

## **EEO Annual Report, April 1, 2012 - March 31, 2013**

### **WTKU-FM**

#### **Licensee: Northern Kentucky University**

The FCC has established Equal Employment Opportunity (EEO) rules and policies for broadcasters. The rules prohibit discrimination in hiring on the basis of race, color, religion, national origin, or gender by broadcasters. They also require broadcasters to:

Provide notice of job vacancies;

- by widely distributing information concerning each full-time (30 hours or more) job vacancy, except for vacancies that need to be filled in demanding or special circumstances;
- provide notice of each full-time job vacancy to recruitment organizations that request notice; and
- complete two (for broadcast employment units with five to 10 full-time employees or that are located in smaller markets) or four (for employment units with more than 10 full-time employees located in larger markets) longer-term recruitment initiatives within each two-year period. These initiatives can include job fairs, scholarship and internship programs, and other community events designed to inform the public about employment opportunities in broadcasting.

The purpose of this EEO Annual Report is to comply with Section 73.2080(c)(6) of the Federal Communication Commission's EEO Rules. This report can be found in the public inspection file at the WTKU studios, and on the station's website, [www.wtku.org](http://www.wtku.org)

FCC EEO rules require that this report contain the following information:

- 1) A list of the full-time vacancies filled by the reporting station during the reporting period;
- 2) For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
- 3) The recruitment source that referred the hiree for each full-time vacancy during the reporting period;
- 4) Data reflecting the total number of persons interviewed for full-time vacancies during the reporting period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;
- 5) A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(6) of the FCC's EEO Rules during the reporting period

### **WTKU EEO Report**

Any and all files pertaining to WTKU employment search activities during this license year were kept at the WTKU office and NKU HR offices in Highland Heights, KY.

#### **1. Vacancies:**

WTKU had one full-time vacancy for a Sales Representative during this reporting period, occurring October 1, 2012.

#### **2. Full Time Recruitment:**

The Sales Representative job search began in October 8, 2012 and was finalized in November 29, 2012.

**Sales Representative Posting Sources:**

Allaccess.com Virtual & self directed listing – no contact posted

All Access Music Group  
28955 Pacific Coast Highway  
Suite 210  
Malibu, CA 90265  
310 457.6616

CPB job line website

Virtual posting – no contact  
Corporation for Public Broadcasting  
401 Night Street, NW  
Washington, DC 20004  
202 879-9600

Fine Arts Fund weekly jobs mailing and website

Mike Boberg  
Fine Arts Fund Cincinnati  
20 East Central Parkway #200  
Cincinnati, OH 45202  
513 871-2787

Kentucky Broadcasters Association

Patti Pullen  
101 Enterprise Drive  
Frankfort, KY 40601  
888 THE-KBA1

NETA website

Maryanne Schuessler  
National Educational Telecommunications Association  
939 S. Stadium Road,  
Columbia, SC 29201  
803 799-5517

NKU Human Resources Web site

Lauren Franzen, Employment Manager  
Northern Kentucky University  
714 Lucas Administrative Center  
Highland Heights, KY 41099  
859 572-5200

NKY Jobs Web Site

Nancy A. Spivey, CCE  
Senior Vice President  
Workforce, Education & Health Care Solutions  
300 Buttermilk Pike, Suite 330  
Ft. Mitchell, KY 41017  
859 578-6387

On-air at WNKU  
Michael Grayson, Program Director

PBMA website

Maryanne Schuessler  
Public Broadcasting Management Association  
939 S. Stadium Road,  
Columbia, SC 29201  
803 799-5517

PRADO Listserve

Public Radio Association of Development Directors  
Virtual organization List serve contact: Mary Hendley  
mary@wbhm.org

Pubradio Listserve

Virtual organization serving public radio and a service  
Of WDUQ Pittsburgh

WNKU web site

Aaron Sharpe  
Northern Kentucky University  
301 Landrum  
Highland Heights, KY 41099  
859 572-6500

WNKU Hall Display Case

Chuck Miller  
Northern Kentucky University  
301 Landrum  
Highland Heights, KY 41099  
859 572-6500

WNKU full-staff e-mail notification

Chuck Miller  
Northern Kentucky University  
301 Landrum  
Highland Heights, KY 41099  
859 572-6500

