventing Discrimination &amp; Harassment 1/24/2023; Personality Differences 1/25/2023</p>

	<p>Tom Godell, John Lumagui, Alan Lytle Robert Hansel – Communicating Across Cultures 11/17/2022</p> <p>Dr. Abeni El-Amin - Conducted Diversity and Inclusion Training for the General Manager on 04/04/23</p> <p>Dr. Abeni El-Amin - Fundamentals of Diversity 07/15/2023; Preventing Discrimination &amp; Harassment 11/15/2023</p>
<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting:</p>	<p><b>Training for middle &amp; high school students participating in the annual NPR Student Podcast Challenge</b></p> <p>DATE CONDUCTED: January 20, 2023</p> <p>STAFF INVOLVED: Tom Godell (General Manager), John Lumagui (Program/Operations Manager)</p> <p>WUKY hosted an in-depth training session in podcasting, interviewing, writing, editing, and audio production in our studios. Approximately 40 students from Redwood Cooperative School, Sphinx Academy, Fayette County Public Schools participated this year.</p> <p>Commerce Lexington’s Spring Opportunity Exchange event featured networking, exchange of ideas, and interaction for minority-owned and small businesses in the Lexington region. The event also connects minority business owners with procurement representatives from some of the largest companies in the region. WUKY representatives, Dr. Abeni El-Amin and Angie Dennis were present. 09/14/2023</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:</p>	<p><b>Experience Based Career Education at Fayette County Public Schools</b></p> <p>DATE CONDUCTED: 3/13/2023-3/31/2023</p> <p>STAFF INVOLVED: Tom Godell (General Manager), Alan Lytle (News Director), and Angie Dennis (Sponsorships)</p> <p>WUKY attended the Fayette County Urban Government – Career Fair: Summer Youth Program held at UK Gatton Student Center, Harris Ballroom, 160 Avenue of Champions,</p>



	<p>Lexington, KY 40508. WUKY participated in the 6 Week Summer 2023 Youth Program with onsite work training for one intern between June 1 - July 31, 2024. Contact: Shanreka Shackelford, Interim Executive Director, Partners for Youth, Dept. of Social Services, 859-280-8003. WUKY representative, Angie Dennis was present and provided. 04/08/23</p> <p>Dr. Abeni El-Amin - The purpose of WUKY's involvement at the Kentucky State Career event was to promote careers in media. We distributed WUKY T-shirts, water bottles, and towels to students and alumni in the Student Center. The event took place during Homecoming Weekend, ensuring a substantial student and alumni presence. The table attracted a significant number of visitors throughout the Homecoming Weekend to encourage engagement with WUKY moving forward. WUKY representative, Dr. Abeni El-Amin was present. 09/9/2023</p> <p>The Kentucky State University Job Fair, held on Wednesday, 10/4/23 at the Exum Center, provided an excellent platform to promote WUKY. This event not only allowed the students to explore career opportunities in media but also served as an opportunity to promote WUKY. Dr. El-Amin 10/4/2023</p>
<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting: <b>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</b></p> <p>DATE CONDUCTED: January 8 - March 31, 2024</p> <p>STAFF INVOLVED: Tom Godell (General Manager), Alan Lytle (News Director), Bryan Lane (General Manager) and Angie Dennis (Sponsorships)</p>	<p>W WUKY attended the Fayette County Urban Government – Career Fair: Summer Youth Program held at UK Gatton Student Center, Harris Ballroom, 160 Avenue of Champions, Lexington, KY 40508. WUKY participated in the 6 Week Summer 2023 Youth Program with onsite work training for one intern between June 1 - July 31, 2024. Contact: Shanreka Shackelford, Interim Executive Director, Partners for Youth, Dept. of Social Services, 859-280-8003. WUKY representative, Angie Dennis was present and provided. 04/08/23</p> <p>WUKY hosted a EBCE high-school student who worked in the newsroom and was mentored by full-time station staff. Angie Dennis (Sponsorships)</p> <p>WUKY hosted two college students (1) UK and (1) Kentucky State University who worked in the newsroom and was mentored by full-time station staff. Alan Lytle (News Director)</p> <p>WUKY-FM, the listener supported public FM radio station of the University of Kentucky, is looking for interns for the upcoming semesters. Interns would start by learning from professionals at the station, doing several weeks of shadowing and training on how to research a story, conduct an interview, compile audio as well as write and edit scripts. Interns would work alongside the staff of reporters covering events and news conferences and eventually could begin covering their own stories. Not every intern will necessarily end up on air, but they could be used regularly in voicing spots. WUKY-FM interns will learn about sound editing, news gathering and writing as well as critical thinking and research skills.</p>

Early training will be at the offices on Spurr Road in Lexington and then interns will work on location and in studio.

Students interested in working for 91.3 WUKY-FM should email a resume, cover letter, writing samples as well as any audio samples of editing they have done or voice work if applicable to News Director Alan Lytle at [alan.lytle@uky.edu](mailto:alan.lytle@uky.edu).

The deadline to apply is April 15, 2024 for summer and fall opportunities.