The Job Bank/Job Center

Judi Kinney  
Workforce Development Specialist  
937-496-3134 Voice  
937-496-6652 TTY/TDD  
937-225-4183 (fax)  
kinnej01@odjfs.state.oh.us

Cincinnati-Hamilton County Community Action Agency  
1740 Langdon Farm Road, Cincinnati, OH 45237  
513.569.1840  
Samuel Walker – Recruiter  
swalker@cincy-caa.org

Cincinnati Works  
708 Walnut Street #200, Cincinnati, OH 45202-2030  
513.744.9675  
Madaline Kipperman  
mkipperman@cincinnatiworks.org  
Everly Rose  
erose@cincinnatiworks.org

Council on Aging of Southwestern Ohio  
175 Tri County Parkway, Cincinnati, OH 45246  
513.721.1025  
John Jones  
jjones@help4seniors.org

Job Search Focus Group  
Pat Harris  
Hyde Park Community United Methodist Church  
1345 Grace Ave  
Cincinnati, OH 45208  
513 871 0320  
jsfg@fuse.net

The Women's Connection  
4042 Glenway Avenue, Cincinnati, OH 45205  
513.471.4673  
Linda Keller  
lkeller@thewomensconnection.org

Urban Appalachian Council  
2115 West 8th Street, Cincinnati, OH 45204  
513-251-0202  
Nancy Laird (Human Services Program Coordinator)  
nlaird@uacvoice.org

### **3. Hiree Recruitment Source:**

Sales Representative: The search, that began in October, 2012, was finalized in late November, 2012 with the interview and hire of Jacqui Killen who reports finding the posting on the NKU HR website.

### **4. Interviewee Recruitment Sources:**

#### **Sales Representative**

With a pool of nine applicants, WNKU chose three for in-person interviews on October 16, 22 & 23 and 9, 2012. The candidates cited the following voluntary reporting information regarding the recruitment source for this vacancy:

One reported seeing the announcement on the NKU Employment Opportunities website, one was a direct contact, the other was referred by a friend.

#### **5. Engaging the Community:**

WNKU continues to encourage community organization participation through our web site and on-air announcements as we build our resource list of organizations to be notified about job openings. We have had no response to our ongoing on-air and on-line community organization recruitment campaign. Through direct outreach we welcome the following organizations into our recruitment efforts:

Aronoff Center for the Arts  
650 Walnut Street, Cincinnati, OH 45202-2517  
513.721.3344  
Kathline Webber  
kwebber@cincinnatiarts.org

Cincinnati-Hamilton County Community Action Agency  
1740 Langdon Farm Road, Cincinnati, OH 45237  
513.569.1840  
Samuel Walker – Recruiter  
swalker@cincy-caa.org

Cincinnati Works  
708 Walnut Street #200, Cincinnati, OH 45202-2030  
513.744.9675  
Madaline Kipperman  
mkipperman@cincinnatiworks.org  
Everly Rose  
erose@cincinnatiworks.org

Council on Aging of Southwestern Ohio  
175 Tri County Parkway, Cincinnati, OH 45246  
513.721.1025  
John Jones  
[jjones@help4seniors.org](mailto:jjones@help4seniors.org)

Educational Theatre Association  
2343 Auburn Avenue, Cincinnati, OH 45219-2815  
513.421.3900  
Harper Lee  
hlee@schooltheatre.org

Ensemble Theatre of Cincinnati  
1127 Vine Street, Cincinnati, OH 45202  
513.421.3555  
Richard Diehl  
rick.diehl@cincyetc.com

Hamilton County Jobs & Family Services / Super Jobs

1916 Central Parkway, Cincinnati, OH 45214  
513.731.9800  
Kathy Nienaber  
knienaber@superjobs.com

Homeless Veteran's Transition Program  
275 East Main Street, 2W-A, Frankfort, KY 40601  
Northern KY One Stop: 859.292.6670  
Florence One Stop: 859.371.0808  
Create employer account on line: e3.ky.gov

Mercy Franciscan at St. John  
1800 Logan Street, Cincinnati, OH 45202  
513.981.5800  
Ericka Copeland-Dansby, director  
elcopeland@health-partners.org

Ohio Valley Goodwill Industries  
10600 Springfield Pike, Cincinnati, OH 45215  
513.771.4800  
Susan Mayberry  
smayberry@cincigoodwill.org

Pat Harris  
Job Search Focus Group  
Hyde Park Community United Methodist Church  
1345 Grace Ave  
Cincinnati, OH 45208  
513 871 0320  
jsfg@fuse.net

United Way of Greater Cincinnati  
2400 Reading Road, Cincinnati, OH 45202  
513.762.7100  
Pam Haney – human resources  
Pam.haney@uwgc.org

The Women's Connection  
4042 Glenway Avenue, Cincinnati, OH 45205  
513.471.4673  
Linda Keller  
lkeller@thewomensconnection.org

United Cerebral Palsy  
3601 Victory Parkway, Cincinnati, OH 45229-2298  
513.221.4606  
Amy Wylie  
awylie@ucp-cincinnati.org

Urban Appalachian Council  
2115 West 8th Street, Cincinnati, OH 45204

513-251-0202  
Nancy Laird (Human Services Program Coordinator)  
nlaird@uacvoice.org

Working in Neighborhoods Inc.  
1814 Dreman Avenue, Cincinnati, OH 45223  
513.541.4109  
Barb Woelfel  
bwoelfel@wincincy.org

**6) Outreach Activities** (GM = General Manager; MM = Membership Manager; DD = Development Director; CE – Chief Engineer; ND – News Director; SM – Sales Manager; AA – Administrative Assistant

**Community Events:**

- 1) GM Chuck Miller meets with cultural leaders of Middletown to determine partnership opportunities, 4/6/12.
- 2) MM Lori Holladay, Announcer Ken Hanes, and intern Veronica Ruchman served at the Hosea House Soup Kitchen in Newport, KY. 4/10/12
- 3) MM Lori Holladay represents WNKU at Fort Thomas Forest Conservancy meeting 4/11/2012.
- 4) DD Aaron Sharpe volunteered as an on-camera auctioneer for the CET's Action Auction fundraiser 4/18/12.
- 5) MM Lori Holladay attends Fort Thomas Forest Conservancy meeting 4/18/212.
- 6) WNKU and NKU's Steely Library host car show and "road ralleye" benefiting the two organizations, the NKU Baptist Student Union and two children's food banks, 4/22/12.
- 7) MM Lori Holladay attends Fort Thomas Forest Conservancy meeting 4/25/12.
- 8) GM Chuck Miller represents Kentucky Public Radio stations on the Kentucky Association Board of Directors, Frankfort, KY, 4/2612.
- 9) GM Chuck Miller meets with a variety of community leaders hosted by Main Street Portsmouth in Portsmouth, OH. The meeting built upon earlier discussions seeking partnerships and learning about area issues. Miller also visited with the Scioto County EMA. 5/1/12
- 10) MM Lori Holladay attends Fort Thomas Forest Conservancy meeting 5/2/12.
- 11) DD Aaron Sharpe gives a tour of station to Cub Scout pack #773 - from Park Hills KY 5/8/12.
- 12) MM Lori Holladay attends Fort Thomas Forest Conservancy meeting 5/9/12.

- 13) MM Lori Holladay attends Fort Thomas Forest Conservancy meeting 5/16/12.
- 14) MM Lori Holladay attends Fort Thomas Forest Conservancy meeting 5/23/12.
- 15) GM Chuck Miller and Sales Rep. Lisa Biello represented WNKU at the Northern KY Chamber Expo in Erlanger, KY Marketing and recruitment materials were distributed. 5/24/12.
- 16) Acoustic Thursday Fountain Square, Cincinnati, OH DD Aaron Sharp and Intern Sara Niccum distributed marketing and recruitment materials 5/24/12
- 17) DD Aaron Sharpe gives a tour of station to Cub Scout den #179 5/29/12.
- 18) Announcer Ken Hanes distributed marketing and recruitment materials at the Dave Matthews concert at Riverbend, Cincinnati, OH, 5/29/12.
- 19) MM Lori Holladay attends Fort Thomas Forest Conservancy meeting 5/30/12.
- 20) Acoustic Thursday Fountain Square Cincinnati, OH DD Aaron Sharp and Sara Niccum distributed marketing and recruitment materials, 5/31/12.
- 21) GM Chuck Miller represented WNKU at the Middletown, OH 1st Friday art event and discussed cultural, economic, redevelopment issues with representatives in attendance. 6/1/12.
- 22) Midpoint Indie - Fountain Square Cincinnati, OH DD Aaron Sharp and Sara Niccum distributed marketing and recruitment materials 6/1/12.
- 23) Announcer Ken Hanes acted as a judge for the Cincinnati Blues Challenge, Cincinnati, OH, 6/3/12
- 24) GM Chuck Miller begins service on the Play It Forward (PIF) board of directors. The mission of PIF is to bring awareness of local and regional musician's needs in times of emergency and to provide some economic relief to same. 6/4/12.
- 25) MM Lori Holladay attends Fort Thomas Forest Conservancy meeting 6/6/12.
- 26) GM Chuck Miller begins service on the NKU Staff Congress as member at large, 6/8/12.
- 27) MM Lori Holladay volunteered at the Fort Thomas Forest Conservancy event 6/8/12.
- 28) MM Lori Holladay volunteered at the Fort Thomas Forest Conservancy event 6/9/12.
- 29) CE Jeff Johnson, GM Chuck Miller, announcers Pam Temple & Debra Randall, SM Valerie Abbott host a live broadcast from the Ault Park Concours d'Elegance car show in Cincinnati benefiting the Children's Arthritis Foundation. Marketing and recruitment materials were distributed. 6/10/12.
- 30) MM Lori Holladay volunteered at the Fort Thomas Forest Conservancy event, 6/10/12.
- 31) Reporter Matt Kelly started a two year project for the Covington Bicentennial Committee directing a documentary, promotional videos and kiosk videos for the celebration 6/5/12.



- 32) Paddlefest - Cincinnati, OH; Announcer Ken Hanes distributed marketing and recruitment materials 6/22/12.
- 33) GM Chuck Miller and sales rep Lisa Biello were hosted by the CVB director on a tour of Portsmouth, OH, meet a variety of local business and non-profit leaders and discussed economic and tourism issues. 6/25/12.
- 34) Midpoint Indie - Fountain Square, Cincinnati, OH. Announcer Ken Hanes distributed marketing and recruitment materials, 6/29/12.
- 35) Announcer Ken Hanes hosted Sam Bush/Magnolia Mountain concert at the Madison Theatre in Covington, KY, distributed marketing and recruitment materials. 6/30/12
- 36) Hosea House- Announcers Bill Hensley, Pam Temple, CE Jeff Johnson, Blogger Bill Thompson served at the Hosea House Soup Kitchen in Newport, KY. 7/10/12.
- 37) GM Chuck Miller serves on NKU Staff Congress, 7/12/12.
- 38) GM Chuck Miller represented Kentucky Public Radio broadcasters at the quarterly Kentucky Broadcasters Association meeting held at Lake Cumberland, KY, 7/19/12.
- 39) Midpoint Indie - Fountain Square Cincinnati, OH. Announcer Ken Hanes distributed marketing and recruitment materials, 7/20/12.
- 40) Browngrass – RabbitHash, KY, announcers Ken Hanes, Gary Keegan, AA Kim Kaufman, OM Teresa McQueen distributed marketing and recruitment materials, 7/21/12.
- 41) Announcer Ken Hanes welcomes Old Crow Medicine Show at the Taft Theatre marketing and recruitment materials were distributed Cincinnati, OH, 7/27/12.
- 42) Announcer Ken Hanes distributed marketing and recruitment materials at the Crosby Stills and Nash show at the PNC Pavillion Cincinnati, OH, 7/30/12.
- 43) GM Chuck Miller serves as “NKU at large delegate” on NKU Staff Congress, 8/9/12.
- 44) Announcer Ken Hanes distributed marketing and recruitment materials at Cincy Blues Fest Sawyer Point Cincinnati, OH. 8/11/12.
- 45) GM Chuck Miller and a volunteer distribute marketing and recruitment materials at the Western Southern Tennis Tournament in Mason, OH, 8/11/12.
- 46) GM Chuck Miller and a volunteer distribute marketing and recruitment materials at the Western Southern Tennis Tournament in Mason, OH, 8/12/12.
- 47) DD Aaron Sharpe to emcee a benefit concert with Bryan Brothers at Four Bridges Country Club, proceeds to go to the Bryan Brother foundation Liberty Township, OH, 8/13/12.
- 48) GM Chuck Miller hosts station tour of NKU student radio station “Norse Code Media” staff, discusses career paths, studio design, 8/14/12.

- 49) GM Chuck Miller and host "Mr. Rhythm Man" provide entertainment at NKU Faculty/Staff picnic, 8/14/12.
- 50) MM Lori Holladay, CE Jeff Johnson, announcers Bill Hensley and Vickie Hensley and student employee Veronica Ruschman served at the Hosea House Soup Kitchen in Newport, KY. 8/14/12.
- 51) GM Chuck Miller and a volunteer distribute marketing and recruitment materials at the Western Southern Tennis Tournament in Mason, OH, 8/16/12.
- 52) GM Chuck Miller and a volunteer distribute marketing and recruitment materials at the Western Southern Tennis Tournament in Mason, OH, 8/18/12.
- 53) Announcers Bob Beemon and Ken Hanes lead a group of 16 Chase Law School volunteers in the bi-annual AA Highway cleanup, Wilder, KY 8/18/12.
- 54) GM Chuck Miller begins service on NKU Staff Congress, Outreach Committee, 8/29/12.
- 55) Announcer Bob Beemon DJs for The Westin/Aronoff Arts Center Fall season kickoff party Cincinnati, OH, 8/30/12.
- 56) Midpoint Indie - Fountain Square Cincinnati, OH, announcer Ken Hanes distributed marketing and recruitment materials, 8/31/12.
- 57) GM Chuck Miller serves as "NKU at large delegate" on NKU Staff Congress, 9/6/12.
- 58) CE Jeff Johnson, announcers Pam Temple and Ken Hanes, AA Kim Kaufman, served at the Hosea House Soup Kitchen in Newport, KY, 9/11/12.
- 59) GM Chuck Miller meets with Play it Forward Board of Directors, Newport, KY, 9/20/12.
- 60) Announcer Ken Hanes hosted the WNKU stage at Arnold's Bar & Grill for the MidPoint Music Festival Cincinnati, OH, distributed marketing and recruitment materials, 9/27/12.
- 61) Announcer Ken Hanes hosted the WNKU stage at Arnold's Bar & Grill and the Main Stage at Washington Park for the MidPoint Music Festival Cincinnati, OH, distributed marketing and recruitment materials, 9/28/12.
- 62) Announcer Ken Hanes hosted the WNKU stage at Arnold's Bar & Grill for the MidPoint Music Festival Cincinnati, OH, distributed marketing and recruitment material, 9/29/12.
- 63) GM Chuck Miller serves as "NKU at large delegate" on NKU Staff Congress, 10/11/12.
- 64) GM Chuck Miller speaks at the Portsmouth Rotary Club luncheon at Shawnee State University in Portsmouth, OH. The talk evolved around community partnerships, outreach, WNKU's evolution, and recruitment. 10/15/12.
- 65) Announcer Ken Hanes distributed marketing and recruitment material at the Leftover Salmon concert at the Madison Theatre, Covington, KY, 10/16/12.
- 66) GM Chuck Miller serves as "NKU at large delegate" on NKU Staff Congress Roundtable event, 10/19/12.

- 67) Announcer Ken Hanes distributed marketing and recruitment material at the Moe concert at the Taft Theatre 10/26/12.
- 68) GM Chuck Miller serves on Play it Forward board, Anderson, OH, 10/29/12
- 69) Announcer Ken Hanes hosted benefit concert for Cincinnati, USA Music Heritage Foundation and distributed marketing and recruitment material at Southgate House Revival, Newport KY, 11/9/12.
- 70) Announcer Ken Hanes Hosted cd release concert and distributed marketing and recruitment material for The Tillers at Southgate House Revival. Newport KY, 11/10/12.
- 71) ND Steve Hirschberg, AA Kim Kaufman, announcer Ken Hanes, student employee Veronica Ruschman, GM Chuck Miller serve soup, dessert, drinks, and music for the NKU Benevolent Assoc. Souper Tuesday luncheon benefit on the NKU campus: 11/13/12.
- 72) AA Kim Kaufman, announcers Pam Temple, Ken Hanes, Bill Hensley and Vickie Hensley served at the Hosea House Soup Kitchen in Newport, KY. 9/11/12.
- 73) GM Chuck Miller meets with leaders of the S. Main Historic District in Middletown, OH and discusses economic redevelopment plans with the group. 11/13/12.
- 74) Announcer Ken Hanes hosted Iris De Ment/The Tillers concert at 20th Century Theatre Cincinnati, OH, and distributed marketing and recruitment material, 11/15/12.
- 75) GM Chuck Miller serves on Play it Forward board, Anderson, OH, 11/26/13
- 76) Announcer Ken Hanes Hosted CD release concert for The Newbees at Southgate House Revival Newport, KY and distributed marketing and recruitment material, 1/21/12.
- 77) CE Jeff Johnson, announcer Pam Temple, DD Aaron Sharpe and MM Lori Holladay served at the Hosea House Soup Kitchen in Newport, KY, 12/11/12.
- 78) GM Chuck Miller volunteers as transportation host for NKU graduation ceremonies, 12/15/12
- 79) GM Chuck Miller hosts Cub Scout Pack 773 from Ft. Wright, KY on station tour. 1/8/13.
- 80) Announcer Ken Haines, AA Kim Kaufman, DD Aaron Sharpe served at the Hosea House Soup Kitchen in Newport, KY, 1/10/12.
- 81) GM Chuck Miller serves as "NKU at large delegate" on NKU Staff Congress Roundtable event, 10/19/12.
- 82) GM Chuck Miller hosts Cub Scout pack 38 from Elsemere, KY on station tour, 1/17/13.
- 83) DD Aaron Sharpe hosts Cub Scout pack 177 from Anderson Township, OH on station tour, 1/23/13.
- 84) Announcer Ken Hanes hosted the Winter Blues Festival sponsored by the Cincinnati Blues Society at The Phoenix in Cincinnati, OH, marketing and recruitment materials distributed 2/8 & 2/9/13.

- 85) Announcer Pam Temple, MM Lori Holladay, DD Aaron Sharpe served at the Hosea House Soup Kitchen in Newport, KY. 2/12/13.
- 86) GM Chuck Miller hosted a station tour with Cub Scout Pack 228 from Hebron, KY, discussed educational paths. 2/21/13.
- 87) GM Chuck Miller, Sales rep., Jacqui Killen, represent WNKU at NKU Job Expo, discuss career paths, internships, jobs, 2/27/13
- 88) WNKU participated in the Bockfest Parade in Downtown Cincinnati, OH. DD Aaron Sharpe, Sales rep., Jacqui Killen, announcers Bob Beeman and Mary Peal distribute marketing and recruitment materials, 3/1/12.
- 89) DD Aaron Sharpe, announcer Mary Peal work live broadcast from Bockfest in Downtown Cincinnati, OH, distributed marketing and recruitment materials, 3/2/12.
- 90) GM Chuck Miller, Sales rep., Jacqui Killen, represent WNKU at Middletown (OH) Chamber Expo, distribute marketing and recruitment materials, 3/14/13.
- 91) GM Chuck Miller works with NKU Staff Congress outreach committee during the NKU Gives campaign, collecting items for the Urban League of Cincinnati, Dress for Success Cincinnati, the Women's Crisis Center, and the United Coalition for Animals, 3/25/13.
- 92) GM Chuck Miller hosts Cub Scout Pack 70 from Ft. Thomas, KY on station tour, 3/26/13.
- 93) GM Chuck Miller works with NKU Staff Congress outreach committee during the NKU Gives campaign, collecting items for the Urban League of Cincinnati, Dress for Success Cincinnati, the Women's Crisis Center, and the United Coalition for Animals, 3/28/13.

#### **Internships & Student Employment:**

The SEU encourages participation by interns & student employees in a wide variety of station opportunities, providing hands-on training and resume building experience. The SEU supports this activity with personal mentorships discussions on educational paths toward a career in broadcasting.

- 1) Veronica Ruschman starts with WNKU's student employment program, with a focus on marketing and backend financial support, 5/19/12 – 12/7/12 (graduation).
- 2) GM Chuck Miller welcomes high school intern from WCPO-TV minority student training program for 8 week summer internship, 6/8/12.
- 3) GM Chuck Miller welcomes news intern Denise Johnson for 8 week summer internship, 6/28/13.
- 4) GM Chuck Miller welcomes Xavier University intern Sara Niccum for a 10 week audio production internship, 6/4/12.
- 5) Clayton Castle starts with WNKU's student employment program, with a focus on marketing, 12/17/12.

- 6) WNKU welcomes Scripps/Howard intern Sara Niccum for Spring semester audio production program, 2/4/13.

**Educational institutions:**

- 1) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Barnaby Bright " Highland Heights KY DD Aaron Sharpe distributed marketing and recruitment materials 4/2/12.
- 2) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Matraca Berg" Highland Heights KY AA Kim Kaufman distributed marketing and recruitment materials 4/9/12.
- 3) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Pete Dressman" Highland Heights KY AA Kim Kaufman distributed marketing and recruitment materials 4/16/12.
- 4) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Majestic Man"" Highland Heights KY AA Kim Kaufman distributed marketing and recruitment materials 4/23/12.
- 5) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Bill Kirchen " Highland Heights KY AA Kim Kaufman distributed marketing and recruitment materials 4/30/12.
- 6) GM Chuck Miller speaks to 12 high school seniors participating in the WCPO-TV Cincinnati minority internship program. The topic was education and preparing for a professional career. 7/20/12.
- 7) GM Chuck Miller works with student run "Norse Code Media" on studio design, cabling and mic use. 8/23/12.
- 8) GM Chuck Miller discusses career paths and engages two senior level NKU Mktg classes lead by Dr. Aron Levin. in two semester long WNKU content and research studies (morning and afternoon sessions of the course). The goal is to provide real-world research opportunities on WNKU's services. 8/28/12
- 9) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Guy Forsyth" Highland Heights KY DD Aaron Sharpe distributed marketing and recruitment materials 9/17/12.
- 10) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Eleni Mandell" Highland Heights KY DD Aaron Sharpe distributed marketing and recruitment materials 9/24/12.
- 11) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents

- "New Bees" Highland Heights KY DD Aaron Sharpe distributed marketing and recruitment materials 10/8/12.
- 12) GM Chuck Miller speaks to a NKU Writing for Radio class in the department of communications. The talk evolved around stylistic issues on all of WNKU's written and on-air copy, resumes, social media, and job interviews. 10/18/12.
  - 13) GM Chuck Miller works with 2 senior level NKU marketing classes on a research/survey project about WNKU content, 10/25/12.
  - 14) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Madi Diaz" Highland Heights KY DD Aaron Sharpe distributed marketing and recruitment materials 11/5/12.
  - 15) GM Chuck Miller hosts a 75:00 minute afternoon station tour with NKU Audio 101 (sec. 1) students, discusses careers and career paths. 11/14/12.
  - 16) GM Chuck Miller hosts a 75:00 minute evening station tour with NKU Audio 101 (sec. 2) students, discusses careers and career paths. 11/14/12.
  - 17) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Reverend Peyton's Big Damn Band" Highland Heights KY AA Kim Kaufman distributed marketing and recruitment materials 11/26/12.
  - 18) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Mastersons" Highland Heights KY DD Aaron Sharpe distributed marketing and recruitment materials 12/3/12.
  - 19) GM Chuck Miller receives 2 MKT 492 class presentations on their WNKU music research projects, 12/11/12.
  - 20) GM Chuck Miller and Dr. Aron Levin launch MKT 492 WNKU spring semester music research project, 1/29/13.
  - 21) GM Chuck Miller hosts NKU Rock Documentary Honors class on station tour, discusses career and educational paths. 2/5/13.
  - 22) Audio engineer Dave Foreman meets with Studio 89 class to discuss the series and career paths. Studio 89 is a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents.
  - 23) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Kelly Richey" Highland Heights, KY. DD Aaron Sharpe distributed marketing and recruitment materials 2/18/13.
  - 24) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Noah Hunt" Highland Heights, KY. DD Aaron Sharpe and GM Chuck Miller distributed marketing and recruitment materials 2/25/13.

25) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "The Tillers" Highland Heights KY DD Aaron Sharpe distributed marketing and recruitment materials 3/18/13.

26) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents "Frightened Rabbit" Highland Heights, KY. DD Aaron Sharpe & GM Chuck Miller distributed marketing and recruitment materials 3/25/13.

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